

Title IX Office

Notice of Non-discrimination

Hampton University adheres to the principle of equal education and employment opportunity and does not discriminate on the basis of age, sex, sexual orientation, gender identity, race, color, creed, religion, disability or national origin in education or employment. This policy extends to all students and employees and applicants for admission and/or employment. Further, it extends to all programs and activities supported by the University; including the Undergraduate College, College of Continuing Education, College of Virginia Beach and the Graduate College.

The following persons have been designated to handle inquiries regarding the University's policies prohibiting discrimination based on sex in accordance with Title IX of the Education Amendments of 1972 ("Title IX"):

Title IX Coordinator for Hampton University

Kelly Harvey

Wigwam Building – Room 205

Hampton University

Hampton, VA 23668

Telephone: 757-727-5426

Email: kelly.harvey@hamptonu.edu

Title IX Specialist for Hampton University

Terri Haskins

Wigwam Building – Room 205

Hampton University

Hampton, VA 23668

Telephone: 757-727-5426

Email: terri.haskins@hamptonu.edu

In addition, information concerning Title IX can be obtained from:

Office for Civil Rights

U.S. Department of Education

400 Maryland Avenue, SW

Washington, D.C. 20202-1475

Telephone: 202-453-6020

FAX: 202-453-6021;

TDD: 800-877-8339

Email: OCR.DC@ed.gov

For other inquiries concerning the University's policy on nondiscrimination or to make a complaint of discrimination, please contact:

Students

Mr. Woodson Hopewell

Dean of Judicial Affairs & Housing

2nd Floor Student Center

Hampton, VA 23668

757-757-5303

Email: woodson.hopewell@hamptonu.edu

Employees Including Faculty

Ms. Rikki R. Thomas

Director of Human Resources

53 Marshall Avenue

Hampton, VA 23668

757-727-5250

Email: rikki.thomas@hamptonu.edu

Discrimination Complaint Procedures

Hampton University has adopted an internal grievance procedure providing for prompt and equitable resolution of complaints alleging discrimination and/or harassment in violation of its policy of non-discrimination, adopted in accordance with the various state and federal civil rights acts governing employees and students in education and employment including, but not limited to, Titles VI and VII of the Civil Rights Acts, Title IX of the Education Amendments Act ("Title IX"), Section 504 of the Rehabilitation Act, the Americans with Disabilities Act and the Age Discrimination in Employment Act.

Complaints Alleging Sex Discrimination and/or Harassment in Violation of Title IX

Complaints by Students and Employees including Faculty alleging sex discrimination and/or harassment in violation of Title IX should be directed to either:

Title IX Coordinator for Hampton University

Kelly Harvey

Wigwam Building – Room 205

Hampton University

Hampton, VA 23668

Telephone: 757-727-5426

Email: kelly.harvey@hamptonu.edu

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Hampton, VA 23668

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Email: terri.haskins@hamptonu.edu

Complaints Alleging Discrimination and/or Harassment Not Involving Title IX

Students

Complaints by Students alleging discrimination and/or harassment in violation of Hampton University's policy on Non-Discrimination involving claims other than those arising under Title IX should be directed to:

Mr. Woodson Hopewell

Dean of Judicial Affairs & Housing

2nd Floor Student Center

Complaint Procedures

1. The student should make the complaint verbally or in writing to the Dean of Judicial Affairs & Housing. If, however, the complaint involves the Dean of Judicial Affairs & Housing, then the complaint should be directed to the Director of Human Resources.
2. In making a complaint, the student should provide sufficient information to identify the parties involved, any witnesses, the alleged discrimination and all facts that support the allegations of discrimination.
3. The Dean of Judicial Affairs & Housing or the Director of Human Resources shall immediately begin an investigation of the complaint. The investigation will involve meeting with all parties and witnesses. The complainant and the person against whom the allegation of discrimination have been made and their respective representatives, if any, will be provided an opportunity to submit information, written statements and documentation regarding the complaint allegations. To the extent appropriate, interim measures for the protection of the complaining party may be taken while the investigation is pending.
4. Within 30 days of receipt of the complaint, unless he or she has notified the parties in writing that the facts require a longer investigation, the Dean of Judicial Affairs & Housing shall issue a written determination as the complaint, including the investigative findings, and provide such written determination of the complainant and the respondent. The Dean of Judicial Affairs and Housing will implement prompt remedial action to remedy any discrimination or harassment that he concludes has occurred.
5. Either party may appeal the findings of an investigation by submitting a written document within seven (7) days of notification of the determination to the Vice President for Business Affairs, Hampton University, Hampton, VA 23668 who shall refer the appeal to a three (3) member Appeals Committee consisting of a representative from Student Affairs, a Faculty representative and the Assistant Provost. The appeal must specify with particularity the irregularities of the investigator's determination. The Vice President for Business Affairs must inform the complainant of the appeal decision within fourteen (14) days of the receipt of the appeal.
6. Although Hampton University will make every effort to comply with these timelines, circumstances such as school breaks, may justify an extension of time. If such an extension is warranted, the parties will be advised.
7. Retaliation against any person who files a complaint of alleged discrimination or harassment, participates in an investigation, or opposes a discriminatory or harassing education practice or policy is prohibited under University policy and by state and federal law. An individual who believes he or she was subjected to retaliation can file a complaint about the alleged retaliation under these procedures. If it is determined that retaliation has occurred, sanctions may be imposed, including, but not limited to, suspension or termination.

Employees Including Faculty

Complaints by Employees including Faculty alleging discrimination and/or harassment in violation of Hampton University's policy on Non-Discrimination not involving Title IX should be directed to:

Ms. Rikki R. Thomas
Director of Human Resources

53 Marshall Avenue
Hampton, VA 23668
757-727-5250
Email: rikki.thomas@hamptonu.edu

For details concerning these complaints procedures, please see the following: Education Support Staff Handbook or Faculty Handbook.

Policy and Procedures on Sexual Discrimination and Misconduct (Title IX)

The Hampton University Policy on Sexual Discrimination and Misconduct is designed to ensure an environment that is safe and free from sexual discrimination, harassment or misconduct for the members of the Hampton University community.

Sexual harassment is a form of sexual discrimination and includes sexual misconduct and/or sexual violence. The University is committed to maintaining an environment that is free from sex-based violence and in which the freedom to make individual choices regarding sexual behavior is respected by all.

Sexual discrimination, harassment or misconduct is unacceptable and will be addressed in a prompt, equitable fashion in accordance with this policy and the applicable procedures. Additionally, the University prohibits Retaliation against anyone who exercises their rights in accordance with this policy.

The prohibitions contained in this policy apply to students, faculty, staff, visitors, contractors and vendors, and to conduct that takes place on or off campus.

This policy is designed to help Hampton University comply with the following:

- Title IX of the Education Amendments of 1972, which prohibits discrimination on the basis of sex in education programs or activities,
- the Violence Against Women and Department of Justice Reauthorization Act of 2005,
- the Higher Education Act of 1965, and
- the Clery Act, each as amended.

The University has jurisdiction over Title IX complaints and investigations. The applicable police department will have jurisdiction over criminal complaints and investigations.

Title IX of the Education Amendments of 1972

No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.

~ 20 U.S. Code Section 1681

Definitions

Sexual Harassment as a form of sexual discrimination refers to unwelcomed and unsolicited conduct of a sexual nature, whether by members of the same sex or of the opposite sex. It includes unwelcome sexual advances, requests for sexual favors and other verbal, nonverbal or physical conduct of a sexual nature, and is specifically prohibited when:

- Submission to such conduct is made explicitly or implicitly a term or condition for an individual's work performance or academic performance;
- Submission to or rejection of such conduct by an individual is used as a basis for employment decisions, performance evaluation, or academic performance evaluation concerning a member of the University; or
- Such conduct has the purpose or effect of unreasonably interfering with an individual's work or academic performance, or ability to participate in or benefit from the University's programs, or of creating an intimidating, hostile, or offensive work or educational environment.

