PUBLIC SAFETY AT THE UNIVERSITY OF VERMONT

A guide for current and prospective students and employees prepared in compliance with the Jeanne Clery Disclosure of Campus Security Policy & Crime Statistics Act

Issued September 29, 2015
Amended October 11, 2016

2014 Annual Fire Safety Report for Student Housing at UVM:
MESSAGE FROM CHIEF OF POLICE, LIANNE M. TUOMEY, MSW

On behalf of the UVM Department of Police Services I extend our warmest greetings. This guide exists to provide you essential information on UVM’s public safety related services, programs, policies, and statistics concerning crime on campus. We exist to facilitate a crime free environment for our campus, the surrounding community and the greater Burlington area. We do this through the highest quality of policing services.

We pride ourselves on a mission-driven focus modeling progressive education and aggressive law enforcement. To this end we are educators, providing law enforcement services in alignment with the mission of the University of Vermont. Every contact with a student, faculty, staff, and guest is an opportunity to educate about the responsibilities of living in a learning community. We take the issue of campus safety seriously, and as such, the University of Vermont and State Agricultural College is committed in its efforts to assure that the campus remains safe and secure. To do so requires the cooperation and understanding of everyone at UVM. We ask that you do your part to help protect yourself and others. I encourage you to carefully review this information, especially the crime prevention tips, towards that end. Personal safety is a responsibility each and every one of us bears, and we at Police Services need your assistance to make our campus a safe environment in which to learn, live, and grow. If you have any questions or suggestions about campus safety, law enforcement at UVM, or how to improve this guide, please feel free to contact Police Services directly at (802) 656-2027 or Police@uvm.edu.

*In the event of an emergency, always call 911*

On-Campus Resource Contacts:

- **UVM Police Services Non-Emergency Line / TDD** .................................................. (802) 656-3473
- **TEXT Tips (Include keyword: UVM):** ................................................................. 847411
- **UVM Rescue (Non-Emergency)** ........................................................................ (802) 656-4287
- **UVM Student Health Center (confidential)** ...................................................... (802) 656-3350
- **After Hours Medical Consultation** ................................................................. 1-866-878-2485
- **UVM Counseling & Psychiatry Services (confidential)** ............................... (802) 656-3340
- **24-Hour Hotline** .......................................................................................... (802) 656-3340 (VM #2)
- **InvestEAP (Employee Assistance Program) (confidential)** .......................... 1-866-660-9533
- **Campus Victim’s Advocate (confidential)** ..................................................... (802) 656-7892
- **Title IX Coordinator / Affirmative Action & Equal Opportunity** .................... (802) 656-3368
- **Dean of Students Office** ............................................................................. (802) 656-3380
- **UVM Center for Student Ethics and Standards** ............................................. (802) 656-4360
- **UVM Office of International Education (Visa/Immigration Assistance)** .......... (802) 656-4296
- **UVM Student Financial Services** ................................................................. (802) 656-5700
- **Student Legal Services** ............................................................................. (802) 656-4379

Community Resource Contacts:

- **Chittenden Unit for Special Investigations (CUSI)** ......................................... (802) 652-6800
- **UVM Medical Center Security** ..................................................................... (802) 656-2822
- **UVM Medical Center Emergency Department** ............................................. (802) 847-2434
- **VT Victim Services** ................................................................................... 1-800-750-1213
- **State’s Attorney Victim and Witness Advocate** ............................................. (802) 863-2865
- **Vermont Adult Crisis Hotline** ....................................................................... (802) 488-6400
- **New England Poison Center** ...................................................................... 1-800-222-1222
- **Safe Space Support Line for LGBTQA Survivors (hosted by PRIDE Center of VT)**
  - **Local Support Line** ................................................................................ (802) 863-0003
  - **Toll-Free Support Line** ............................................................................. 1-866-869-7341
- **H.O.P.E. Works (formerly the Women’s Rape Crisis Center)**
  - **Local 24-Hour Hotline** ........................................................................... (802) 863-1236
  - **24-Hour Toll Free Hotline** .................................................................... 1-800-489-RAPE
- **Women Helping Battered Women Hotline** .................................................. (802) 658-1996
- **Planned Parenthood** ................................................................................ (802) 863-6326
- **National Suicide Prevention Lifeline** ........................................................... 1-800-273-TALK
- **Vermont Bar Association Lawyer Referral Service** .................................... 1-800-639-7036
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STATEMENT OF COMPLIANCE:
JEANNE CLERY DISCLOSURE OF CAMPUS SECURITY POLICY
AND CRIME STATISTICS ACT

