

2024



University
of Vermont



Office of Equal Opportunity

Sexual Misconduct, Bias, Discrimination & Harassment Annual Report



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Our Commitment to Transparency

Dear Campus Community,

The University of Vermont remains committed to maintaining an inclusive and respectful learning and work environment. For the second year, the University is publishing the Office of Equal Opportunity Annual Report. This report shows UVM's promise to communicate openly and respond quickly to reports of alleged discrimination, harassment, and sexual misconduct. The data in this report is from the 2023-2024 academic year (July 1, 2023-June 30, 2024).

The data shows mostly level trends relating to disclosures regarding sexual misconduct. In 2023-2024, the Office of Equal Opportunity received 208 disclosures of alleged sexual harassment or misconduct. This number is on par with the 207 disclosures received last academic year. While we always want to reduce instances of sexual harassment and misconduct, we also want to make sure people feel comfortable coming forward when something happens. That means fewer reports is not our primary goal. This report shares more details about these cases and explains the education and prevention efforts happening across campus.

This year's report also includes data regarding bias, discrimination, and harassment disclosures that are not related to sexual misconduct. Last year the University implemented changes to make reporting concerns about all forms of bias, discrimination, and harassment more accessible and effective. For example, a Support Coordinator from the Office of Equal Opportunity now connects directly with anyone who reports a concern, no matter what type it is. These and other changes UVM have implemented are designed to create a community where all feel safe and welcome, regardless of their identities. We invite you to learn more about these efforts by reading this report.

UVM is committed to respecting the choices of people who are impacted and giving them the power to decide their best path forward. The Office of Equal Opportunity listens to these reports in a fair and professional way and offers options like investigations, educational solutions, and support to everyone involved.

In addition to UVM's commitment to transparency, UVM also recognizes the importance of prevention and education work. The Office of Equal Opportunity works collaboratively with UVM partners in support of these initiatives. We are grateful to all the UVM community members who help with this important work.

If you have concerns about discrimination, harassment, or sexual misconduct—or if you have questions about this report—please reach out to the Office of Equal Opportunity.

Sincerely,

Emily McCarthy
Title IX Coordinator and Investigator, Office of Equal Opportunity

Nick Stanton
Director, Office of Equal Opportunity

Office of Equal Opportunity

The Office of Equal Opportunity is responsible for responding to disclosures of discrimination and harassment, including sexual misconduct, involving UVM community members. Staff members with the Office of Equal Opportunity are available to facilitate support measures for UVM community members impacted, regardless of whether a university resolution process is pursued.

We are located on the University of Vermont campus in the Waterman Building, Suite 428, 85 South Prospect Street in Burlington, Vermont. The Office is open during regular business hours, Monday-Friday, 8:30 AM – 4:30 PM. We encourage you to learn more about the services the Office of Equal Opportunity offers by visiting the home page: www.uvm.edu/EqualOpportunity

HOW TO MAKE A DISCLOSURE

The Office of Equal Opportunity accepts disclosures in a variety of ways:

- Online form, available at go.uvm.edu/report
- By telephone at 802-656-3368
- In-person at 428 Waterman, Monday-Friday, 8:30AM-4:30PM

STAFF MEMBERS

- **Jenny Grace**, Support Coordinator
- **Kate Spence**, Investigator
- **Emily McCarthy**, Title IX Coordinator and Investigator
- **Ava Spiegel**, Support Coordinator
- **Nick Stanton**, Director

The 2022-2023 Annual Office of Equal Opportunity Report is available on the Equal Opportunity website.



Policy & Definitions

University of Vermont policies and procedures relating to Discrimination, Harassment, and Sexual Misconduct are located on the [Equal Opportunity Website](#). Paper copies are available at 428 Waterman.

The University of Vermont seeks to maintain a safe learning, living, and working environment. To that end, UVM strictly prohibits discrimination against, and harassment of, its students, employees, and affiliates on the basis of an individual's membership in a legally protected category as defined in the University's Equal Opportunity in Educational Programs and Activities and Equal Employment Opportunity/Affirmative Action Policies, as well as retaliation. The University offers a range of support measures, methods for disclosure, resolution processes, and community initiatives as outlined in this document.

Individuals are strongly encouraged to disclose incidents of discrimination, harassment, and sexual misconduct to the University's Office of Equal Opportunity, and to University

Police Services, as appropriate, immediately following their occurrence. Prompt disclosure and the preservation of evidence is strongly recommended.

