



OLD DOMINION UNIVERSITY

Respondent Resources

A **Respondent** is an employee or affiliate of the University or visitor against whom a complaint under the Discrimination Policy is filed.

For more information, please visit:
www.odu.edu/equity

Things to Know:

We are neutral: The Investigators do not take sides. We are committed to providing a prompt, fair, and unbiased review, and our investigations are focused on the information available. We also help Complainants and Respondents by providing information about support and advocacy services.

Understanding the complaint: The first step the Investigators take in an investigation is to gather information about the complaint. This usually involves interviewing the Complainant and gathering all information the Complainant has, including documentation (e.g., text messages, Screenshots, recordings, etc.), and names of witnesses, if any. Complainants and Respondents are strongly encouraged to share all information they have regarding the matter.

Confidentiality/Anonymity: Complainants frequently want to know if the Respondent will be told they initiated a complaint. Respondents are provided enough information about the allegations to allow them a fair opportunity to respond, and the level of detail necessary to do that varies depending on the circumstances surrounding the incident.

Interviewing the Respondent: After the Investigators understand the nature and scope of the complaint, the Respondent is asked about the allegations and given a full and fair opportunity to respond. The Respondent is also asked to provide any documentation and identify witnesses relevant to the complaint.

Lack of Participation of Complainant or Respondent: If either party declines to participate in the investigation process, the investigation may continue with the information available. Even without the participation of the Complainant or Respondent, ODU may still elect to move forward

with the disciplinary process depending on the specifics of the case. ODU will generally not defer disciplinary proceedings until after the conclusion of parallel criminal proceedings.

Finding: After gathering information, the investigators will send an Investigation report in which they outline the facts discovered during the investigation to the appropriate office, which will determine if there has been a violation of the Discrimination Policy and if so, assign appropriate remedies.

Privacy: To the extent provided under applicable law, ODU will make all reasonable efforts to ensure preservation of privacy, restricting the sharing of information to those with a legitimate need to know. It is important to be aware that information collected in this process may be subpoenaed in criminal or civil proceedings.

Retaliation: ODU prohibits retaliation. Complainants, Respondents, and witnesses are protected from any form of retaliation for engaging and/or participating in the investigative process

Contact and Reporting Options:

Ariana Wright, Title IX Coordinator

757-683-3141

alwright@odu.edu

Kimberly Cain, Deputy Title IX Coordinator

757-683-3141

kcain@odu.edu

Annamarie Ginder, Deputy Title IX Coordinator for Athletics

757-683-3358

aginder@odu.edu

Traci Daniels, Title IX Liaison for Student Engagement and Enrollment

757-683-5890

Tdaniels@odu.edu

JaRenae Whitehead, Director of Human Resources for Employee Relations & Strategic Initiatives

757-683-4564

jwhitehe@odu.edu

Kate Hawkins, Vice Provost

757-683-4423

kwhawkin@odu.edu



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Support and Assistance for Respondents:

The University has various offices available to address mental, physical, emotional, and academic needs including:

- Emotional support and processing after an incident.
- Course load reductions or full withdrawals.
- Discreet absence notifications or assignment extensions.
- Requests for flexibility/ alternative participation to faculty and supervisors.
- No contact orders between students.
- Address questions and concerns about institutional policy and procedure.

Student Health Services:

1007 Webb University Center
757-683-3132

Counseling Services:

1526 Webb University Center
757-683-4401

Office of Student Conduct and Academic Integrity:

2124 Monarch Hall
757-683-3431

Housing and Residence Life:

1208 Virginia House
757-683-4283
housing@odu.edu

SAFE Ride:

757-683-3477

Office of Institutional Equity and Diversity:

4111 Monarch Way, Suite 106
757-683-3141
Title IX Coordinator: Ariana Wright-
awright1@odu.edu

Non ODU Helplines/Crisis Support:

If you are in immediate danger, call **911**.

Norfolk—Crisis Link- a 24/7 Crisis Hotline: 757-622-1126

Virginia Beach Psychiatric Center: 757-627-5433
SAMHSA Treatment Referral Helpline: 1-800-726-4727

National Suicide Prevention Lifeline: 1-800-950-6264

Veterans Crisis Line: 1-800-273-8255, Press 1.

National Alliance on Mental Illness: 800-950-6264

United Way 211: Dial 211

National Institute of Mental Health: 866-615-6464

SOS:

767-683-3442, ODUCares@odu.edu

Student Success:

757-683-3699, studentsuccesscenter@odu.edu

Educational Accessibility:

757-683-4655, oea@odu.edu

The office offers a wide variety of accommodations and supports to students based on their individual needs as related to a documented disability.

ODU Cares:

Concern for a student's wellbeing should be submitted through a report to the ODU Cares Team. The ODU Cares Team will review the concern and conduct appropriate follow-up and referral.

https://cm.maxient.com/reportingform.php?OldDominionUniv&layout_id=5

Employee Assistance Program:

The EAP provides a counseling and referral service to employees and their families who are enrolled in a Commonwealth of Virginia health care plan. The EAP can provide confidential assistance when you are experiencing personal, family, marital, or substance abuse problems that are affecting your or your job performance.

COVA Care and COVA HDHP

Anthem Blue Cross and Blue Shield

Member Services: 1-855-223-9277

www.anthemep.com

COVA HealthAware



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Respondent Resources

Aetna 1-888-238-6232
www.covahealthaware.com

Interim Suspensions are an immediate, temporary action taken by the Office of Student Conduct and Academic Integrity in situations where there is a concern for the safety of the community. To appeal an interim suspension contact Dr. Ulmer at ulmer@odu.edu. The appeal will determine if the interim suspension remains in place, is modified, or is removed completely.

Please note that if you are subject to an interim suspension, you will have limited access to on campus resources.

****Except for Counseling, Student Health Services, and the Designated Victim Advocate, Responsible University employees are obligated to report incidents of sexual assault, dating/domestic violence and stalking to the Title IX Coordinator or one of the Deputy Title IX Coordinators. The report may lead to an administrative investigation and may lead to a police investigation should the safety of the student and/or the campus community be at risk. **Students are not required to participate in investigations resulting from such mandated reports.***