



November 13, 2023

The Honorable Glenn Youngkin  
Governor of Virginia  
Post Office Box 1475  
Richmond, Virginia 23218

The Honorable L. Louise Lucas  
Chair of the Virginia Senate Education and Health Committee  
P.O. Box 700  
Portsmouth, Virginia 23705

The Honorable G. John Avoli  
Vice Chair of the House Committee on Education  
P.O. Box 1942  
Staunton, VA 24402

Dear Governor Youngkin, Chairwoman Lucas, and Vice Chairman Avoli:

This report is being submitted in compliance with § 23.1-401.1 (D) of the Code of Virginia. This letter/report details Old Dominion University's implementation of § 23.1-401.1 entitled "Constitutionally protected speech; policies, materials, and reports; report." This report is also included on the *Student Freedom of Speech and Activism* website at [www.odu.edu/sees/free-speech](http://www.odu.edu/sees/free-speech).

During this reporting cycle, we have reviewed policies to be updated based on the University policy review schedule. This year, we continued to promote our freedom of expression resource website to inform our student body. Students were also provided information and resources regarding freedom of speech as we continue to promote the use of our freedom of expression website. Our freedom of expression team meets monthly to assess campus need and determine opportunities for education. We continue to provide platforms for students to express their views on topics involving politics and social justice.

Specifically, the following measures have been taken during the most recent reporting period ending December 1, 2023, to adhere to the above-referenced law:

- Updated the website (*Student Freedom of Speech and Activism*), which describes freedom of speech, refers to related policies and describes the means to report incidents, where freedom of speech has been disrupted. It now includes up to date contact information for key stakeholders.

Division of Student Engagement & Enrollment Services  
Office of the Vice President  
1002 Koch Hall, Norfolk, VA 23529 • Phone: 757/683-6702 • Fax: 757/683-6885 • <http://odu.edu/sees>

- Provided all students with information on freedom of expression and a link to the website with free speech resources for students.
- Sent an email to all students encouraging them to exercise their right to free speech, direct them to our online resources, and provide them with a contact email to communicate with directly.

### **In Response to Code of Virginia § 23.1-401.1 B and C**

In addition to the above-described educational efforts, the University uses websites so that the University community (including students) have access to current policy.

- University Faculty Handbook: <https://www.odu.edu/content/dam/odu/offices/human-resources/docs/faculty-handbook.pdf>. The faculty handbook includes the following policies that are also cited below:

Statement on Freedom of Expression (p.123)  
 Policy on Title IX – Sexual Harassment and Sex or Gender-Based Discrimination (Interim Policy) (p. 156)  
 Discrimination Policy (p. 157)  
 Use of Facilities and Grounds (p. Gun & Weapon Regulation (p.281)  
 Threat Assessment (p.288)  
 University Demonstrations Policy (p.289)

- As previously stated, the *Student Freedom of Speech and Activism* Website at [www.odu.edu/sees/free-speech](http://www.odu.edu/sees/free-speech) identifies related policies, as resources pertaining to free speech. The website also identifies the Executive Director for Student Engagement & Traditions as the point of contact for reporting incidents or concerns involving the disruption of such constitutionally protected speech.

### **In Response to Code of Virginia § 23.1-401.1 (D) 1**

For University policies as described in § 23.1-401.1 (B), please refer to the following websites:

- [Gun & Weapon Regulation](#)
- [Board of Visitors Policy 1014 -Threat Assessment](#)
- [Board of Visitors Policy 1502 - Student Rights and Freedoms](#)
- [Board of Visitors Policy 1530- Code of Student Conduct](#)
- [University Policy 1005 -Discrimination Policy](#)
- [1008 Policy on Title IX - Sexual Harassment and Sex or Gender-Based Discrimination](#)
- [University Policy 3200 -Use of Facilities and Grounds](#)
- [Event Management Policies and Protocol](#)
- [1700 University Demonstrations Policy](#)
- [Student Organization Handbook](#), (includes procedure for students for reserving space and planning events)
- [Board of Visitors Policy 1011- Freedom of Expression](#)



**In Response to Code of Virginia § 23.1-401.1 (D) 2**

Please find attached certification of compliance with § 23.1-401.1 (C).

**In Response to Code of Virginia § 23.1-401.1 (D) 3**

There have been no complaints filed to initiate a lawsuit against Old Dominion University or an employee of the institution, for an alleged violation of the First Amendment.

I appreciate your acceptance and review of this report. I am also providing a hard copy of this document, along with a copy of the policies cited. Should you need additional information, please do not hesitate to contact me at 757-683-3446.

Sincerely Yours,

Katie Winstead Reichner, Executive Director for Student Engagement & Traditions  
Division of Student Engagement & Enrollment Services

**Certification of § 23.1-401.1 Constitutionally protected speech; policies, materials and reports; report**

I hereby acknowledge that Old Dominion University is in compliance with Section C:

“Each public institution of higher education shall develop materials on the policies established pursuant to subsection B and notify any employee who is responsible for the discipline or education of enrolled students of such materials.”

Brandi Hephner LaBanc, Vice President for Student Engagement & Enrollment Services  
Division of Student Engagement & Enrollment Services