The University seeks to remove barriers in making disclosures of alleged discrimination, harassment, and sexual misconduct, and recognizes that those who experience incidents may be reluctant to report to the University because of concern that they may be accused of policy violations, such as underage drinking or drug use at the time of the incident. If the University learns of personal consumption of alcohol or drugs or other ancillary policy violations through a disclosure or resolution process, the University will not use this information in a disciplinary process against the complainant, respondent or any witness unless the conduct placed the health or safety of any other person at risk. For example, this provision will not protect from disciplinary action an individual who knowingly serves alcohol or administers drugs to another person intended to facilitate conduct prohibited by UVM Policy.

DEFINITIONS & TERMS

Please note these definitions are used in the policy in place during the 7/1/23-6/30/24 timeframe and are applicable to the data outlined below. There are some differences as compared to the current policy, updated in August of 2024.

Reporter: The person who submitted the report to the Office of Equal Opportunity. The Reporter may be a person who is designated as a UVM Reporter, or may be a friend, family member, witness, or the Complainant themselves.

Complainant: A person reported to have experienced misconduct prohibited by policy.

Respondent: A person reported to have engaged in misconduct prohibited by policy.

Outreach: When our office receives a disclosure that a member of the University community (student, staff, faculty, or other affiliate) has experienced discrimination, harassment, or sexual misconduct, a Support Coordinator will contact the Complainant to offer to meet. The Support

Coordinator shares information about support resources and options for resolution, both at UVM and in the greater community.

Support Measures: Complainants and Respondents can receive support measures regardless of whether they choose to participate in a resolution process through our office. The Support Coordinators will work with each individual to determine their specific needs. Examples of support measures can include connecting individuals with counseling, engaging in safety planning, including implementing No Contact Orders, changing on-campus housing, and requesting academic or work schedule flexibility.

RESOLUTION OPTIONS

Flowcharts are available for resolution processes, on page 12 and on the Equal Opportunity Website.

Investigative Resolution Process

The process usually begins with an interview with the Complainant. After the interview, the Director or Title IX Coordinator will decide whether the case falls under UVM's Discrimination, Harassment, and Sexual Misconduct Policy. If it does, an investigator will begin gathering information by interviewing witnesses, collecting evidence, and reviewing relevant details. What happens next depends on whether the reported conduct is classified as a Title IX Offense. In summary, a Title IX offense involves a report of sexual harassment or misconduct in violation of UVM policy, occurring on or after August 14, 2020, in the context of a UVM educational program or activity. Generally, sexual misconduct that occurs off-campus and outside of a UVM program can be a violation of UVM policy, but is not considered a Title IX Offense.

- If it is not a Title IX Offense: The investigator will write a report and determine whether the evidence is sufficient to conclude that UVM policy was violated.
- If it is a Title IX Offense: The investigator will provide all the collected information to a hearing officer, who will hold a hearing and decide the evidence is sufficient to conclude that UVM policy was violated.

In both cases, the decision is made using the preponderance of the evidence standard, meaning it is more likely than not that a policy violation occurred.

Alternative or Facilitated Resolution Process

In some situations, members of the UVM community can choose to pursue a Facilitated Resolution instead of an investigatory resolution. If a Complainant is interested in this option, the process begins with an interview with the Complainant. After the interview, the Director or Title IX Coordinator will determine whether the case meets the necessary requirements to move forward and if a Facilitated Resolution is appropriate. If both conditions are met, the Office of Equal Opportunity (OEO) will notify the Respondent about the complaint. If the Respondent agrees to participate, OEO staff will work with both parties to create an agreement. This process allows the parties to discuss the harm caused and develop solutions to prevent further harm and address the current situation. Examples of outcomes in a Facilitated Resolution include education and reflection exercises, such as counseling, sharing of impact statements, or other agreed-upon measures.



CONDUCT TERMS

Discrimination: Adverse treatment based on an individual's membership in a legally protected category that is sufficiently serious to unreasonably interfere with or limit an individual's opportunity to participate in or benefit from a University program or activity, or that otherwise adversely affects a term or condition of the individual's employment or education. There are two types of discrimination:

- **Disparate treatment** refers to intentional differential treatment of an individual or group protected by federal and/or state law. Disparate impact refers to policies, practices, rules, or other systems that appear to be neutral, but result in a disproportionate negative impact on protected groups, if the policies or practices at issue are not related to bona fide qualifications to a position of employment or to participation in an academic program
- **Discriminatory harassment** is form of discrimination that encompasses an incident or incidents of verbal, written, visual, or physical communications and/or conduct based on or motivated by an individual's membership in a legally protected category. Harassment may include the use of epithets, stereotypes, slurs, comments, insults, derogatory remarks, gestures, threats, graffiti, display, or circulation of written or visual material, taunts, and negative references related to any of these protected categories. There are two types of Harassment:

1. Hostile Environment: A hostile environment exists when the conduct is sufficiently severe, persistent, or pervasive¹ that it unreasonably interferes with, limits, or deprives an individual from participating in or benefitting from the University's educational or employment programs and/or activities. Conduct must be deemed severe, persistent, or pervasive from both a subjective and objective perspective. In evaluating whether a hostile environment exists, the University will consider the totality of known circumstances, including, but not limited to:

- The frequency, nature, and severity of the conduct;
- Whether the conduct was physically threatening;
- The effect of the conduct on the Complainant's mental or emotional state;
- Whether the conduct was directed at more than one person;
- Whether the conduct arose in the context of other discriminatory conduct;
- Whether the conduct unreasonably interfered with the Complainant's educational or work performance and/or University programs or activities; and
- Whether the conduct implicates concerns related to academic freedom or protected speech.

2. Quid Pro Quo: a Latin phrase meaning "this for that," where an employee or student's submission to or rejection of unwelcome treatment based on a protected category is made, either explicitly or implicitly, a term or condition of their employment, academic standing, or participation in any University programs or activities, or is used as the basis for University decisions affecting the individual.

¹ For alleged incidents of sexual harassment that are Title IX Offenses, as defined herein, the relevant standard is "sufficiently severe, persistent, and pervasive that it unreasonably interferes with, limits, or deprives an individual from participating in or benefitting from the University's educational or employment programs and/or activities." (emphasis added)

Sexual Harassment: A type of Harassment, as defined above, characterized by unwelcome sexual advances, requests for sexual favors, and other unwanted verbal, written, visual, or physical conduct of a sexual nature.

Gender-Based Stalking: Engaging in a course of conduct directed at a specific person based on their gender, sexual orientation, gender identity, and/or gender expression that would cause a reasonable person to (1) fear for their safety or the safety of others; or (2) suffer substantial emotional distress. A course of conduct means two or more acts, including but not limited to acts in which a person directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about another person, or interferes with another person's property. Substantial emotional distress means significant mental suffering or anguish.

Relationship Violence²: Any act of violence or threatened act of violence that occurs between individuals who are or have been in a social relationship of a romantic or intimate nature³. Relationship Violence may include any form of prohibited conduct under this policy, including Sexual Assault, Stalking, and Sexual Exploitation, as well as acts of physical assault⁴. For purposes of this Policy, Relationship Violence does not include acts that meet the definition of domestic violence under Vermont law [15 V.S.A. § 1101(2)] that are based solely on cohabitation (e.g. roommates).

Sexual Assault: A sexual act that occurs (1) without consent of the other person, or (2) by threatening or coercing the other person, or (3) by placing the other person in fear that any person will suffer imminent bodily injury.

Sexual Act: Conduct between persons consisting of contact between the penis and the vulva, the penis and the anus, the mouth and the penis, the mouth and the vulva, or any intrusion, however slight, by any part of a person's body or any object into the genital or anal opening of another.

Sexual Exploitation: Non-consensual use of another individual's nudity or sexuality, other than Sexual Harassment, Sexual Assault, Relationship Violence, and Gender-Based Stalking. Examples of Sexual Exploitation include, but are not limited to, purposely or knowingly:

- Touching the sexual or other intimate parts of a person, or causing such person to touch your sexual or other intimate parts, including intentional touching of the breasts, buttocks, groin, or genitals, whether clothed or unclothed, or intentionally touching another with any of these body parts, and making another touch you or themselves with or on any of these body parts without consent;

² In August of 2024, the term "Relationship Violence" was re-named Intimate Partner Violence.

³ Relationship Violence includes "dating violence" and "domestic violence", as defined by VAWA. Consistent with VAWA, the University will evaluate the existence of a romantic or intimate relationship based upon the Complainant's statement(s) and taking into consideration the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

⁴ For purposes of this Policy, "physical assault" requires the actor to purposely, knowingly or recklessly cause bodily injury to another, where bodily injury means physical pain, illness or any impairment of physical condition, including strangulation.



