

**EDUCATIONAL POLICY AND INSTITUTIONAL RESOURCES COMMITTEE
BOARD OF TRUSTEES
UNIVERSITY OF VERMONT AND STATE AGRICULTURAL COLLEGE**

A meeting of the Educational Policy and Institutional Resources (EPIR) Committee of the Board of Trustees of the University of Vermont and State Agricultural College was held on Friday, May 19, 2023, at 2:15 p.m. in the Silver Maple Ballroom, Room 401 at the Dudley H. Davis Center.

MEMBERS PRESENT: Chair Carolyn Dwyer, Vice Chair Jodi Goldstein, Cynthia Barnhart, Otto Berkes, Katelynn Briere, Stephanie Jerome, Carol Ode¹, Kristina Pisanelli, Monique Priestley, and Samuel Young

OTHER TRUSTEES PRESENT: Board Chair Ron Lumbr²

REPRESENTATIVES PRESENT: Faculty Representatives Colby Kervick, Staff Representatives Sarah Heath and Jay LaShombe, Alumni Representative Susan Wertheimer³, and Matt Sorensen³

ABSENT: President Suresh Garimella, Trustee Lucy Rogers, Faculty Representatives Evan Eyler and Mary Cushman, Student Representative Ayden Carpenter, Graduate Student Representatives (vacant), and Foundation Representative (vacant)

PERSONS ALSO PARTICIPATING: Provost and Senior Vice President Patricia Prelock, Faculty Senate President Thomas Borchert, Vice President for Legal Affairs & General Counsel Trent Klingerman, College of Engineering and Mathematical Sciences Dean Linda Schadler⁴, Director of Planning, Design and Construction Paula Carlaccini, and Chief Communications and Marketing Officer Joel Seligman

¹Joined the meeting at 2:24 p.m.

²Joined the meeting at 2:25 p.m.

³Participated by phone

⁴Participated by phone (joined 2:45 p.m. and departed 3:10 p.m.)

Chair Carolyn Dwyer called the meeting to order at 2:21 p.m. and welcomed new members Katelynn Briere and Monique Priestley to the committee and acknowledged College of Engineering and Mathematical Sciences Dean Linda Schadler, Alumni Representative Susan Wertheimer, and Student Representative Matt Sorenson's participation by phone.

Approval of minutes

The minutes from the February 10, 2023, meeting were presented for approval. A motion was made, seconded and voted to approve the minutes as presented.

Provost's report

Provost Patricia Prelock began her report by acknowledging the departure of two members of the Provost's team. Dean of the Graduate College Cindy Forehand will be retiring at the end of June. Under Dean Forehand's leadership, total graduate student enrollment increased by more than 25 percent and nearly 30 graduate programs and certificates have been added to the university's curriculum. Graduate assistantship stipends and benefits also increased substantially. Assistant Provost for Institutional Research and Assessment Alex Yin has accepted the position of Vice Provost for Strategic Planning and Institutional Effectiveness at North Carolina Agricultural and Technical State University. Appointed to the Office of Institutional Research (OIR) in 2016, Assistant Provost Yin has expanded the OIR to include assessment, and his staff grew from three to eight members. Provost Prelock highlighted Assistant Provost Yin's many accomplishments including overseeing the creation of Catamount Data. Provost Prelock wished both Dean Forehand and Vice Provost Yin success in their next endeavors. A national search is underway for the next Graduate College dean, and one will begin for the institutional research and assessment position soon.

Provost Prelock shared the following data regarding the Class of 2027:

- The university received 28,549 applications for Fall 2023, reflecting the second highest number of applications in university history.
- This is among the most academically qualified classes in university history yielding over 60% of the valedictorians within Vermont and the highest yield rate on Honors College offers in university history.
- The university has a 60% admission rate, tied with last year, and tied for the most selective class in 30 years.
- Over 50% of the first-time first-year (FTFY) students hail from outside of New England; this is especially important as UVM's reach is broadened in response to demographic shifts which will be especially challenging in New England.
- 45 states and 23 countries represented.
- 16% of new FTFY students identify as BIPOC; this is the most diverse class in university history.
- 11% are first generation and will be the first in their families to receive a bachelor's degree.