Hostile Environment exists as a form of sexual harassment under Title IX when sexually harassing conduct is sufficiently severe or pervasive to alter the conditions of employment or education and creates an abusive work or educational environment. A single or isolated incident of sexual harassment may create a hostile environment if the incident is sufficiently severe. An example of the latter is a single instance of rape.

Sexual Misconduct is a form of sexual harassment. It includes a broad range of behavior such as inappropriate physical touching, sexual exploitation, stalking, non-consensual sexual contact, non-consensual intercourse, domestic violence, dating violence, sexual assault, rape and other forms of sexual violence.

Sexual Assault is a form of sexual misconduct. It encompasses sexual assault and battery, non-consensual sexual contact, non-consensual sexual intercourse and other violent sexual behavior. Sexual assault and battery includes, but is not limited to, forced sexual intercourse, rape or any intentional unpermitted or unwanted sexual contact by the accused, acquaintance or stranger, either directly or through the clothing, or with the victim's genitals, breasts, thighs, buttocks, or mouth, without the victim's consent. Sexual assault and battery also includes touching or fondling of the victim by the accused when the victim is forced to do so against his or her will.

Sexual Exploitation is taking sexual advantage of another person without effective consent and includes, by way of example but not limitation, causing the prostitution or other incapacitation of a person for a sexual purpose; electronically recording, photographing or otherwise transmitting intimate or sexual utterances, sounds or images of another person; voyeurism; exposing one's genitals or inducing another to do so or knowingly transmitting a sexually transmitted disease.

Coercion occurs when an unreasonable amount of pressure is used to engage in sexual activity, and/or the practice of persuading or forcing someone to do something by use of force or threats.

Domestic Violence occurs when a current or former spouse, intimate partner or other person with whom the victim has shared a close family or living relationship within the previous 12 months uses or threatens physical or sexual violence. Domestic violence also may take the form of a pattern of behavior that seeks to establish power and control through emotional abuse or by causing fear of physical or sexual violence.

Dating Violence occurs when a person with whom the victim has shared a close social relationship of a romantic or intimate nature uses or threatens physical or sexual violence.

Stalking is engaging in a course of behavior directed at a specific person that would cause a reasonable person to fear for his or her own safety or the safety of others or to suffer substantial emotional distress.

Retaliation for the purposes of this policy occurs when an individual is subjected to adverse action, intimidation, threats, coercion or discrimination in order to interfere with any right or privilege secured by Title IX or this policy or because of an individual's participation or involvement in any fashion in exercising rights under Title IX or this policy, including but not limited to making a complaint or report, participating in an investigation, or testifying as a witness.

Intimidation involves inducing fear, especially to cause or force an individual to engage in a specific action.

Consent is a voluntary agreement to engage in sexual activity. Consent for sexual activity can only be obtained in situations where all people involved have equal power and full awareness in deciding what sexual activity will and will not happen during an encounter.

- Consent cannot be gained by force, intimidation, threat, coercion, or by taking advantage of another's incapacitation.
- The use of alcohol or drugs may affect a person's ability to consent to sexual contact.
- Silence, previous consent, or absence of resistance does not imply consent.
- Consent to engage in sexual activity with one person does not imply consent to engage in sexual activity with another.
- Consent is not final or irrevocable and can be withdrawn at any time.
- Members of the University community choosing to engage in any form of sexual activity – from touching or kissing to intercourse – must obtain consent from their partner(s) prior to engaging in such activity.

Incapacitation is the physical and/or mental inability to make informed, rational judgments. One who is incapacitated cannot provide effective consent. States of incapacitation include sleep, unconsciousness, intermittent consciousness, and blackouts. Incapacitation may result from the consumption of alcohol or the use of drugs.

Reporting Sexual Discrimination, Misconduct and Retaliation

Under Title IX, it is the responsibility of the university to ensure that students are not denied the benefit of or limited in participating in any university education program or activity on the basis of sex. Hampton University has an obligation to respond to reports and notification of sexual violence. When the university has jurisdiction and has received notice of sexual violence, by law, the university must take prompt and effective steps to end the sexual violence, prevent its recurrence, and remedy its effects.