- Exposing one's genitals to another person without consent;
- Causing the incapacitation of another person (through alcohol, drugs, or any other means) for the purpose of compromising that person's ability to give consent to sexual activity;
- Engaging in voyeurism (e.g. watching or taking pictures, videos, or audio recordings of another person engaging in a sexual act, in a state of undress, or in a place and time where such person has a reasonable expectation of privacy, such as a changing room, toilet, bathroom, or shower, without the consent of all parties);
- Disseminating, streaming, or posting images or video of private sexual activity and/or a person's intimate parts (including breasts, buttocks, groin, or genitals) without consent;
- Compelling a person through force, fraud, or coercion to engage in a commercial sexual act (e.g. prostitution);
- Possession of sexual materials that are illegal under federal or state law;
- Knowingly exposing another person to a sexually transmitted infection or virus without the other individual's knowledge;
- Incest as defined by Vermont Law; or
- Luring a child under 16, or a person believed to be under 16, by any means, including in-person, over the phone, or through electronic communication, to engage in a sexual act or touch the intimate part of the person or child whether clothed or unclothed. This does NOT apply if an actor is younger than 19 and the child is at least 15 and the contact is consensual.

Allegations of Sexual Misconduct must be evaluated consistently with the following additional definitions:

- **Coercion:** Conduct, including intimidation and express or implied threats of immediate or future physical, emotional, reputational, financial, or other harm to the Complainant or others that would reasonably place an individual in fear, and that is employed to compel someone to engage in sexual activity.
- **Consent:** A person's willingness to engage in a specific sexual act or form of sexual contact.
 - Consent is an understandable exchange of affirmative words or actions, which indicate a willingness to participate in mutually agreed upon sexual activity, in the context of all the circumstances. Consent may be revoked or withdrawn at any time.
 - Consent is specific to a particular sexual activity and is absent when the activity in question exceeds the scope of consent given. It is the responsibility of the person who wants to engage in the sexual activity to ensure that they have consent from any other person engaging in sexual activity or contact. The existence of a dating relationship or a past sexual relationship between the persons engaging in sexual activity or contact is not a sufficient basis to assume consent.
 - Consent cannot be gained by threat, force, coercion, or intimidation, or by ignoring words or actions that indicate a lack of consent or objection to the activity. Consent cannot be gained by taking advantage of the incapacitation of another where the Respondent knows or reasonably should have known of such incapacitation.

- An essential element of consent is that it be freely given. Freely given consent may not be present or possible in relationships of a sexual or intimate nature between individuals where one individual has power, supervision, or authority over another.
- Individuals under the age of 16 are incapable of providing consent to sexual activity under this Policy.
- **Facilitation:** An act taken with the purpose of aiding, promoting, or encouraging the commission of an act prohibited by this Policy by another person.
- **Incapacitation:** A mental or physical state where a person is rendered temporarily or permanently incapable of making decisions for any reason or is otherwise unable to give clear consent.
 - Mental incapacitation means that a person is temporarily or permanently incapable of appreciating or controlling their conduct or understanding the nature or consequences of their conduct. Such incapacity may be the result of the influence of a controlled or intoxicating substance.
 - Physical incapacitation means a person is unconscious, asleep, unaware, or otherwise physically unable to communicate consent and also includes physical incapacity or inability to resist unwanted sexual advances regardless of the cause for that inability.
 - Consumption of alcohol or drugs alone is insufficient to establish incapacitation. Alcohol-related incapacity results from a level of alcohol or drug ingestion that is more severe than mere impairment, being under the influence, drunkenness, or intoxication.
 - The question of incapacitation is determined on a case-by-case basis using both objective and subjective standards and includes an analysis of the objective behaviors of the Complainant and whether the Respondent knew or reasonably should have known that they were incapacitated. Whether the Respondent knew or reasonably should have known the Complainant was incapacitated will be assessed by considering whether a sober, reasonable person in like circumstances would have believed them to be incapacitated. Intoxication of the Respondent is not a defense. The following are some objective physical indications of incapacity: slurred speech, difficulty walking or standing, vomiting, unconsciousness and/or losing consciousness, and marked mood swings.

This information is provided as a summary. For complete definitions and policy information, please visit the [Equal Opportunity homepage](#).



Summary of Sexual Misconduct Disclosures 2023-2024

During the 2023-2024 academic year (July 1, 2023 – June 30, 2024), the Office of Equal Opportunity received **208 disclosures** of sexual harassment or misconduct. This number is consistent with the 207 disclosures received in the 2022-2023 academic year. It's important to note that these disclosures do not necessarily involve conduct that occurred during this timeframe.

Of the 208 disclosures in 2023-2024, **80** involved allegations against a named UVM-affiliate. The remaining disclosures either did not identify the person accused or involved individuals not affiliated with UVM.