The Provost acknowledged that this outstanding class is the result of the hard work of many talented people across campus including the Division of Enrollment Management Vice Provost Jay Jacobs, the dean's offices in the colleges and schools, and the student success leaders across campus.

Provost Prelock continued her report by providing an overview of several timely issues including an update on sexual violence prevent. April was Sexual Assault Awareness Month during which the university offered programming aimed at increasing awareness and prompting action. Also in April, the Spring 2023 Title IX Sexual Misconduct Update newsletter was issued to campus stakeholders and included information on resources, future plans, and the following updates:

- AAEO has hired two new staff members who will provide outreach and support to UVM students, staff, and faculty involved in matters of bias, discrimination, harassment, sexual misconduct, and relationship violence.
- The College of Nursing and Health Sciences has hired Jennifer Demers as Clinical Assistant Professor of Sexual Violence Prevention. Dr. Demers has experience in best practices regarding violence prevention and will develop a peer-based education program for sexual violence prevention here at UVM.
- A group of technology and content experts are evaluating our current online education module regarding sexual misconduct to ensure that it is meeting our needs and/or to recommend another solution.
- Student Health Services now offers drug testing for students who believe they have been given a substance that causes impairment, without their knowledge or consent.

Provost Prelock reported that she has had continued engagement with the Abenaki Chiefs and Commissioners. Earlier this month, she and Dr. Amer Ahmed and Dr. Sherwood Smith from the Division of Diversity, Equity, and Inclusion, and College of Arts and Sciences Dean Bill Falls met with a Parent Advisory Committee in Swanton to hear the concerns of families and youth who identify as Abenaki and who worry that the story of their community needs greater representation when tribal communities from outside of Vermont are given a platform to share their stories on the UVM campus. The university is working with Vermont Abenaki to ensure that UVM is a safe and inclusive environment for their children.

This fall, a new learning community will debut in Jeanne Mance Hall with both first-year and second-year resident students. The Gaming Collective will bring together students interested in all kinds of games and include regular events such as games nights and opportunities to teach and learn new games.

The Provost then provided an overview of Career Center initiatives including the annual Career Summit which gives faculty and professional advisors an opportunity to learn how Career Center resources can help them engage students in career exploration. New this fall will be the “Career Starter” certificate in Brightspace, UVM’s new learning management system. In partnership with the Alumni Association, the Career Center launched its Interest Groups on the UVM Connect platform. Finally, Career Services will be piloting a new Employer Partner Program next academic year.

Provost Prelock concluded her report with an overview of the UVM GO initiative which focuses on global learning, developing intercultural knowledge and skills, and building community. This August, students along with their faculty leaders will be visiting Vancouver, Montreal, Seattle, Washington D.C., and Chicago. Other UVM GO programs are in development and will be offered in partnership with the residential Learning Communities and will allow participants to move onto campus three days prior to Orientation for local but global experiences.

Faculty Senate Curricular Affairs Committee chair’s report

Chair Dwyer reminded the committee that they are asked to review and approve the creation, elimination, or substantial revision of an academic unit, curriculum, research, or service

endeavor. This is consistent with the committee's responsibility and authority as a board and reflects the careful stewardship of the university's educational resources to ensure that students are provided with a comprehensive, vital, and transformative educational experience. Faculty members and academic leaders across the institution contribute to this extensive stewardship process, which culminates in the report the committee receives from the Chair of the Curricular Affairs Committee of the Faculty Senate.

Faculty Senate Curricular Affairs Committee (CAC) Co-Chair Colby Kervick offered highlights from her written report included as attachment 3 in the meeting materials. She provided a brief overview of the proposed curricular action items and confirmed that the proposal to create a minor in Equine Studies was approved at yesterday afternoon's Faculty Senate meeting.

Curricular action items

Chair Dwyer presented the following resolutions:

Resolution approving the creation of the undergraduate Certificate in Semiconductor Engineering and Physics in the College of Engineering and Mathematical Sciences

BE IT RESOLVED, that the Board of Trustees approves the creation of the undergraduate Certificate in Semiconductor Engineering in the College of Engineering and Mathematical Sciences, as approved and advanced by the Provost on March 28, 2023 and President on March 30, 2023.