The University is committed to fostering a safe environment for victims of sexual discrimination, sexual harassment and sexual violence, and is committed to offering help and support. Victims are encouraged to report incidents of sexual discrimination, harassment or misconduct.

Responsible Employee

A Responsible Employee is anyone at the University, including faculty, administration, the Hampton University Police Department, Title IX Coordinator, Title IX Specialist, the Dean of Judicial Affairs and Housing, and the Dean of Residence Life, with authority or a duty to respond and/or report sexual discrimination, sexual harassment and sexual violence to the Title IX Coordinator or appropriate personnel.

The University requires Responsible Employees, who in the course of their employment obtain information that an act of sexual discrimination, harassment and/or misconduct and retaliation has occurred against a student attending the University on campus, in or on a non-campus building or property used or controlled by the University, or on any public property that is adjacent to or accessible from a campus building or University-controlled facility, to report promptly the incident to the University's Title IX Coordinator.

In addition, Hampton University also encourages anyone who is or knows someone who has been a victim of sexual violence and/or misconduct to report promptly the incident to the Hampton University Police Department (HUPD).

HUPD may be reached at (757) 727-5300 and is available to explain the procedures for pursuing a criminal investigation of the alleged sexual misconduct or violence. HUPD will investigate every incident reported to determine if a crime has been committed. Any criminal investigation will be separate and distinct from any investigation undertaken in accordance with Title IX. A criminal complaint and investigation may run simultaneously with a Title IX complaint and investigation. For immediate assistance call HUPD at (757) 727-5666 or 911.

Pursuant to the Clery Act, the University is required to disclose statistics of certain crimes, including sexual offenses, violations of drug, liquor, or weapons laws, and hate crimes that result in an arrest or disciplinary referral.

Amnesty for Complainant and Witnesses

The reporting of sexual discrimination, sexual harassment or sexual misconduct by Complainants and witnesses is encouraged by Hampton University. In support of a reporting party and witnesses who participate in the grievance process, Hampton University may offer amnesty from other student conduct policies at the university. This determination will be made by the Vice President for Administrative Services and other appropriate University Administrators.

Confidentiality

Confidentiality and Privacy

The University will make every effort to protect the privacy and confidentiality of students who report, are third-party complainants, or are named in a report of sexual discrimination, harassment and/or misconduct. The University will also strictly enforce the prohibition on Retaliation. (See [Retaliation](#))

Information reported will be shared only on a need-to-know basis. The University will also take steps to protect members of its community against further misconduct.

Confidentiality and retaliation protections exist in part to help encourage students who experience sexual discrimination and/or misconduct to come forward and to permit an investigation to proceed.

The University will not begin an internal administrative investigation or make a referral to law enforcement without the consent or knowledge of the reporting party; however, the University must consider its obligation to other students and the campus community.

The Title IX Coordinator will decide whether an investigation or referral is required after evaluating the risk of the alleged offender harming other members of the campus community, and, the likelihood of the

Confidential Resources

A Confidential Resource has no requirement to report incidents of sexual discrimination, harassment or violence.

Hampton University Student Counseling Center	(757)727-5617
Hampton University Student Health Center	(757)727-5315
Hampton University Chaplain	(757)727-5340

Riverside Regional Emergency/Trauma Center	(757)594-2050
Sentara Careplex Emergency Room	(757)736-2010
The Center for Sexual Assault Survivors	(757)599-9844
Transitions Family Violence Services	(757)722-2261
Non-Confidential Resources	
A Non-confidential Resource has an obligation to report incidents.	
Hampton University Police Department	(757)727-5300
Title IX Coordinator	(757)727-5426
Title IX Specialist	(757)727-5426
Dean of Judicial Affairs and Housing	(757)727-5303
Dean of Residence Life	(757)727-5486

University being able to proceed without the active participation of the reporting party (if applicable), by considering:

- The nature of the alleged misconduct, including whether it involved a weapon or use of physical force;
- The existence of evidence of predatory behavior;
- Any prior credible reports of misconduct by the alleged perpetrator; and
- The existence of evidence other than the reporting party's testimony, such as physical evidence, recordings, documentary evidence, or written statements provided by the reporting party.

