



The Safety & Wellness WEB



Dear Students and Families,

As part of our commitment to student learning, development, and well-being, my colleagues and I would like to share some important information about the opportunities, resources, and expectations that support students at the University of Richmond.

Success at UR begins with understanding the expectations that guide our community. These expectations foster a safe, welcoming environment and promote responsible decision-making. Through [Health Promotion](#) and a range of committed campus partners, the University provides education on topics such as [high-risk drinking](#), [substance use](#), [healthy relationships](#), and [consent](#).

This document offers a comprehensive overview of the guidelines and policies outlined in the University's [Student Handbook](#). You will also find information on areas including [campus safety](#), [well-being services and programming](#), and our award-winning [peer-led educational programs](#) that enable students to educate and learn from one another.

We encourage you to familiarize yourselves with the expectations and opportunities that come with being a member of our Spider community. If you have any questions or encounter any concerns as you engage with the information in this document, my [Student Development](#) colleagues and I are always happy to connect with you.

With Spider Pride,

A handwritten signature in black ink that reads "Todd Adams".

Todd Adams
Vice President for Student Development

THE SAFETY & WELLNESS WEB

The University of Richmond fosters student well-being and safety through a tightly knit web of resources and a campus community that puts students first. The University recognizes and embraces the interplay of physical, spiritual, and mental health, and the capacity of these interconnected threads to influence well-being throughout their lives.

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Well-being Programming

In keeping with the University of Richmond's mission to increase knowledge of healthy behaviors and foster personal well-being, every undergraduate student must complete well-being courses addressing alcohol education, sexual assault prevention, bystander education, and general well-being. In addition, the University has optional resources to support student well-being.

Required Well-being Programs

AlcoholEdu for College is an online education program that uses the latest prevention techniques and evidence-based research to educate students about the impact of alcohol on the mind and body. Whether or not students choose to drink, this course empowers them to make well-informed decisions and to learn skills to cope with the drinking behaviors of others. This online course is offered in conjunction with Sexual Assault Prevention for Undergraduates SAPU and is mandatory for all incoming first-year and transfer students and must be completed within the first semester of enrollment.

Sexual Assault Prevention for Undergraduates SAPU is an online education program that teaches students about issues associated with sexual violence through interactive skill-building exercises. Students learn about healthy relationships, consent, fostering a healthy and safe campus environment, and details about campus resources related to sexual misconduct. This online course is offered in conjunction with AlcoholEdu for College and is mandatory for all incoming first-year and transfer students and must be completed within the first semester of enrollment.

WELL 100 Introduction to College Life at the University of Richmond enhances the first-year experience and gives all students a stronger start to their Richmond education. All incoming students will take WELL 100, which includes the alcohol education seminar that builds upon AlcoholEdu for College that is required prior to arriving on campus. WELL 100 is a required course on various health and well-being topics, as well as topics such as sustainability, inclusion, belonging, and mental health. Class sessions are interactive and discussion-based. This course is mandatory for all incoming first-year and transfer students and must be completed within the first semester of enrollment.

WELL 102 Bystander Education Program expands on the knowledge gained during first-year orientation prior to required well-being programs related to bystander intervention and provides students with awareness, education, and skills practice to assist them with engaging in proactive behaviors to intervene in situations of sexual misconduct. Upon completion, students are equipped with basic bystander skills that will allow them to identify appropriate options for intervention and extensive knowledge of sexual misconduct resources. This course is mandatory for all second-year students and must be completed within the first six weeks of the fall semester of the student's second year at Richmond.

In addition to the programs listed above, all students must complete one WELL 101 General Well-being Topics. WELL 101 courses address a variety of health and well-being concerns college students may encounter, such as stress management, healthy relationships, sexual health, nutrition, and exercise. It is required that students complete the WELL 101 requirement before their third year. Successful completion of the requirements listed above is mandatory for graduation.

Optional Training and Peer Advocacy Groups

The URWELL Peer Educators serve an important role at University of Richmond to engage their fellow Spiders in promoting healthy behaviors through outreach and educational programs. URWell Peer Educators are trained in facilitation skills, active listening, and health promotion content areas such as violence prevention ex: bystander intervention, consent, healthy relationships, etc., sexual health, alcohol, tobacco, and other drugs ATOD, & mental health. URWELL Peer Educators are selected via an application process and are expected to attend weekly meetings and volunteer at Health Promotion events.

