

Presidential Policy Memorandum No. 112 (Revised)

To: Virginia Tech Faculty, Staff, and Students

From: Timothy D. Sands

Date: February 12, 2018

Subject: University Non-Discrimination Statement

The University Non-Discrimination Statement has been revised multiple times, as noted below. Following is the current official University Non-Discrimination Statement:

Virginia Tech does not discriminate against employees, students, or applicants on the basis of age, color, disability, sex (including pregnancy), gender, gender identity, gender expression, genetic information, national origin, political affiliation, race, religion, sexual orientation, or veteran status, or otherwise discriminate against employees or applicants who inquire about, discuss, or disclose their compensation or the compensation of other employees or applicants, or on any other basis protected by law.

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Chronology of revisions:

- ? February 4, 1991: The first revision was made upon the recommendation of the Commission on Undergraduate Studies and University Council and the approval of President McComas. It added sexual orientation to the list of protected classes, which included race, sex, handicap, age, veteran status, national origin, religion, and political affiliation.
- ? August 29, 2005: Sex was changed to gender by action of the Board of Visitors (BOV) upon recommendation of University Council. Color had been added to the statement prior to that time.
- ? June 3, 2013: Genetic information was added by action of the BOV.
- ? September 15, 2014: Gender identity and gender expression were added by action of the BOV and upon recommendation of University Council.
- ? November 9, 2015: Language about non-discrimination based on compensation inquiries or disclosures was added by action of the BOV to comply with Executive Order #13655 signed by President Obama.
- ? February 12, 2018: Sex was added to comply with Executive Order Number One signed by Governor Northam.