If Confidentiality Cannot Exist

While the University is supportive of a student's request for confidentiality, if that request must be denied due to safety or other concerns as determined by the Title IX Coordinator, the University will inform the complainant.

Resources

Resources available for victims are with people that have responsibilities as either a Confidential or Non-Confidential resource.

Hampton University Title IX Office

Title IX Coordinator for Hampton University

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 Wigwam Building – Room 205
 Hampton University

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Responsibilities of the Title IX Coordinator:

- Oversees compliance of Title IX at Hampton University
- Responds and investigates all sexual discrimination, harassment and misconduct complaints, to include analysis of policy, determination of violation, and the filing of detailed reports
- Informs students and employees on the options of filing a formal complaint through the Title IX Office and/or filing of a criminal or civil complaint
- Implements interim safety measures. This may include, but is not limited to alternative housing arrangements, academic adjustments, no contact orders and referral to campus and local resources
- Meets with students, faculty and staff to provide training and education on Title IX and the policies, procedures and services at Hampton University
- Evaluates requests for confidentiality
- Works with the appropriate University department, office or division to accommodate persons seeking services and support under Title IX, including counseling and health center services, and campus safety measures with the University Police Department, if necessary
- Coordinates with local agencies to meet the support needs of persons seeking redress under Title IX, to include Transitions Family Violence Services, the Center for Sexual Assault Survivors, appropriate area law enforcement agencies, and area hospitals

Responsibilities of the Title IX Specialist are:

- Coordinates with the Title IX Coordinator on compliance and training on Title IX policies at Hampton University
- Provides administrative support to the Title IX Coordinator on projects and initiatives involving Title IX at Hampton University and in the community
- Educates University employees, students, faculty and staff on policies and procedures of Title IX at Hampton University
- Provides resources and publications to faculty, staff and students to help in educating the University community about Title IX
- Updates the Hampton University community on changes to the Title IX policies and regulations from the state and federal government

Jurisdiction

This policy applies to conduct that takes place on the campus of Hampton University, at University sponsored events (including academic, social and athletic events) and may apply off-campus and to actions online if the Title IX Coordinator determines the conduct falls within the scope of Title IX and policies pertaining thereto.

Filing a Complaint of Sexual Discrimination and/or Misconduct

To file a complaint of sexual discrimination, harassment and/or misconduct, an individual should contact the Title IX Office.

Process of Reporting a Complaint

The following steps should be taken to file a complaint:

1. Report the incident
2. Once an incident is reported, the Title IX Coordinator will provide information concerning the University's policies and services for victims of sexual discrimination, harassment and/or misconduct and its procedures for determining, investigating, and handling such complaints, including the procedures for proceeding with a formal complaint and investigation.
 - a. For example, the University will not allow mediation between the parties in cases of alleged sexual assault.
3. The Title IX Coordinator will make an initial assessment to determine the specific violations under the University's Title IX Policy, assess the needs of the Complainant, and provide interim measures if necessary which may include, academic accommodations and safety measures, if appropriate.
4. A formal investigation will include the following:
 - a. An interview with the Complainant, the Respondent and other possible witnesses.
 - b. Recordings –All interviews conducted by the Title IX Coordinator and a Complainant, Respondent or witnesses will be recorded with appropriate consent according to the laws of the Commonwealth of Virginia. A Complainant will not be allowed to record any meeting pursuant to this process.
 - c. The Title IX Coordinator will also gather other related information or documents.
5. When a Complainant, Respondent or witness is contacted by the Title IX Coordinator or other appropriate university officials requesting an interview for the purposes of carrying out a Title IX investigation, students are expected to comply with a response. Failure to comply, by not responding to inquiries to make an appointment with the Title IX Coordinator for an interview or scheduling an appointment, but failing to show up, will result in student sanctions pursuant to the Student Code of Conduct Policy on Personal Honesty and Integrity. (See [Sanctions](#))
6. The investigation will be conducted in accordance with the following timeline:
 - a. The formal investigation shall be completed within thirty (30) calendar days of a report being filed.
 - b. The investigation and adjudication before the Sexual Discrimination and Misconduct Committee, including notification of the outcome, but not including any appeal, will be completed within sixty (60) calendar days of a report being filed,
 - i. unless the Title IX Coordinator determines that sufficient extenuating circumstances exist as to necessitate an extension of time.