The Peer Sexual Misconduct Advisors PSMA's are students who serve as confidential peer advisors trained in Title IX policy, procedure, and emotional support resources. PSMA's are selected through a competitive application process, complete extensive training, and are available 24/7 while classes are in session. PSMA's can provide students with information on reporting options, processes, and procedures; accompany students during their reporting processes; connect students to resources and funding options as needed transportation, health care needs, etc.; help students report sexual misconduct violations to appropriate officials; connect students with the Title IX office and/or communicate with Title IX coordinators on behalf of a student; assist students in completing reporting forms; and accompany students to medical providers.

Mental Health First Aid MHFA is a national program offered at the University that trains faculty, staff, and students to recognize the warning signs of mental health, substance misuse, and mental health crises. During this training, participants learn risk factors and warning signs of mental health concerns and substance misuse; gain information on depression, anxiety, trauma, psychosis and substance use; receive a five-step action plan to help someone who is struggling with a mental health concern or is in crisis; and are provided with evidence-based professional, peer and self-help resources. MHFA is now offered in a blended format with two components: a 2-hour self-paced online training and a 6-hour instructor-led portion, which can be held virtually. UR has six fully-trained MHFA instructors on campus who work to bring a heightened awareness of mental health concerns to reduce stigma and increase confidence throughout our campus community in addressing mental health issues.

The Student Center for Equity and Inclusion SCEI offers the "Affirming Space" Training Program formerly known as "Safe Zone". Affirming Space is a two-part series designed for students, faculty, and staff who want to strengthen their cultural competency as it relates to the lesbian, gay, bisexual, transgender, and queer LGBTQ+ community.

Vector Solutions partners with the University to provide the required Alcohol Edu and Sexual Assault Prevention programs. In addition, they have extensive resources and programs for students and parents online at <https://www.vectorsolutions.com/industries/education/higher-education/resources-for-parents/>.



Campus Well-being and Collaboration

The University is a national leader in teaching resilience as a critical component of well-being and encourages students to take active roles in their health and well-being - as students and in preparation for their lives after graduation.

Health and Well-being Unit

The University's belief in the collaborative nature of well-being underpins the important work of the Health and Well-being Unit, which integrates medical, counseling, and health education efforts and acts as the principal advocate for a healthy campus community. The Unit is comprised of Counseling and Psychological Services (CAPS), Disability Services, the Student Health Center, University Recreation, and Health Promotion. This team-based integration of services and collaborative care fosters a healthcare partnership that facilitates access, continuity of care, communication, and optimal outcomes for students. The University believes that by increasing the resources for "upstream" programs and activities associated with healthy decision-making and prevention, and by encouraging positive habits e.g., nutrition and exercise, stress management, sexual health, we can proactively augment the "downstream" services associated with intervention and rescue.

Well-Being Center

The Well-Being Center, which opened in fall 2020, is the home of the Health and Well-being Unit. This comprehensive facility provides easy access to physical and mental health care for students and is designed to support student learning, well-being, and success. The Well-Being Center plays a critical role in the health and well-being of the campus community by providing comprehensive and convenient services and programs delivered by professionals attuned to the unique stressors and needs of college students.



Dietary Counseling and Support

A variety of dietary options and resources are available on campus. The University offers free and confidential nutrition counseling and assistance for all students through consultations with a registered dietitian. Common reasons students seek help include concerns related to high blood pressure or cholesterol, diabetes, digestive problems, disordered eating, sports nutrition, weight gain or loss, dietary restrictions, food allergies, making healthy choices on campus, and learning new ways to eat with little time. Dining

Services strives to provide a balanced diet to meet the dietary needs of all students and will work one-on-one with students who have food allergies and medically prescribed special diet needs. Students with special diet needs or food allergies should contact the registered dietitian see Resources page 13.

Sick on campus?

Students may face common illnesses such as a cold, flu, etc. or injuries sprains, strains, etc. while on campus. They can help protect themselves from illness by making sure they are getting enough sleep, washing their hands, practicing good dietary habits, and exercising. Flu shots are offered through a community partnership with the Student Health Center, which also provides treatment for illness and injury. Students who are ill can use an online meal request form so that a friend or roommate can pick up an illness-appropriate meal.