Whenever the Office of Equal Opportunity receives a disclosure that identifies a UVM affiliate as having experienced sexual harassment or misconduct, a staff member, typically a Support Coordinator, contacts the Complainant to offer to meet and to provide information about support measures, resources, and reporting options. In the 2023-2024 year, the Office of Equal Opportunity was provided with the name of the complainant(s) for 200 out of the 208 disclosures (including students, staff and faculty)¹. Staff in the Office of Equal Opportunity sent information about support measures, resources, and resolution options to 100% of identified complainants. Office of Equal Opportunity staff also offered individualized support measures to all respondents (15) involved in a formal resolution process.

124 Complainants replied to outreach from OEO. **The current response rate to outreach is 62%, which is a slight increase from the response rate of 54.4% in the 2022-2023 year.** OEO is continuing work to improve the response rate² by:

- Sending more personalized outreach
- Further improving the aesthetic of the outreach materials
- Following-up with both an email and a text message
- Increasing awareness of the Office and the support offered, as well as of individual staff members names and roles

The Office of Equal Opportunity provided individualized support measures at the request of 58 students, staff, and faculty complainants, related to their disclosure of sexual harassment or misconduct. This means that, of those who responded to outreach, 46.8% took advantage of individualized support measures. Support measures were provided to both complainants and respondents and often include safety planning, no-contact orders, referrals to legal services, requests for academic or work flexibility, and changes in on-campus living situations.

1 Please note that in some instances, there were multiple complainants in one disclosure.

2 UVM uses a trauma-informed approach to sending outreach. In certain instances, the Office of Equal Opportunity is aware of extenuating personal circumstances in which additional follow-up is deemed not appropriate after review by the Sexual Misconduct Response Team.

TYPES OF DISCLOSURES

This section provides a breakdown of disclosures by type and location as made to the Office of Equal Opportunity. Please note that, unless a Complainant participates in an interview with the Office of Equal Opportunity, disclosures do not always contain information about the date, location, or the exact conduct that occurred. UVM's respect for the autonomy of Complainants is demonstrated in this data. When Complainants make a disclosure, they have the discretion to disclose as much or as little information as they like. For example, a disclosure may state something such as: "I was in an abusive relationship last year." This example would be categorized as "relationship violence" with the location as "not disclosed," and would be included in the annual report for the year in which the disclosure was made. Additionally, incidents which identified multiple Complainants (for example in an incident of sexual harassment that was directed to multiple people) were only categorized once.

2022-2024 DISCLOSURES

Disclosure Type	On Campus	Off Campus	Location not disclosed
Sexual Assault	13	16	13
Sexual Exploitation	17	13	3
Sexual Harassment	28	7	3
Relationship Violence	6	7	1
Stalking	6	4	1
Other Sexual misconduct-based Concerns	11	7	8

In addition to these cases, the Office of Equal Opportunity received 12 disclosures during the 2023-24 year about experiences complainants had prior to coming to UVM. In these matters, staff provided outreach to the Complainants regarding support but could not offer internal UVM resolution options.

The Office of Equal Opportunity also received requests for information on behalf of one UVM affiliate who self-identified as being accused of sexual misconduct but was not otherwise the subject of disclosures to the office. In that case, a staff member provided information about resources, support measures and UVM policy and procedures.



INFLUENCE OF DRUGS AND ALCOHOL

Because UVM respects the autonomy of Complainants, they have the discretion to disclose as much or little information as they choose. The information about drugs and alcohol being involved in a matter reported to the Office of Equal Opportunity is only compiled when it is specifically included in a disclosure or revealed during a resolution process. From July 1, 2023-June 30, 2024, there were 29 reports which disclosed use of drugs and/or alcohol by one or multiple parties in an incident. This is on par with the 33 reports which disclosed use of drugs and/or alcohol during the 2022-2023 year.

UVM provides amnesty from campus discipline for personal alcohol or drug use that does not place the health or safety of another person at issue so that parties and witnesses are free to share information without fear of policy violations relating to their own substance use.

CORRELATION TO STUDENT ORGANIZATION AFFILIATION

Because UVM respects the autonomy of Complainants, they have the discretion to disclose as much or little information as they choose. The information about a Complainant or Respondent, or location of an incident being connected to a recognized student organization (including recognized Greek social organizations) or varsity athletics team in a matter reported to the Office of Equal Opportunity is only compiled when it is specifically included in a disclosure or revealed during a resolution process. From July 1, 2023-June 30, 2024, there were 11 disclosures that involved a recognized student organization or varsity athletics team.