Resolution approving the termination of the minor in Special Education with Endorsement in the College of Education and Social Services

BE IT RESOLVED, that the Board of Trustees approves the termination of the minor in Special Education with Endorsement in the College of Education and Social Services, as approved and advanced by the Provost on April 25, 2023 and President on April 26, 2023.

Resolution approving the creation of a minor in Global Public Health in the College of Nursing and Health Sciences

BE IT RESOLVED, that the Board of Trustees approves the creation of a minor in Global Public Health in the College of Nursing and Health Sciences, as approved and advanced by the Provost on April 25, 2023 and President on April 26, 2023.

Resolution approving the creation of a minor in Public Health, Equity and Advocacy in the College of Nursing and Health Sciences

BE IT RESOLVED, that the Board of Trustees approves the creation of a minor in Public Health, Equity and Advocacy in the College of Nursing and Health Sciences, as approved and advanced by the Provost on April 25, 2023 and President on April 26, 2023.

Resolution approving the creation of the undergraduate certificate in Gerontology in the College of Education and Social Services

BE IT RESOLVED, that the Board of Trustees approves the creation of the undergraduate certificate in Gerontology in the College of Education and Social Services, as approved and advanced by the Provost on April 25, 2023 and President on April 26, 2023.

Resolution approving the creation of a minor in Equine Studies in the College of Agriculture and Life Sciences

BE IT RESOLVED, that the Board of Trustees approves the creation of a minor in Equine Studies in the College of Agriculture and Life Sciences, as approved and advanced by the Provost and President on May 18, 2023.

An opportunity for discussion was offered. There being none, a motion was made, seconded and it was unanimously voted to refer the resolutions to the board for approval.

Resolution approving revisions to the Academic Freedom Statement

Provost Prelock introduced Faculty Senate President Thomas Borchert who provided a brief history of the Academic Freedom Statement and overview of the proposed changes. He reported that the COVID-19 pandemic interrupted the review process along with leadership changes in the Office of General Counsel. Yesterday afternoon, the revised Statement was reviewed and endorsed as appended to these minutes by the Faculty Senate. Provost Prelock added that this Statement is not a university policy and that it is part of the union contract and university manual.

Chair Dwyer presented the following resolution:

Resolution approving revisions to the Academic Freedom policy

WHEREAS, the Faculty Senate adopted the Statement on Academic Freedom on September 23, 1954, and the Board of Trustees approved the statement on October 16, 1954; and

WHEREAS, the Faculty Senate revised and adopted the Statement on Academic Freedom on November 20, 2008 and the Board of Trustees adopted those revisions on February 7, 2009;

WHEREAS, the Faculty Senate reviewed and revised the Statement on Academic Freedom on May 18, 2023;

THEREFORE, BE IT RESOLVED, that the Board of Trustees approves and adopts revisions to the Academic Freedom Statement appearing as appendix A to this document.

An opportunity for discussion was offered. There being none, a motion was made, seconded and it was unanimously voted to refer the resolution to the board for approval.

Resolution approving revisions to the Equal Opportunity Policy Statements

Vice President for Legal Affairs & General Counsel Trent Klingerman informed the trustees that the changes to the policy were in response to the recent investigation by the U.S. Department of Education's Office for Civil Rights concerning antisemitism on campus. The policy amendment adds shared ancestry and ethnic characteristics to the list of protected classes under university policy and makes clear that antisemitism is among the prohibited forms of discrimination and harassment under the policy. The amendment also states that the university will reasonably, timely, and effectively respond to all reports of discrimination and discriminatory harassment of which the university has notice. Vice President Klingerman added the Office of Affirmative Action and Equal Opportunity, led by its Director Nick Stanton, is working very hard on protocols to communicate to the campus community how to report discrimination, harassment and bias related incidents and clarify for the community what to expect when the university receives these reports.