Culture and Community

Community Expectations

The University believes that community is not just a place, it is an action and experience. Being part of the Richmond community means that each member will take care of themselves, others, and this place we all call home. To that end, some expectations need to be met as a member of the Richmond community. These expectations can be found online in the student handbook at <https://studentdevelopment.richmond.edu/student-handbook/index.html> but we want to highlight a few of them.

Alcohol

Commonwealth of Virginia law prohibits the purchase, possession, or consumption of an alcoholic beverage by a person under 21 years of age. The University does not condone illegal or otherwise irresponsible use of alcohol. Depending on the nature of the incident, violations may include warnings, and/or a referral to the appropriate University official, and/or arrest.

An individual is considered in possession of alcohol if the alcohol can be reasonably associated with them. Examples include but are not limited to, alcohol found in a resident's room or apartment, alcohol being carried or transported by an individual, and any open container of alcohol resting near an individual. Drinking in public spaces that are not covered by an Alcohol Beverage Commission permit is prohibited. Examples of public spaces include but are not limited to, outdoor spaces, residence hall lounges, classroom buildings, the Commons, Heilman Dining Center, and athletic venues.

Students are expected to carry their University ID and another form of legal age identification with them if they are consuming alcohol. Failure to present identification to a University official or police officer upon request, or falsely representing one's age e.g., possessing or presenting a fake ID is a violation of University policy.

Students are expected to use alcohol appropriately, regardless of their age. This includes but is not limited to, driving under the influence, public intoxication, consuming alcohol to the point of hospitalization, or providing alcohol to underage individuals.

Tobacco and Vaping

The purchase or possession of any tobacco product chewed, absorbed, dissolved, or ingested, nicotine vapor product, or alternative nicotine product by any person less than 21 years of age is illegal in Virginia. Any person 18 or older who is active-duty military personnel is exempt from this law.

A nicotine vapor product is any non-combustible product containing a heating element, power source, electronic circuit, or other mechanical means that can produce vapor from nicotine in a solution or other form.

The University believes that nicotine addiction is best treated by health professionals. If a University official receives a complaint regarding tobacco or vaping, a referral may be made to the Student Conduct Administrator. Any vaping or tobacco products may be confiscated and ultimately destroyed by University officials.

Other Drugs, Including Marijuana

The illegal manufacture, distribution, possession, or use of drugs, narcotics, and pharmaceuticals is prohibited. Students who violate the University's drug policy face University sanctions and may likely face criminal prosecution.

The University's [Alcohol, Tobacco, and other drug policy](#) covers illegal drugs as defined by the Drug Control Act of the Commonwealth of Virginia, including prescription medications used by an individual other than the person for whom the drugs are prescribed, legal drugs used outside of their recommended directions, and/or other substances used as drugs.

An individual is considered in possession of drugs if the drugs can be reasonably associated with them. Examples of association include, but are not limited to, drugs found in a resident's room or apartment, or drugs carried in a backpack.

Driving under the influence of drugs, public intoxication due to drug use, and consuming drugs are prohibited by University policy as well as state law. The possession of an illegal drug is a violation of the 2008 Reauthorization of the Higher Education Act of 1965. Drug violations may include a criminal arrest and/or referral of the incident to the Student Conduct Administrator. Parents are notified for drug violations and for situations where a student has been hospitalized for extreme intoxication. Notification will occur after the conduct process.

Safe Spiders Protocol

The University encourages students to seek medical assistance for themselves and others in cases of significant intoxication as a result of alcohol or other substances. If medical assistance is sought resulting in transportation of the intoxicated student to a medical facility, the intoxicated student and any student actively involved in assisting that student will not be charged with a violation of the University's Alcohol, Tobacco, and Other Drug Policy. More information can be found in the [Student Handbook](#).

Respecting Others

The University prohibits discrimination and harassment against applicants, students, faculty, or staff based on race, color, religion, national or ethnic origin, ethnicity, age, sex, gender, sexual orientation, gender identity, gender expression, disability, military or veteran status, or any classification protected by local, state, or federal law. The University strongly encourages prompt reporting of potential Discrimination or Harassment to the Deputy Title IX and Non-Discrimination Coordinator. When the University has notice of conduct that may constitute Discrimination, the University will take prompt and effective steps to end such Discrimination, eliminate any Hostile Environment and its effects, and prevent its recurrence. To report an incident of discrimination or harassment please visit: <https://www.richmond.edu/reporting-resources/index.html>.