CASE RESOLUTION DATA

The Office of Equal Opportunity offers several flow charts to illustrate the different resolution processes that may be applicable to a disclosure of sexual misconduct. An Equal Opportunity Support Coordinator is always available to discuss the process and the steps outlined in the following documents:

- [Title IX Investigation & Hearing Process for Students \(PDF\)](#)
- [Title IX Investigation & Hearing Process for Employee \(PDF\)](#)
- [Equal Opportunity \(non-Title IX sexual misconduct\) Investigation Process \(PDF\)](#)
- [Equal Opportunity Facilitated Resolution Process \(PDF\)](#)

Between July 1, 2023 and June 30, 2024, the Office received 208 disclosures related to sexual harassment and misconduct; however in only 80 of those cases the person accused was reported to be a named UVM student, staff or faculty member. The Office of Equal Opportunity cannot engage in a resolution process unless a Respondent has been named and that person and their alleged conduct is covered by the Discrimination, Harassment, and Sexual Misconduct Policy. Further, absent other factors, the Office of Equal Opportunity will only proceed with a resolution process when a Complainant requests either an investigation or a facilitated resolution process.

Due to all of these factors, from July 1, 2022 through June 30, 2024, the Office of Equal Opportunity facilitated 16 resolution processes based on reports of sexual harassment or misconduct. Twelve were investigatory resolutions and four were alternative resolutions. UVM found the person accused (Respondent) violated UVM Policy in six of the twelve investigatory resolution cases, with two investigatory resolutions still pending.

Summary of Equal Opportunity and Bias Disclosures

During the 2023-2024 academic year (July 1, 2023- June 30, 2024), the Office of Equal Opportunity received 218 total disclosures of discrimination, harassment, and bias concerns other than sexual misconduct. These reports involve a spectrum of concerns, some involving potential policy violations and some expressing concern about bias outside of the policy framework.

UVM defines a bias concern as follows:

Verbal or nonverbal conduct that communicates hostile, derogatory, or negative messages to target persons and is based on their actual or perceived membership in a category protected by UVM's Equal Opportunity policies but where available information does not support initiation of an EO resolution process. Bias concerns may be intentional or unintentional. Regardless of intention, however, expressions of this kind can have harmful impacts on individuals and on the broader living and learning community.

EDUCATION AND AWARENESS: BIAS EDUCATION AND RESOURCES TEAM

The impact of bias within the UVM community undermines efforts toward equity and inclusivity and causes distress and harm to those who experience it. The purpose of the University of Vermont Bias Education and Resource Team (BERT) is to monitor trends in reporting and to respond to the collective impact of bias concerns on campus. BERT also identifies supportive and educational interventions for circumstances that fall outside a clear policy violation.

The expression and discussion of controversial and differing views is encouraged as part of the educational experience. At times, those expressions may include hurtful or offensive language that negatively impacts individuals and the campus community but is nevertheless protected by the First Amendment. UVM will not stifle or discipline these expressions but will provide space for those impacted to be heard and to receive supportive resources tailored to the situation. UVM encourages students, faculty, and staff to share their experience when they have been impacted by bias.



STEP 1: EO REFERRAL TO CAMPUS RESOURCES

In the case of disclosures that Equal Opportunity determines do not meet the criteria for an EO resolution process, the community member(s) who disclosed an incident will receive communication from EO regarding this determination.

STEP 2: FACILITATED SUPPORT TO IMPACTED PERSONS

An Equal Opportunity Support Coordinator will offer individualized conversation to those impacted. Together, the individual and Support Coordinator can consider the impact of the bias concern, and what additional supports may be helpful to them.

- For students, support for incidents that involve bias but do not violate UVM policy may include, but is not limited to, academic flexibility through the student's academic dean's office; rapid referral to CAPS; connection to UVM Police for safety planning; connection to identity centers and/or others who may provide personal support.
- For faculty/staff, support for incidents that involve bias but do not violate UVM policy could also include connection to HR to address personnel concerns (e.g., unprofessional workplace conduct), the Employee Assistance Program, Office of the Provost-Division of Faculty Affairs, College or Department, unit diversity officers and others who can help provide support and flexibility.

If deemed appropriate, the Support Coordinator may request that an appropriate UVM staff member conduct outreach to relevant individuals reported to have contributed to a bias concern. The purpose of the check-in is to make the individual aware of the impact felt by others, gauge how that person is feeling and how the incident has affected them. This outreach is not to be construed as discipline or an attempt to stifle expression but a genuine offer to reflect on what has occurred. This check-in can also create an opportunity to identify resources on and off campus to deepen knowledge, awareness and understanding, as well as facilitate support. Examples of educational resources may include connections to identity centers; area organizations and agencies; and connection to certified restorative practices practitioners. Engagement in this process is purely voluntary.