Enacted in 1990, The Crime Awareness and Campus Security Act was designed to assist students in making decisions which affect their personal safety and to ensure institutions of higher education provide current and prospective students, staff, and faculty the information they need to avoid becoming victims of campus crime. The Act was renamed the “Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act” (hereafter the Clery Act) in 1991 in honor of Jeanne Clery, a Lehigh University freshman, who was raped and murdered by a fellow student on April 5, 1986 in her dorm room. Before Jeanne’s death, there were no uniform laws mandating that colleges report crimes on campus to students, employees, potential students or their parents.

To promote safety and security at the University of Vermont, and compliance with the Clery Act, UVM has adopted a Campus Safety and Security: Clery Act Policy, which is available at [http://www.uvm.edu/policies/riskmgm/clery.pdf](http://www.uvm.edu/policies/riskmgm/clery.pdf). In pertinent part, as detailed in the Policy, the University annually:

1. **Compiles and submits crime statistics to the United States Department of Education.** Each year, the University submits crime statistics for Clery Act crimes by type, location and year to the U.S. Department of Education.

2. **Maintains a daily crime log of alleged criminal incidents that is open to public inspection.** *(see page 27)*

3. **Issues campus alerts.** The University of Vermont issues a timely warning to the University community when there is information that a Clery crime has occurred that represents a serious or ongoing threat to campus safety. *(see page 12)*

4. **Issues emergency notifications.** The University issues an emergency notification upon the confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or employees occurring on the campus. The University tests the emergency notification procedure bi-annually. *(see page 12)*

5. **Publishes and maintains an Annual Security Report containing safety- and security-related policy statements and statistics of Clery Act crimes occurring on University property, adjacent property, and non-University property owned or controlled by the University.**

6. **Maintains and enforces a missing student policy and notification procedure.** *(see page 10)*

7. **Compiles and submits fire statistics by type and location to the United States Department of Education.** See also the University’s Annual Fire Safety Report for Student Housing at: [http://www.uvm.edu/police/reports/clery/fire-safety-report.pdf](http://www.uvm.edu/police/reports/clery/fire-safety-report.pdf), which includes fire safety policy statements and statistics, as well as information about how to access UVM's daily fire log.

*In the event of an emergency, always call 911*
OVERVIEW OF POLICE SERVICES AT UVM

*In the event of an emergency, always call 911*

The Department of Police Services provides comprehensive law enforcement and security services to all components of the University of Vermont and State Agricultural College. The Department has 35 authorized positions including 23 State certified Sworn Police Officers, 4 non-commissioned Service Officers, 5 dispatchers, and 2 administrative support personnel. Police Officers must successfully complete the basic training program for full-time police professionals as prescribed by the Vermont Criminal Justice Training Council. On-duty 24 hours/day, 7 days/week, Police Services performs public safety, law enforcement and service functions.

UVM Police Officers have full statewide law enforcement authority as enacted by the General Assembly of the State of Vermont: Title 16 VSA § 2283, with primary patrol jurisdiction over all property and land holdings of the University located in Burlington, Vermont, which is commonly referred to as the University’s core or main campus, and also corresponds to the University’s “Campus Property” as defined by the Clery Act. In addition to holding primary jurisdiction over the UVM Campus, UVM Police Services also regularly assists area law enforcement agencies upon request at locations not considered Campus Property. Towards that end, Police Services has excellent working relationships, to include a county MOU phased response plan with every Chittenden county police agency; to include, but not limited to, the City of Burlington Police Department; City of South Burlington Police Department; City of Winooski Police Department; Chittenden County Sheriff’s Department; Vermont State Police; the local field office of the Federal Bureau of Investigation (FBI); and various other state and federal law enforcement agencies. Additionally, UVM Police Services has task force agreements with the U.S. Marshall’s Service, the Chittenden Unit for Special Investigations (CUSI), and intermittent assignment to the Drug Enforcement Administration (DEA). UVM Police Service’s working relationships provide for task force participation, joint noise initiatives, and regular interactions with both shift agency assists and human resource capacity, as requested. These relationships are maintained through periodic communication among agency administrators as well as mutual aid standard response protocols, in addition to frequent contact between line officers and investigators cooperating on specific cases. These strong working relationships are evidenced by the hundreds of Police Agency assists every year. For example in calendar year 2014, Police Services assisted area public safety agencies on more than 265 occasions.

