



General Order 16: Discrimination Harassment, and Sexual Misconduct

- Policy addresses:
 - Title IX Sexual Harassment (including discrimination and sexual misconduct)
 - Non-Title IX/Title VII discrimination and harassment (other protected classes/statuses)
- Applicability:
 - VMI employees, cadets, and visitors
 - Jurisdiction – on post, off-post at VMI-owned facilities, off-post at VMI-sanctioned events
 - Sexual Harassment/Harassment only: Quid Pro Quo or Hostile Environment
 - Conduct outside GO 16's scope is referred to CMDT or HR for action
- Appendix A: Grievance Procedures
 - Formal – Investigation & Hearing
 - Informal – Facilitator-led resolution



VMI GO 16 PROCESS MAP