Chair Dwyer presented the following resolution:

Resolution approving revisions to Equal Opportunity Policy Statements

BE IT RESOLVED, that the Board of Trustees approves revisions to the Equal Employment Opportunity/Affirmative Action Policy Statement, appearing as Appendix B to this document, and

BE IT FURTHER RESOLVED, that the Board of Trustees approves revisions to the Equal Opportunity in Educational Programs and Activities and Non-Harassment Policy Statement, appearing as Appendix C to this document, and reaffirms both policies as revised.

An opportunity for discussion was offered. There being none, a motion was made, seconded and it was unanimously voted to refer the resolution to the board for approval.

Resolution approving Torrey Hall renovation

College of Engineering and Mathematical Sciences (CEMS) Dean Linda Schadler and Director of Planning, Design and Construction Paula Carlaccini presented an overview of the Torrey Hall addition and renovation project including the history of the building. Planned renovations include new utilities, new electrical and mechanical systems, and interior renovations to provide a student-centric space gathering for the CEMS Office of Student Services, the Office of Equity, Belonging, and Student Engagement, and will create undergraduate workspaces. A new addition will provide an accessible entrance.

The project has been through a successful historic preservation review. The committee's endorsement is the first step in the project approval process thereby enabling fundraising efforts.

The project will be forwarded to the Budget, Finance & Investment Committee for financial review when funding has been identified for the project. Timing of the construction is subject to the availability of funding.

Chair Dwyer presented the following resolution:

Resolution approving Torrey Hall renovation project

WHEREAS, the administration today reported on the strategic and operational need for the Torrey Hall renovation project and the associated program scope;

THEREFORE, BE IT RESOLVED, that the Educational Policy & Institutional Resources Committee hereby approves the project scope that the administration presented on this date and refers the project to the Budget, Finance & Investment Committee for financial review and approval at a future meeting.

An opportunity for discussion was offered. There being none, a motion was made, seconded and it was unanimously voted to refer the resolution to the board for approval.

A Look at Early Expression of New Branding

Chief Communications and Marketing Officer Joel Seligman shared an update to the UVM website which is designed to be more flexible to include video and other dynamic content that will introduce prospective students and staff members to everything the university has to offer. He also showed a short video featuring President Garimella showcasing research at the university.

Other business

There being no further business, the meeting adjourned at 3:16 p.m.

Respectfully submitted,

Carolyn Dwyer, Chair

Statement on Academic Freedom

The Faculty Senate adopted the following statement on academic freedom on September 23, 1954 and was approved by the Board of Trustees on October 16, 1954 and revised and adopted by the Faculty Senate on November 20, 2008 and approved by the Board of Trustees on February 7, 2009:

Academic Freedom and Responsibility

We, the faculty of The University of Vermont and State Agricultural College, in the spirit and tradition of free universities throughout the world, are agreed upon the following statement of principles on academic freedom and responsibility. We believe that incorporation of these principles into the organization of The University of Vermont and State Agricultural College will re-emphasize the importance of academic freedom to the basic health of the University, and also serve as a statement of policy on the rights and responsibilities of faculty members at this institution. It has been our intent to state these principles in terms broad enough so that they may be valid not only in these critical times when academic freedom and personal liberty are in jeopardy both at home and abroad, but also in the future insofar as the future can be foreseen.

The Necessity of Academic Freedom in Higher Education

The main purpose of a university has always been, must always be, to stimulate the thinking and the creative powers of its students and its faculty. As an institution it deals in ideas, not only old and accepted ones but new ones that may be full of explosive power. If they are explosive, they are bound to be disconcerting, even painful, to some on the campus and to many beyond its borders.

Inevitably they will be called dangerous by the timid and short-sighted, but to those who really believe in the fruitfulness of human thought, the real danger would appear only if the flow of such ideas should cease. For then indeed sterility would have taken over our campus. Our faculty would no longer deserve the name of intellectuals and our students, regardless of degrees attained, could no longer claim to be educated. They would leave our campus accustomed only to the commonplace, satisfied with the mediocre, ignorant or afraid of ideas which catch fire.

Academic freedom is therefore not solely a right or privilege of the faculty but is the fulfillment of the obligation on the part of the university to provide an atmosphere in which intellectual growth may take place.