To view the Policy Prohibiting and Responding to Discrimination based on Protected Status – Students in its entirety, including definitions, please visit: <https://compliance.richmond.edu/discrimination-harassment/index.html>. Several policies in the University's Standards of Student Conduct are in place to ensure that everyone can live, learn, play and thrive on our campus. These policies promote a community of care and respect for others and the University.

Hazing

Hazing means any intentional, knowing, or reckless act committed by a person whether individually or in concert with other persons against another person or persons regardless of the willingness of such other person or persons to participate. To view the policy prohibiting Hazing, please visit https://policy.richmond.edu/documents/policy-pdfs/Public/Student-Development/hazing_policy.pdf.

Sexual Misconduct

The University values a learning community in which all members feel secure physically and intellectually. As such, the University prohibits all forms of sexual misconduct as well as retaliation against anyone who reports or witnesses an incident of possible sexual misconduct. Sexual misconduct includes a broad range of behaviors that include, but not limited to, non-consensual sexual intercourse, non-consensual sexual contact, , stalking, dating violence, domestic violence, and sexual harassment.

To view the Policy Prohibiting and Responding to Sexual Harassment/Sexual Misconduct - Students in its entirety, including definitions of prohibited sexual misconduct, please visit. <https://compliance.richmond.edu/title-ix/index.html>.

The prevention of sexual misconduct, particularly sexual violence, is an institutional priority. The University is unwavering in its commitment to support survivors of sexual assault, to respond promptly to reports of any type of sexual misconduct, and to investigate and adjudicate reports in a manner that is fair and equitable to all parties involved.

Reporting Incidents of Sexual Misconduct

The University supports and encourages prompt reporting of sexual misconduct. All reports made to the University are taken with the utmost seriousness. Reporting incidents allows the University to respond to stop such misconduct, take reasonable steps to prevent a recurrence of such misconduct, and address any effect that such misconduct may have on the larger University community. Students do not have to make a formal complaint to receive medical care, academic accommodations, or other support. Students can make a report without any further participation in any investigation. To report an incident of sexual misconduct to the Title IX Coordinator, please visit report.richmond.edu. To file a criminal report with the URPD please call 804 289-8911.

Instances of sexual misconduct may violate both the University's Policy Prohibiting Sexual Misconduct and the law. As a result, the University encourages survivors to pursue their complaints through both the University's Title IX administrative process and through the criminal justice system. Title IX is a federal civil rights law that protects from discrimination on the basis of sex.

Supporting Students and the Title IX Formal Resolution Process

The Title IX Coordinator will work with students involved in the Title IX administrative process to coordinate protective and supportive measures, provide information about available resources, explain their rights, and inform them of the University's Title IX process. Sometimes the University may impose temporary measures to stabilize the situation and support the individuals involved in the reports. Supportive measures may be put in place on behalf of the Complainant, the Respondent, and/or any witnesses. Supportive measures may also be implemented to prevent retaliation. Requests for supportive measures can be made whether or not a student decides to file a complaint with the University or with the police.

Some examples of supportive measures are no-contact orders, modification of class schedules, alternate housing arrangements, academic accommodations such as paper extensions or alternative test dates, and changing work schedules or job assignments. Students seeking such assistance should contact the Deputy Title IX and Non-Discrimination Coordinator see Resources page 13.

For more information on the University's Title IX Administrative Process, including supportive measures, reporting, and resources, please visit: <https://compliance.richmond.edu/title-ix/index.html>.

Campus Conduct Process

The University's conduct policies apply from each student's first day on campus until graduation. The policies apply on campus, and in certain circumstances can also apply off-campus and while on study abroad. If a student is charged with an alleged violation of University policy, the student will initially meet with a conduct officer usually an Area Coordinator or College Dean to discuss the incident in question. If the student accepts responsibility for the violation, the incident can be resolved in that meeting, including a determination of appropriate sanctions.

Sometimes, a student will choose to have the situation determined by a conduct board. Depending on the nature and severity of the policy violation, the conduct board can either be a student board or a board made up of campus administrators. Conduct boards determine responsibility and appropriate sanctions.