- c. If the Title IX Coordinator determines in his or her discretion that an extension of time is required, he or she will notify both the Complainant and Respondent in writing.

Complaints of Sexual Violence and the Sexual Assault Threat Assessment Team

Any complaint involving sexual violence will be forwarded to the Sexual Assault Threat Assessment Team, following an initial assessment by the Title IX Coordinator, for review and a determination of whether disclosure to local law enforcement is warranted.

Pursuant to the Code of Virginia Section 23.1-806, the Sexual Assault Threat Assessment Team shall:

- consist of three (3) members with representatives from the Title IX Office, Student Affairs, and the HUPD who will review all information relating to acts of sexual violence. The Threat Assessment team may obtain law enforcement records, criminal history records, health records, institutional conduct or personnel records and any other known facts or information on record and known to the university or law enforcement.
- upon receipt of a complaint involving sexual violence, convene within 72 hours to review the information relating to the complaint of sexual violence and determine if the incident, circumstances or the parties involved are a threat to the health and/or safety of the campus at large.
 - If it is determined there is no threat, the Title IX Coordinator continues the investigation into the incident and comports with the mandates and timeline as outlined in the university policy.
 - If it is determined there IS a threat, the HUPD representative on the Sexual Assault Threat Assessment Team will disclose and route the information to the City of Hampton Police Division who is responsible for investigating the act of sexual violence.
 - When such disclosure is made to local law enforcement, the Title IX Coordinator shall notify the Complainant of the disclosure in writing.
- The Title IX investigation is independent of any criminal proceeding and can continue separately, yet concurrently with any criminal investigation.

Non-Student Involvement

Should an incident of sexual discrimination, harassment or misconduct involve a University student and a person or student that is not affiliated with the University, appropriate steps will be taken including, an investigation, reporting and coordination with the visiting school or law enforcement.

The Vice President for Administrative Services will communicate all findings to parties involved, including action and remedies for the victim and the University at large.

False Allegations

Reporting deliberately false or malicious allegations under this policy is a serious offense. If proven to be false, the party found guilty of making false allegations will be subject to appropriate university disciplinary action.

Conclusion of Formal Investigation

At the conclusion of the formal investigation, the Title IX Coordinator will refer the case and all investigation findings to the Sexual Discrimination and Misconduct Committee. The matter will then be handled in accordance with Hampton University's Sexual Discrimination and Misconduct hearing process as set forth below.

Proceedings before the Sexual Discrimination and Misconduct Committee

Hearing Determination

The Sexual Discrimination and Misconduct Committee is responsible for deciding whether to adjudicate complaints that allege violations of Title IX and Title IX regulations.

If a complaint falls under Title IX, as determined by an investigation by the Title IX Coordinator, the formal report is then handed over to the Sexual Discrimination and Misconduct Committee for review as follows:

1. Within thirty (30) days of receipt of the findings from the Title IX Coordinator's investigation, the Sexual Discrimination and Misconduct Committee ("Committee") will convene to review documentation, meet with all parties and conduct a hearing.
2. The standard of review will be based on the Preponderance of the Evidence, which means it is more likely than not that sexual discrimination, harassment, or misconduct occurred. The preponderance of the evidence does not require proof beyond a reasonable doubt.
3. Each party will be provided the opportunity to submit any and all information in support of their respective positions, including documentary evidence and witnesses.
4. Evidence regarding a complainant's sexual history unrelated to the respondent will not be permitted.
5. Each party will also be provided with the option to have others present, including an advisor of their choice, during the hearing process.