Academic Freedom and Special Responsibilities of Faculty Members

We subscribe to the 1940 Statement of Principles on Academic Freedom [and the 1970 Interpretive Comments](#) of the American Association of University Professors which provides:

- a. Faculty are entitled to full freedom in research and in the publication of the results, subject to the adequate performance of their other academic duties; but research for pecuniary return should be based upon an understanding with the authorities of the university.
- b. Faculty are entitled to freedom in the classroom in discussing their subject, but they should be careful not to introduce into their teaching controversial matter which has no relation to their subject. [The intent of this statement is not to discourage what is “controversial.” Controversy is at the heart of the free academic inquiry which the entire statement is designed to foster.](#)
- c. Faculty are citizens, members of a learned profession, and officers of the university. When they speak or write as citizens, they should be free from institutional censorship or discipline, but their special position in the community imposes special obligations. As scholars and educational officers, they should remember that the public may judge their profession and their institution by their utterances. Hence, they should at all times be accurate, should exercise appropriate restraint, should show respect for the opinions of others, and should make every effort to indicate that they are not speaking for the university.

[We also subscribe to the 2014 report of the American Association of University Professors on Academic Freedom and Electronic Communication which provides:](#)

- a. [Academic freedom, free inquiry, and freedom of expression within the academic community may be limited to no greater extent in electronic format than they are in print, save for the most unusual situation where the very nature of the medium itself might warrant unusual restrictions.](#)

In addition, there are recognized qualifications which must be attained and maintained before the privilege of being a member of the academic profession can be considered a permanent one: satisfactory performance as a teacher, scholarship, and high moral standards.

Responsibility of the Institution to the Faculty

The University must defend tenaciously the right of its members to think and express their thoughts freely and to make those choices within the law guaranteed to every citizen. This includes the right of dissent since any democratic institution ceases to merit the name democratic when this fundamental right is denied. Never is this duty more imperative than in those **unhappy** times when the public opinion of the community would restrain or curtail the free play of ideas. The universities, whose roots extend back into

the centuries, have a tradition and duty to maintain an independence of judgment in the face of public opinion.

Academic Freedom and Tenure

Tenure is an indispensable pre-condition for academic freedom. It is, in fact, a guarantee that the institution subscribes to the principle of academic freedom, and that its members may not be dismissed without adequate cause. Termination of tenure should occur only in cases of *bona fide* financial exigency in the University or when it has been demonstrated that the teacher lacks professional or moral fitness or competence as a teacher.

In the interpretation and the application of these principles we shall expect the University authorities to be quick to protect its heritage of academic freedom, in doubtful cases remembering that an excess of freedom is always less dangerous than an excess of constraint.”



OFFICE OF COMPLIANCE SERVICES
UVM.EDU/POLICIES

POLICY

Title: Equal Employment Opportunity/Affirmative Action Policy Statement

Policy Statement

The University of Vermont and State Agricultural College is committed to a policy of equal employment opportunity and to a program of affirmative action in order to fulfill that policy. The President of the University fully supports the University's equal employment opportunity policy and the University's affirmative action program.

The University will accordingly recruit, hire, train, and promote persons in all positions and ensure that all other personnel actions are administered without regard to unlawful criteria including race, color, religion, shared ancestry (including antisemitic conduct), ethnicity, national origin, including shared ancestry or ethnic characteristics¹, place of birth, sex, sexual orientation, disability, age, positive HIV-related blood test results, genetic information, gender identity or expression, or status as a disabled veteran, recently separated veteran, active duty wartime or campaign badge veteran, or Armed Forces service medal veteran (collectively "protected veterans"), or crime victim status, as these terms are defined under applicable law, or any other factor or characteristic protected by law, and ensure that all employment decisions are based only on valid job requirements.

In addition, the University of Vermont recognizes that discriminatory harassment and sexual harassment are forms of unlawful discrimination, and it is, therefore, the policy of the University that discriminatory harassment and sexual harassment will not be tolerated. The University also prohibits unlawful harassment on the basis of other characteristics protected by law. The University will reasonably, timely, and effectively respond to all reports of discrimination and discriminatory harassment of which the University has notice, based on the protected categories referenced herein.