As a participant in the State of Vermont’s telecommunications and information systems, UVM Police Services has sophisticated communications and computer systems to provide for instant communication with the National Crime Information Center (NCIC), and local and state agencies in times of emergency. In fact, Police Services operates the only non-state run E-911 Call Center in accordance with VT E-911 Board policies.

Essential to our goal of maintaining a safe campus is providing courteous and efficient service to the entire UVM community. If you have questions regarding Police Services, or comments or suggestions about our services, please contact us at (802) 656-3473. You may wish to also visit the department’s website at http://www.uvm.edu/police. The site includes detailed information about our services and a directory of key department personnel.

MISSION, VALUES, VISION, AND DIVERSITY STATEMENT

The members of UVM Police Services are proud to serve our diverse community through the use of partnerships, law enforcement, and public education to enhance safety. We will demonstrate our commitment to this mission by modeling the values of Respect, Integrity, Service and Pride, in all our professional interactions. Our vision is one in which we will be leaders in the community and the profession in integrated, contemporary, and innovative policing strategies to mitigate crime and increase public safety.
The UVM Department of Police Services recognizes that diversity exists as a driving force in our interactions with people and institutions in the University community. We recognize as well that our authority, and ultimately our institutional existence, is predicated upon the people in our community. In order to provide the highest quality of police service, we must be committed to the recognition and reflection of that diversity and incorporate its realities into our strategic planning and our day to day operations. Moreover, Police Services is committed to the belief that there is an intrinsic worth in all people, an irreducible quality whose protection and benefit is the basis for police service. We believe that the recognition of diversity is no less than the recognition of this worth. A commitment to honor the rights and provide for the needs of all people equally is our expression of this recognition.

**PROFESSIONAL STANDARDS**

Police Services’ relationship with our community ensures that we provide excellent service. This relationship is vital to achieving our overall mission of safety, security and education. All members of the University community can expect to be treated in a courteous and professional manner. Police Services does not tolerate an employee who acts unprofessionally or rudely, or who does not provide an appropriate level of service.

We also wish to recognize instances where our staff have been especially helpful or have exceeded your expectations in the service they provided. To this end, the quality of our service is dependent in part on feedback from our community. We have an extensive professional standards policy in place to respond to citizen praise, complaints and concerns. The Department has various ways in which we are able to recognize outstanding performance by our employees.

Please help us improve our Department by bringing both your complaints and compliments to the attention of any of the following individuals in a timely manner:

1. Request the on-duty supervisor by calling (802) 656-3473
2. During business hours, contact the Chief at (802) 656-2027
3. Address written correspondence to:
   
   Chief of Police Lianne M. Tuomey, MSW  UVM Police Services
   284 East Ave
   Burlington, VT 05405

*In the event of an emergency, always call 911*
INCIDENT REPORTING PROCEDURES AT UVM

*In the event of an emergency, always call 911*

It is an essential goal of the University of Vermont to promote and seek to provide a safe learning, living, working, and campus environment for its community members and visitors. Threats or acts of violence involving persons or property are therefore prohibited and constitute cause for removal from campus, discipline through appropriate channels, and/or civil or criminal prosecution. The University’s full policy on Personal Safety and Security can be found at http://www.uvm.edu/policies/general_html/personalsafety.pdf.