Post Hearing Procedures

Within ten (10) days of convening, the Committee will render its final determination based on the preponderance of the evidence presented to it and will forward its decision in writing to the appropriate administrator: the Vice President for Administrative Services for students; the Executive Vice President and Provost for a Faculty member; or the Vice President for Business Affairs and Treasurer for a Staff member. The appropriate administrator will then forward the final decision including any determination as to disciplinary action to the party under their respective jurisdictions.

This written decision shall be received by all parties within sixty (60) calendar days of a report being filed, unless the Title IX Coordinator in her discretion has granted an extension and informed all parties in writing of such extension.

The decision of the Sexual Discrimination and Misconduct Committee is final.

Retaliation

The University strictly prohibits retaliation against anyone exercising their rights and privileges under Title IX.

More specifically, the University prohibits retaliation against any person who files a complaint of sexual harassment, misconduct, and/or discrimination, participates in an investigation or hearing, or opposes a discriminatory employment or education practice or policy prohibited by this policy, specifically Title IX.

The University also prohibits intimidation, threats, coercion or discrimination against individuals who exercise rights and privileges accommodated under Title IX. An individual who believes he or she was subjected to retaliation can file a complaint under these procedures. (See [Reporting Sexual Discrimination, Misconduct and Retaliation](#))

If it is determined that retaliation has occurred, the University will take strong responsive action and sanctions may be imposed, including, but not limited to:

- Suspension, or

- Termination.

Potential remedies for a complainant subjected to retaliation include, but are not limited to:

- housing reassignment,
- academic rescheduling,
- counseling, and
- academic support services.

Student Sanctions

Definition of Penalties:

The following definitions are established in order that penalties may be clearly understood:

Warning: Notice, orally or in writing, that continuation or repetition of misconduct, within a period of time stated in the warning, may be cause for more severe disciplinary action.

Disciplinary Probation: Exclusion from participation in privileged or co-curricular institution activities as set forth in the notice for a period of time not exceeding one school year.

Censure: A written reprimand for violation of specified regulations, including the possibility of more severe disciplinary sanctions in the event of being found in violation of any institution regulation within a specified period of time.

Interim (Immediate) Suspension: Suspension pending a hearing when there is probable cause to suspect imminent danger to person or property on the campus. In such cases, a hearing will be held as soon as practicable.

Suspension (Indefinite/Contingent): The exclusion of a student from the University for an unspecified or specified period of time.

Suspension, held in abeyance: A disciplinary measure imposed for violation of University policy that warrants separation, but in which some merit is found to allow the student to continue academic work only, or while further investigation or review of other evidence is being done. Failure to follow prescribed restrictions during any period of abeyance or additional violations of Handbook Policies will result in the immediate imposition of separation from the University up to and including expulsion.

Expulsion: Permanent separation from the University. The student is not permitted to enroll or matriculate at any time.

- NOTE: A student who is suspended or expelled from Hampton University is denied any privileges of the University during the period specified.
- Notification of such action will be in writing.
- The said individual will be given no longer than 24 hours to remain on campus without written permission from the Vice President for Administrative Services.
- This regulation also applies to academic suspension or expulsion.

Transcript Notation

In accordance with Virginia Code §16.1-900, the Registrar shall include a prominent notation on the academic transcript of each student who has been suspended for, has been permanently dismissed for, or withdraws from the institution while under investigation for an offense involving sexual violence... under the university's policy for sexual discrimination, harassment and/or misconduct.

Hampton University shall notify each student that any such suspension, permanent dismissal, or withdrawal will be documented on his or her academic transcript.

Transcript notation determinations are made by the Vice President for Administrative Services.

Removal of Transcript Notation

The University shall remove from a student's academic transcript any notation placed on the transcript if the student:

1. Is subsequently found not to have committed the offense involving sexual violence under the University's Sexual Discrimination and Misconduct Policy, or
2. Completed the term of the suspension and any conditions thereof.

Following verification of the above mentioned steps, the transcript notation will be removed following a determination by the University that the student is in good standing according to the University's standards and policies.