Further, employees and applicants will not be subjected to harassment, intimidation, threats, coercion, or retaliation because they have engaged in or may engage in the following: filing a complaint or assisting or participating in an investigation regarding alleged discrimination or harassment as prohibited in the policy statement above; filing a complaint or assisting or participating in an investigation, compliance evaluation, hearing, or any other activity related to the administration of the Vietnam Era Veterans' Readjustment Assistance Act of 1974 ("VEVRAA"), Section 503 of the Rehabilitation Act of 1973 ("Rehabilitation Act"), or the Affirmative Action provisions of any other federal, state or local law; opposing any act or practice made unlawful by VEVRAA or any other federal, state, or local law requiring equal employment opportunities for individuals with disabilities or protected veterans; or exercising any other rights protected by VEVRAA or the

¹ The University recognizes that discrimination based on shared ancestry or ethnic characteristics can include antisemitic discrimination, anti-Arab discrimination, anti-Asian discrimination, or similar forms of discriminatory conduct. Please refer to the [Affirmative Action and Equal Opportunity Case Handling Protocol](#) for more information and examples of prohibited discriminatory conduct.

Rehabilitation Act. Additionally, the University will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant.

The University of Vermont maintains an audit and reporting system that: measures the effectiveness of the University's affirmative action program; indicates any need for remedial action; determines the degree to which the University's objectives have been attained; measures the University's compliance with its affirmative action obligations; and determines whether individuals with disabilities and veterans have had the opportunity to participate in all University sponsored educational, training, recreational and social activities.

Sources: Titles VI and VII of the Civil Rights Act of 1964; the Immigration Reform and Control Act of 1986; Title IX of the Education Amendments of 1972; the Equal Pay Act of 1963; the Age Discrimination in Employment Act of 1967; the Age Discrimination Act of 1975; Sections 503 and 504 of the Rehabilitation Act of 1973; the Americans with Disabilities Act of 1990; Section 402 of the Vietnam-Era Veterans Readjustment Assistance Act of 1974; Executive Order 11246; the Genetic Information Nondiscrimination Act of 2008; and the Vermont Fair Employment Practices Act, all as amended; and such other federal, state and local non-discrimination laws as may apply.

Note: This Statement of Policy is the official University of Vermont Equal Educational Opportunity Policy Statement and supersedes all prior policy statements regarding its subject matter. It may be modified only by written statement issued by the President as Chief Executive Officer of the University or by formal action by the University of Vermont and State Agricultural College Board of Trustees. This Policy Statement is designed to express the University's intent and commitment to comply with the requirements of federal, state, and local non-discrimination laws. It shall be applied co extensively with those non-discrimination laws and shall not be interpreted as creating any rights, contractual or otherwise, that are greater than exist under those laws.

Contacts

Questions concerning the daily operational interpretation of this policy should be directed to the following (in accordance with the policy elaboration and procedures):	
Title(s)/Department(s):	Contact Information:
Director, Office of Affirmative Action and Equal Opportunity	Nick Stanton 428 Waterman Building (802) 656-3368
Questions about policies related to Title IX, including sex discrimination, sexual harassment, and all forms of sexual violence	
Title IX Coordinator Office of Affirmative Action and Equal Opportunity	Emily McCarthy 428 Waterman Building (802) 656-3368
Questions about disability related issues	
ADA/Section 504 Coordinator Office of Affirmative Action and Equal Opportunity	Amber Fulcher 428 Waterman Building (802) 656-0945
Questions may also be directed to government agencies having oversight and enforcement authority with respect to the referenced laws. A complete listing of such agencies may be obtained from the Office of Affirmative Action and Equal Employment Opportunity.	
The University has developed an Affirmative Action Plan. The portions of the plan required for disclosure are available for inspection during normal business hours; contact the University's Public Records Officer at (802) 656-8937.	