STEP 3: COMMUNITY ASSESSMENT AND INTERVENTIONS

BERT convenes monthly to review the totality of concerns reported and ensure thorough record keeping of its work. By reviewing concerns in the aggregate, BERT will be able to identify trends and assess community needs. The goal of this review is to inform campus climate programming, support the development of inclusive excellence action plans that are responsive to identified needs, and other initiatives sponsored by VPDEI and VPSA. BERT may also consider whether an identified concern should be elevated by its Co-Chairs to university leadership for consideration of timely campus messaging or other action.

BERT engages with relevant stakeholders twice annually to provide an overview of its work, including trends in reporting, areas of success, and identified needs, as well as seek collaboration on programming and initiatives.

For more information about community events relating to Inclusive Excellence, please visit the [Division of Inclusive Excellence's website](#).

BIAS EDUCATION AND RESOURCE TEAM MEMBERS

- Erica Caloiero, Vice Provost for Student Affairs (Chair)
- Amer Ahmed, Vice Provost for Diversity, Equity, and Inclusion (member)
- Priyantha Wijesinghe, CEMS Director of Curricular Enrichment and Senior Lecturer (member)
- Nick Stanton, Director of Equal Opportunity (member)
- Support Coordinator, Office of Equal Opportunity (record keeper, member)
- Others as invited

EQUAL OPPORTUNITY AND OUTREACH

Whenever the Office of Equal Opportunity receives a disclosure that identifies a UVM affiliate as having experienced discrimination, harassment, or a bias concern, an Equal Opportunity Support Coordinator contacts the Complainant to offer to meet and to provide information about support measures, resources, and resolution options. Staff with the Office of Equal Opportunity provided information about support measures, resources, and resolution options to 100% of identified Complainants. 31 reports were submitted anonymously, or without an identified Complainant.

Equal Opportunity and Bias Support Measures: During the 2023-24 academic year, the Support Coordinator and other UVM personnel provided individualized support measures for discrimination, harassment, and bias concerns for approximately 91 students, staff and faculty. While some individuals did not respond to outreach, every Complainant that was identified in a report received an invitation for support measures and a meeting with a Support Coordinator.

REPORTS BY PROTECTED IDENTITY, AS DEFINED BY UVM POLICY

Protected Identity	Number of Reports
Age	Less than 5
Disability status	18
Gender identity/expression	25
National origin or Shared Ancestry	5
Race, Ethnicity, or Color	34
Religion	116
Sexual Orientation	10
Veteran status	Less than 5
Unknown	9

Note that reports involving protected identities often involve overlapping identities, such as ethnicity, shared ancestry, or religion. The Office of Equal Opportunity has selected the primary applicable identity as described by the Complainant for the purpose of this report.



EQUAL OPPORTUNITY RESOLUTION DATA

The Office of Equal Opportunity offers several flow charts to illustrate the different resolution processes that may be applicable to a disclosure related to discrimination, harassment, or bias related to protected identities. An Equal Opportunity Support Coordinator is always available to discuss the process and the steps outlined in the following documents:

- [Equal Opportunity \(non-Title IX\) Investigation Process \(PDF\)](#)
- [Equal Opportunity Facilitated Resolution Process \(PDF\)](#)
- [Equal Opportunity Bias Response Process \(PDF\)](#)

The Office of Equal Opportunity cannot engage in a resolution process for discrimination or harassment unless a respondent has been named and that person and the alleged conduct is covered by the Discrimination, Harassment and Sexual Misconduct Policy. Further, absent other factors, the Office of Equal Opportunity will only proceed with a resolution process when a Complainant requests either an investigation or a facilitated resolution.

Due to these factors, from July 1, 2024, through June 30, 2024, the Office of Equal Opportunity facilitated nine resolution processes related to discrimination or discriminatory harassment other than sexual misconduct. In one matter, the Office of Equal Opportunity determined there was a policy violation. Of the matters that were investigated, there were six allegations of discrimination based on an adverse action, two allegations of discrimination for discriminatory harassment, and one retaliation allegation. There were no facilitated resolution processes during this time. These matters involved both student and employee complainants and respondents. Due to the small sample size, the Office of Equal Opportunity does not share further details about these matters to protect the privacy interest of those involved. Where an individual was found responsible for violation of policy, appropriate discipline was imposed.