If a student is found responsible for a violation of University policy, they will be given sanctions that are appropriate to the offense and consistent with previous resolutions of a similar nature. These sanctions may include but are not limited to disciplinary warning, housing and/or conduct probation, suspension, revocation of privilege, and educational assignments.

Spider Safety

While the University of Richmond will be a “home away from home” for the next four years, living on campus is not the same as living in one’s own home. Students are encouraged to be intentional and thoughtful about their well-being and personal safety. This includes locking doors, bicycles and belongings, communicating plans to friends when leaving campus, and being aware of others on and off campus. The URPD offers educational seminars and demonstrations and also encourages students to report on-campus suspicious behavior via a Yellow ERTS phone or by calling 804-289-8715.

In the event of a campus emergency, the University uses UR Alert to provide critical, safety, and/or severe weather information via text messages, email, and/or phone calls. The UR Alert system requires individuals to register or “opt-in” to receive alert messages. Students, faculty, and staff are strongly encouraged to register for the service. Parents may also enroll in UR Alert. Visit the UR Alert page for more information and sign-up instructions.

The University also utilizes the SpiderSafe app, which can be downloaded from the Apple Store or Google Play. This app delivers two-way, real-time interactions that include location-tagged text, calls, photos, and videos; scalable mass notifications; relevant safety resources, and peer-to-peer safety tools including the option of sharing information on concerning behavior and reporting safety hazards.

The Outdoor Warning System OWS consists of clusters of outdoor speakers centrally located on campus capable of playing a recorded message or live audio from URPD. The system is most frequently used to alert persons outside to seek immediate shelter indoors due to an approaching tornado. The OWS is tested once a semester, and the timing of these tests is announced in advance. Campus buildings also have interior alarm systems for weather, fire, and other emergencies.

A Timely Warning is an email notification disseminated by the URPD to students, faculty, and staff when a crime has been reported and is considered to be a serious or ongoing threat to the campus community. The intent of a warning regarding a criminal incident is to enable people to protect themselves and aid in the prevention of similar crimes.

University of Richmond Police Department (URPD)

The University maintains a Commission on Accreditation for Law Enforcement Agencies CALEA accredited sworn law enforcement department which acts as the primary law enforcement agency for our campus. The URPD is operational 24 hours a day, 365 days a year. The department’s communication center is similarly staffed all day, every day, and functions as a dispatch center for calls for service and provides information to our campus community.

» Reporting a crime or emergency

Phone: 804 289-8911; students are encouraged to program this number into their cell phone.

Campus Phone: Dial extension 8911

» Reporting a non-emergency

Examples include: Vehicle jump starts, escorts, requests to open/close campus doors, parking requests after hours, etc.

Cell Phone: 804 289-8715

Campus Phone: Dial extension 8715

» Reporting a mental health concern

Students, faculty, and staff may convey a concern about a member of the University community online by completing the confidential “Conveying a Concern” form available [here](#).

» If immediate assistance is needed because of a threat to someone's safety, call the police: On-campus situations: Call UR Police emergency 804 289-8911 or 8911 from any campus phone.
Off-campus situations: Call 911 to access local police responders.

Off-Campus Conduct

Each member of the campus community is expected to respect the University's valuation of personal responsibility and accountability, even when they venture or live offcampus. The University reserves the right to become involved in disputes between students living off campus and neighbors. This may include incidents in which a complaint is received from a neighbor of students renting space in the community. Maintaining a strong community is a cooperative effort between Richmond area residents, students, local police departments, and appropriate University officials.

Transportation and Parking

The University maintains a robust transportation system connecting campus with the city of Richmond, including late-night shuttle service. The University also offers safe parking on campus for student vehicles. URPD offers assistance with issues such as jumping a dead battery or providing a motor vehicle safety check before students drive home for breaks. Please visit the parking and transportation web pages to become familiar with options to travel around our greater community.