Related Documents/Policies

- [Accessibility Policy](#)
- [Discrimination, Harassment, and Sexual Misconduct Policy](#)
- [Equal Opportunity in Educational Programs and Activities and Non-Harassment](#)
- [Handling and Resolving Discrimination, Harassment, and Sexual Misconduct Complaints](#)

Regulatory References/Citations

- Titles VI and VII of the Civil Rights Act of 1964
- Immigration Reform and Control Act of 1986
- Title IX of the Education Amendments of 1972
- Equal Pay Act of 1963
- Age Discrimination in Employment Act of 1967
- Age Discrimination Act of 1975
- Sections 503 and 504 of the Rehabilitation Act of 1973
- Americans with Disabilities Act of 1990
- Section 402 of the Vietnam-Era Veterans Readjustment Assistance Act of 1974
- Executive Order 11246
- Genetic Information Nondiscrimination Act of 2008
- Vermont Fair Employment Practices Act

About This Policy

Responsible Official:	Chief Human Resource Officer	Approval Authority:	President and the Chair of the Board of Trustees
Policy Number:	V. 7.3.11	Effective Date:	February 4, 2017
Revision History:	<ul style="list-style-type: none"> • V. 7.0.1.1 effective April 7, 2006 • V. 7.0.1.2 effective September 5, 2008 • V. 7.0.1.3 effective April 13, 2009 • V. 7.0.1.4 effective March 8, 2010 • V. 7.0.1.5 effective May 22, 2011 • V. 7.0.1.6 effective May 19, 2012 • V. 7.3.7/V. 7.0.1.7 effective February 9, 2013 • V. 7.3.8 effective February 8, 2014 • V. 7.3.9 effective February 7, 2015 • V. 7.3.10 effective February 6, 2016 • V. 7.3.11/V. 4.23.11 Reaffirmed as revised by the President and the Chair of the Board of Trustees: February 3, 2018, March 6, 2019, February 27, 2023 • Reaffirmed by the President February 3, 2020, February 9, 2021, March 7, 2022 and the Chair of the Board of Trustees January 30, 2020, February 8, 2021, March 10, 2022 • Responsible official officially changed from the Vice President for Human Resources, Diversity and Multicultural Affairs and Vice President for Finance and Administration on May 1, 2020 • Responsible official officially changed from the Vice President for Finance and Administration to the Chief Human Resource Officer October 3, 2022 		

University of Vermont Policies and Operating Procedures are subject to amendment. For the official, approved, and most recent version, please visit UVM's [Institutional Policies Website](#).

Signature

Accepted:

Trenten Klingerman
Vice President for Legal Affairs and General Counsel

Date

Approved:

Suresh V. Garimella
President

Date

Ron E. Lumbr
Board of Trustees Chair

Date



**OFFICE OF COMPLIANCE SERVICES
UVM.EDU/POLICIES**



POLICY

Title: Equal Opportunity in Educational Programs and Activities and Non-Harassment

Policy Statement

The University of Vermont and State Agricultural College is committed to a policy of equal educational opportunity. The University therefore prohibits discrimination on the basis of unlawful criteria such as race, color, religion, national ~~or ethnic origin, origin, including shared ancestry or ethnic characteristics¹e-conduct~~, age, sex, sexual orientation, marital status, disability, or gender identity or expression, as those terms are defined under applicable law, in admitting students to its programs and facilities and in administering its admissions policies, educational policies, scholarship and loan programs, athletic programs, and other institutionally administered programs or activities made available to students at the University. The University also prohibits harassment, as defined in the Vermont Statutes at Title 16, section 11(a)(26). Unlawful harassment is a form of discrimination and is therefore prohibited. Sources: Title VI of the Civil Rights Act of 1964; Title IX of the Education Amendments of 1972; the Age Discrimination Act of 1975; Section 504 of the Rehabilitation Act of 1973; the Americans with Disabilities Act of 1990; the Vermont Public Accommodations Act; and such other federal, state, and local non-discrimination laws as may apply. [The University will reasonably, timely, and effectively respond to all reports of discrimination and discriminatory harassment of which the University has notice, based on the protected categories referenced herein.](#)

Note: This Statement of Policy is the official University of Vermont Equal Educational Opportunity Policy Statement and supersedes all prior statements regarding its subject matter. It may be modified only by written statement issued by the President as Chief Executive Officer of the University or by formal action by the University of Vermont and State Agricultural College Board of Trustees. This Policy Statement is designed to express the University's intent and commitment to comply with the requirements of federal, state, and local non-discrimination laws. It shall be applied co-extensively with those non-discrimination laws and shall not be interpreted as creating any rights, contractual or otherwise, that are greater than exist under those laws.