The official reporting entity for criminal offenses and public safety related incidents that occur at UVM is the Department of Police Services. Reporting incidents to UVM Police Services will aid in providing timely warning notices to the community, aid in any investigation of criminal conduct, and will ensure inclusion of required incidents in the annual disclosure of crime statistics for the institution (see pages 40-49). UVM Police Services strongly promotes the prompt reporting of all incidents to include criminal activity, missing persons, and hate/bias incidents to the appropriate police agencies.

WHAT TO DO IN A POSSIBLE OR ACTUAL EMERGENCY SITUATION

IN A POSSIBLE OR ACTUAL EMERGENCY SITUATION all University employees, including administrators, faculty, and staff, must immediately report threats or acts of violence to UVM Police Services. Students are also strongly encouraged to make such reports. This can be done in several ways:

- **Call 911 from a personal or cellular phone.** Calls placed from a cellular phone are answered by a Vermont 911 Call Center and forwarded to Police Services. Police Services protocols require an immediate response to emergency calls. We work closely with the full range of City and County emergency resources to assure a complete and timely response to all emergency calls.

- **Call 911 from a campus phone or blue-light call box.** Calling 911 from a campus phone or blue-light call box will directly reach UVM Police Services from every UVM phone exchange, 24 hours a day, 7 days/week. Priority response is given to crimes against persons and personal injuries. There are campus phones and blue-light call boxes located around the campus and in various buildings.

- **Call UVM Police Services’ Dispatch directly at 802-656-3473.**

UVM Police Services will respond as quickly and safely as possible to any request for assistance, whether it is an emergency or not. Response time is based on current activity and severity of the call. Crimes in progress, alarms, traffic accidents with injuries, and medical assists have a higher priority than other types of calls. University Police and Security officers in vehicles or on foot are eager to be of assistance and may be contacted directly.

HOW TO MAKE ANONYMOUS CRIME REPORTS TO POLICE SERVICES

IN A NON-EMERGENCY (NOT IN PROGRESS) SITUATION ONLY, members of the campus community may choose to report crimes, suspicious activity/persons, and criminal activity to Police Services anonymously through one of the following forums:
- Anonymous Police Services’ Tip Line via Telephone: (802) 656-TIPS.

- **Anonymous Police Services’ TEXT Tip Line (Include Keyword: UVM): 847411.** UVM Police Services’ Dispatchers can interact with the individual submitting a tip through this forum, but will not know the phone number or any other identifying information about the individual submitting a tip unless that individual provides it.

- The Silent Witness program is a tool on the Police Services Web Site (http://www.uvm.edu/police/) which allows for the transmission of information anonymously, as it removes the sender’s identifying information before it transmits the tip via email. If the person is willing to be contacted by an officer they have the opportunity to provide the necessary contact information before submitting - it is the individual’s choice.

- Police Services also works with Champlain Valley Crimestoppers (802-864-6666 or toll-free at 800-472-8477). Crimestoppers is a donation-sponsored partnership between the local community, the media and law enforcement. Its mission is to get the public involved to prevent and solve crimes. Rewards are paid for tips that lead to the arrest and indictment of people charged with crimes. More information, including specific Crimestoppers initiatives, is available on their website at http://champlainvalleycrimestoppers.com/.

- In appropriate situations, you may also choose to make a disclosure to a **Campus Security Authority or Title IX Responsible Employee**, as defined by federal law and University policy, such as the Dean of Students (802-656-3380) or Executive Director of Human Resource Services and Affirmative Action (802-656-3368), who can assist you in filing an anonymous crime report (for statistical inclusion in this report), as well as direct you to available campus and community resources. The reporting responsibilities of Campus Security Authorities and Title IX Responsible Employees are fully described in the next section.

If you are the victim of a crime and do not want to pursue action within the Criminal Justice System or the University’s campus discipline process, you may still want to consider making an anonymous report to UVM Police Services as outlined above. The purpose of this type of report is to comply with your wish to keep the matter confidential, while also taking steps to ensure the future safety of yourself and others. With such information, the University can accurately track the number of criminal incidents occurring on or near campus, determine where there is a pattern of crime with regard to a particular location, method, or assailant, and alert the campus community to potential danger. Reports filed in this manner are counted and disclosed in the annual crime statistics for the institution (see pages 40-49). Beyond the anonymous reporting options described above, UVM Police Services is not a confidential resource. Individuals who wish to make a confidential report are encouraged to use the above anonymous options, and/or to seek assistance from a confidential resource (listed on page 8 and page 24), who can assist in filing an anonymous report with UVM Police Services while keeping your identity confidential.