Resources to Get Connected

Chaplaincy

Rev. Dr. Craig Kocher, Dean of Religious and Spiritual Life, University Chaplain and Jessie Ball duPont Chair of the Chaplaincy

chaplaincy@richmond.edu

804-289-8500

Counseling and Psychological Services CAPS

Dr. Kris Day, Director

<https://caps.richmond.edu>

804-289-8119

Disability Services

Cort Schneider, Director

<https://disability.richmond.edu/>

804-662-5001

Emergency Alerts

<https://alert.richmond.edu>

Emergency Management

<https://preparedness.richmond.edu/>

Maribel Street, Director

804-289-8844

Nutrition Counseling

Karen Hensley, Senior Registered Dietician

khensley@richmond.edu

804-289-8521

Parking/Transportation

<https://parking.richmond.edu/>

Natalia Green, Director

ngreen@richmond.edu

804-289-8703

CARE Advocate

advocate@richmond.edu, 804 801-6251

Student Health Center

Dr. Jennifer Jen Horton, Acting Medical Director

<https://healthcenter.richmond.edu/>

804-289-8064

UR Police Department (URPD)

Dave McCoy, Asst. Vice President of Public Safety and Chief of Police\

dmccoy2@richmond.edu

8911 campus phone or 804 289-8911

Other Sources of Support: Not Confidential

Director of Compliance & Title IX Coordinator

Kristine Henderson

khender3@richmond.edu

Office of the General Counsel, Fountain Hall, Suite 101A

804-289-8186

Deputy Title IX & Non-Discrimination Coordinator

Tracy Cassalia

tcassali@richmond.edu

Office of the General Counsel, Fountain Hall, Suite 101B

804-289-8464

Deputy Title IX Coordinator for Employees

Geraldine Sullivan, Chief Human Resources Officer

geraldine.sullivan@richmond.edu

Human Resources, Weinstein Hall

804-289-8166

Health Promotion

Dr. Heather Sadowski, Director

<https://healthpromotion.richmond.edu>

804-287-6368

Healthy Relationships and Violence Prevention Educator

Kaylin Tingle

ktingle@richmond.edu

804-289-8654

Off-Campus Resources: Confidential

EmpowerNet

<https://empowernetva.org/>

804 612-6126

National Sexual Assault Hotline: Confidential 24/7 Support

<https://www.rainn.org/resources>

866-356-6998

Virginia Sexual & Domestic Violence Action Alliance

<https://vsdvalliance.org/>

Hotline: 1-800-838-8238

What to Expect During the First Year of College

August/September

- Learn how to live with your roommates
- Adjust to life without curfews; and learn to manage your own time to sleep, study, exercise, and socialize
- Learn to navigate the campus social scene and meet new friends
- Meet academic demands: learn how to study, prioritize assignments, and manage time
- Develop a financial budget

October

- Get to know professors and take advantage of their office hours
- Manage midterm exams and midterm grades

November

- Schedule a meeting with your academic advisor and register for second-semester classes
- Take a longer-term view set goals for next semester, next year, college career
- Remember to care for yourself diet, exercise, and sleep!
- Contemplate social behaviors and perhaps experience the consequences of some bad yet surmountable decisions; seek guidance from the campus community and myriad on-campus resources
- Consider applying to and explore leadership and sophomore opportunities e.g., Sophomore Scholars in Residence, Resident Assistant, Orientation Advisor, etc.

December

- Prepare for final exams and final papers
- Face mixed emotions about leaving new friendships over winter break

January

- Readjust to living away from home again after return from winter break
- Seek a fresh start; try to change some habits from the first semester or increase healthy behaviors such as getting enough sleep, eating well, and exercising regularly
- Start thinking about summer opportunities for research, internships, and study abroad

February

- Deal with the “winter blues” even in temperate Virginia!
- Experience a challenge to personal values and deal with consequences
- Know that you are better equipped to make stronger choices having successfully navigated the fall semester
- Continue pursuing possible summer experiences URSF Research or Internships
- Start thinking about your housing for next year and ensure you complete the necessary steps before housing selection processes begin

March

- Enjoy “spring break” whether going home or traveling
- Connect with your academic advisor again and register for sophomore-year classes

April

- Prepare for academic pressures as the semester ends, with papers, projects, and exams due
- Experience spring fever, with bursts of energy or decreased focus on academics
- Select your housing through the room selection process

May

- Prepare for and complete final exams and other projects
- Evaluate your first-year performance, academically or socially, and plan for a new start in the fall
- Feel great about being a Spider and anticipate the bright future that awaits!