Referral to the Center for Student Conduct: Nine matters reported via the Bias, Discrimination, and Harassment reporting form were referred to the Center for Student Conduct for review of potential Student Code of Conduct violations where the Office of Equal Opportunity lacked jurisdiction over the conduct.

Referral to UVM Human Resource Partners: 23 matters reported via the Bias, Discrimination, and Harassment report were referred to UVM Human Resource Partners for review of concerns related to employee conduct where the Office of Equal Opportunity lacked jurisdiction over the conduct.

Referral to the Bias Education and Resource Team: The Bias Education and Resource Team (BERT) meets on a monthly basis to review aggregate data of all bias, discrimination, and harassment reports received by OEO to consider the totality of concerns with a strategic goal to identify trends and assess community needs.

Education, Awareness, and Prevention Initiatives

Enhancements made during the 2022-23 academic year include:

- In August of 2023, UVM hired Dr. Jennifer Demers as a Clinical Assistant Professor of Sexual Violence Prevention in the College of Nursing and Health Sciences
- In fall 2023, UVM hired Evan Cuttitta as Coordinator of the Men and Masculinities Program within the Women and Gender Equity Center (WAGE)
- Simulation Lab collaboration to improve intake and response services
- Science-based Treatment, Accountability and Risk Reduction for Sexual Assault (STARRSA) "respondent education" training program implemented as possible outcome for students found responsible for engaging in sexual misconduct or as an alternative resolution term option

New Programs for the 2024-25 academic year include:

- Launch of research-informed peer education related to sexual misconduct in collaboration with the College of Nursing and Health Sciences.
- Updated [UVM Reporter video](#).
- Educational programs including: card-game based Consent, Healthy Relationships, "Consentric Circle" support and educational programming for students who have experienced sexual violence and their allies, Empowerment Self Defense to launch in Spring 2025.

Ongoing efforts

- Annual online training for all first time first year students (undergraduate, graduate, and medical) on topics of sexual violence prevention, alcohol and other drugs, mental health, and inclusive excellence.
- Refresher modules for returning students on consent communication, as well as inclusive excellence.
- Annual online training for all faculty and staff related to discrimination and harassment
- Available training for faculty and staff on UVM policies and procedures, best practices for receiving disclosures of sexual violence, and support options.
- Targeted programming for student organizations, including Fraternity and Sorority Life and Varsity Athletics.
- Sexual Violence Awareness Month programming annually organized in collaboration with Student Government Association.
- Passive education on consent alcohol, and other drugs and healthy relationships in residence halls.



Support Measures and Reporting

Please visit the [Office of Equal Opportunity's Resources page](#) for more information on support measures and reporting options relating to bias, discrimination, and harassment. The reporting form for [Discrimination, Harassment, and Bias](#) is available [here](#).

Division of Inclusive Excellence

For more information on recent campus programming, please visit the [Division of Inclusive Excellence](#). The Division of Inclusive Excellence hosts the following student identity centers:

- [Interfaith Center](#): 802-656-4703
- [The Mosaic Center](#): 802-656-3819
- [Prism Center](#) (LGBTQA): 802-656-8637
- [Women and Gender Equity Center](#): 1-802- 656-7892

Other UVM and Affiliate Resources

- [Office of Accessibility Services](#)
- [UVM Police Services](#)
- [Chittenden Unit for Special Investigations \(CUSI\)](#)
- [UVM Ethics and Compliance Reporting Portal](#)
- [UVM Student Life](#)
- [UVM Hillel](#)
- [Chabad at UVM](#)
- [UVM Catholic Center](#)
- [Office of International Education](#)
- [Dean of Students](#)

Confidential Support Services

- [HOPE Works](#). HOPE Works provides 24-hour crisis counseling and advocacy for individuals affected by sexual violence. HOPE Works hotline is available at (802) 863-1236 or 1-800-489-7273. HOPE Works also has on-campus office hours in Living and Learning.
- [Steps to End Domestic Violence](#). Provides support related to domestic violence with a 24/7 hotline available at (802) 658-1996.
- [UVM Medical Center](#). Emergency Department and Sexual Assault Nurse Examiner, including testing for drugging concerns. (802) 847-2434. Address: 111 Colchester Avenue, Main Campus, West Pavilion, Level 1, Burlington, Vermont 05401.
- [Employee Assistance Program](#). Confidential counseling services for UVM employees. Contact 1-802-864-3270 or toll-free at 1-866-660-9533.
- [UVM Counseling and Psychiatry Services \(CAPS\)](#). Confidential counseling services for students. 1-802-656-3340
- [UVM Student Health Services](#). Confidential health care services for students. 1-802-656-3350