Contacts

Questions concerning the daily operational interpretation of this policy should be directed to the following (in accordance with the policy elaboration and procedures):	
Title(s)/Department(s):	Contact Information:
Questions regarding this policy statement or compliance with its provisions may be directed to:	
Dean of Students	41-43 South Prospect Street

¹ The University recognizes that discrimination based on shared ancestry or ethnic characteristics can include antisemitic discrimination, anti-Arab discrimination, anti-Asian discrimination, or similar forms of discriminatory conduct. Please refer to the [Affirmative Action and Equal Opportunity Case Handling Protocol](#) for more information and examples of prohibited discriminatory conduct.

	Burlington, VT 05405 (802) 656-3380
Or	
Director, Office of Affirmative Action and Equal Opportunity	Nick Stanton 428 Waterman Building Burlington VT, 05405 (802) 656-3368
Questions may also be directed to government agencies having oversight and enforcement authority with respect to the referenced laws. A complete listing of those agencies may be obtained from the Office of Affirmative Action and Equal Opportunity.	
Questions about policies related to Title IX, including sex discrimination, sexual harassment, and all forms of sexual violence	
Title IX Coordinator Office of Affirmative Action and Equal Opportunity	Emily McCarthy 428 Waterman Building Burlington VT, 05405 (802) 656-3368
Questions about disability related issues	
Student Accessibility Services	Sharon Mone A-170, Living/Learning Center 633 Main Street Burlington VT, 05405 (802) 656-4075
ADA/Section 504 Coordinator Office of Affirmative Action and Equal Opportunity	Amber Fulcher 428 Waterman Building Burlington VT, 05405 (802) 656-0945

Related Documents/Policies

- [Discrimination, Harassment, and Sexual Misconduct Policy](#)
- [Equal Employment Opportunity/Affirmative Action Policy Statement](#)
- [Handling and Resolving Discrimination, Harassment, and Sexual Misconduct Complaints Procedure](#)

Regulatory References/Citations

- Age Discrimination Act of 1975
- Americans with Disabilities Act of 1990
- Section 504 of the Rehabilitation Act of 1973
- Title VI of the Civil Rights Act of 1964
- Title IX of the Education Amendments of 1972
- Vermont Public Accommodations Act
- Vermont Statutes at Title 16, section 11(a)(26)

About This Policy

Responsible Official:	Chief Human Resource Officer	Approval Authority:	President and the Chair of the Board of Trustees
Policy Number:	V. 7.4.11	Effective Date:	February 4, 2017

Revision History:	<ul style="list-style-type: none"> • V. 7.0.5.1 effective April 7, 2006 • V. 7.0.5.2 effective September 5, 2008 • V. 7.0.5.3 effective April 13, 2009 • V. 7.0.5.4 effective March 8, 2010 • V. 7.0.5.5 effective May 22, 2011 • V. 7.0.5.6 effective May 19, 2012 • V. 7.4.7/V. 7.0.5.7 effective February 9, 2013 • V. 7.4.8 effective February 8, 2014 • V. 7.4.9 effective February 7, 2015 • V. 7.4.10 effective February 6, 2016 • V. 7.4.11 Reaffirmed as revised by the President and the Chair of the Board of Trustees: February 3, 2018 and March 6, 2019 • V. 7.4.11/V. 4.24.11 Reaffirmed by the President February 3, 2020, February 9, 2021, April 4, 2022 and the Chair of the Board of Trustees January 30, 202, February 8, 2021, April 5, 2022 • Responsible official officially changed from the Vice President for Human Resources, Diversity and Multicultural Affairs to the Vice President for Finance and Administration on May 1, 2020 • Responsible official officially changed from the Vice President for Finance and Administration to the Chief Human Resource Officer October 3, 2022
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Signature

Accepted:

Trenten Klingerman
Vice President for Legal Affairs and General Counsel

Date

Approved:

Suresh V. Garimella
President

Date

Ron E. Lumbr
Board of Trustees Chair

Date