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## **Presidential Policy Memorandum No. 112 (Revised)**

**To:** Virginia Tech Faculty, Staff, and Students

**From:** Timothy D. Sands

**Date:** July 1, 2024

**Subject:** **University Non-Discrimination Statement**

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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, ethnic or national origin, political affiliation, race, religion, sexual orientation, or military 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.



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- November 9, 2015 – Language about non-discrimination based on compensation inquiries or disclosures was added by action of the BOV to comply with President Obama’s Executive Order #13655.
- February 12, 2018 – “Sex” was added to comply with Governor Northam’s Executive Order Number One.
- July 26, 2021 – References to “veteran” were replaced with “military status,” in accordance with changes to the Code of Virginia, §2.2-3900 effective July 1, 2021 - “Military status” means status as (i) a member of the uniformed services, as defined in 10 U.S.C. §101(a)(5), of the United States or a reserve component thereof named under 10 U.S.C. §10101, (ii) a veteran as defined in 38 U.S.C., §101(2), or (iii) a dependent as defined in 50 U.S.C. §3911(4) except that the support provided by the service member to the individual shall have been provided 180 days immediately preceding an alleged act that if proven true would constitute unlawful discrimination under this section instead of 180 days immediately preceding an application for relief under 50 U.S.C. Chapter 50.
- July 1, 2024 – Reference to expand “national origin” to include “ethnic or national origin” as defined in Code of Virginia §2.2-2901.1, 2.2-3904, and 2.2-3905, “resulting from legislation (SB7/HB18) passed.

