



Sexual Misconduct

Policy Number: 110

Categorized: General

Procedure: 110P

Responsible Office: Title IX Office

Effective Date: 05/01/2014

Date Last Reviewed: 08/01/2024

1. Scope

This policy applies to all Northern Virginia Community College employees, students, and visitors.

2. Policy Statement

As a recipient of federal funds, Northern Virginia Community College is required to comply with Title IX of the Higher Education Amendments of 1972, 20 U.S.C. § 1681 et seq. (“Title IX”), which prohibits discrimination on the basis of sex in education programs or activities, admission, and employment. Under certain circumstances, sexual harassment constitutes sexual discrimination prohibited by Title IX. Inquiries concerning the application of Title IX may be referred to the College’s Title IX Coordinator at TitleIX@nvcc.edu. Northern Virginia Community College is committed to providing an environment that is free from harassment and discrimination based on any status protected by law. Accordingly, this Policy prohibits sex discrimination, which includes sexual harassment, sexual assault, sexual exploitation, domestic violence, dating violence, and stalking. This Policy also prohibits retaliation. This Policy supplements the following general policy statement set forth by the Virginia Community College System: This College promotes and maintains educational opportunities without regard to race, color, national origin, religion, disability, sex, sexual orientation, gender identity, ethnicity, marital status, pregnancy, childbirth or related medical conditions including lactation, age (except when age is a bona fide occupational qualification), veteran status, or other non-merit factors. This Policy also addresses the requirements under the Violence Against Women Reauthorization Act of 2013, (also known as the Campus SaVE Act), and Virginia law.

This Policy is not intended to substitute or supersede related criminal or civil law. Individuals are encouraged to report incidents of sexual and domestic violence, dating violence, and stalking to law enforcement authorities. Criminal and civil remedies are available in addition to the remedies that the College can provide.

3. Authority

[Title IX of the Education Amendments of 1972](#)

[Sections 503 and 504 of the Rehabilitation Act of 1973](#)

[Code of Virginia § 23.1-806. Reporting of acts of sexual violence](#)