Please understand that an anonymous report of a crime makes it very difficult to provide you or other possible victims with many forms of recourse or warning of possible nefarious acts. Providing as much information as possible upon initial report will enable you to change your mind should you decide in the future to seek University and/or Criminal Justice System involvement.

**CAMPUS SECURITY AUTHORITY (CSA) AND TITLE IX RESPONSIBLE EMPLOYEE REPORTING PROCEDURE**

The University encourages all members of the campus community to contact UVM Police Services when they have been the victim of or have witnessed criminal actions. However, under the Clery Act, certain individuals
designated as Campus Security Authorities (CSAs) are required to promptly report statistical information about Clery qualifying crimes that occur on or near University property to UVM Police Services for inclusion in this Report. Additionally, under Title IX of the Education Amendments of 1972, certain individuals designated as Responsible Employees are required to promptly report incidents of sexual harassment and misconduct, including sexual assault, relationship violence, and gender-based stalking, to the University's Title IX Coordinator to facilitate appropriate support and institutional response. Collectively, the University refers to CSAs and Responsible Employees as “Mandatory Reporters”.

Identification of Mandatory Reporters
It is the responsibility of the University's Clery Act Coordinator, in cooperation with the Vice Provost for Student Affairs and the Campus Title IX Coordinator, to annually identify who, as a result of their job duties at the University, has mandatory reporting responsibilities, within the following parameters:

- Members of the University of Vermont Department of Police Services;
- Any individual responsible for security who is not a member of the UVM Department of Police Services (for example, individuals responsible for monitoring entrances to buildings or specified areas are responsible for security, as well as event security personnel contracted by the University);
- A University official who has significant responsibility for student or campus activities, including, but not limited to, student housing, student discipline and campus judicial proceedings, coaches and coaching staff, and advisors to recognized student organizations;
- Supervisors, managers, and higher level employees;
- Chairs, directors and deans of an academic unit;
- All faculty members (full and part-time); and
- Any other employee whom a student could reasonably believe has the authority to take action to redress sexual harassment and misconduct or the duty of reporting incidents of sexual harassment and misconduct, or any other type of misconduct, by students to the Title IX Coordinator or other appropriate UVM official.

The annually compiled list of individuals with mandatory reporting responsibilities, as well as copies of submitted crime statistic reports by the same, are retained by the University's Clery Act Coordinator.

Based on the list compiled by the Clery Act Coordinator, Vice Provost for Student Affairs, and Campus Title IX Coordinator, a notice is annually distributed to all individuals meeting the definition of a CSA or Responsible Employee informing them of their responsibilities. Additionally, the University strongly encourages all individuals with mandatory reporting responsibilities to complete a training program annually to familiarize themselves with their legal obligations. A copy of the presentation is available at: [http://www.uvm.edu/~gencnsel/?Page=training.html](http://www.uvm.edu/~gencnsel/?Page=training.html)

Exclusions from Mandatory Reporter List
Professional counselors employed by the University, whose official responsibilities include providing mental health counseling to members of the campus community, are exempt from the above listed mandatory reporting responsibilities when acting within the scope of their license. However, while not required by law or policy, these individuals are encouraged to discuss with their patients and clients the possibility of filing a voluntary (anonymous) crime report with Police Services for inclusion in the annual disclosure of crime statistics, reporting the incident to other area Police Departments (if applicable), or reporting an incident of sexual misconduct to the University's Title IX Coordinator (for an internal investigation) or the Chittenden Unit for Special Investigations – CUSI (for criminal investigation), in addition to supporting them in accessing both on-campus and community resources.

Additionally, the Campus Victim’s Advocate is a free and confidential on-campus resource available to all members of the campus community who have experienced some form of sexual violence, relationship violence, and/or stalking. The Campus Victim’s
Advocate is required to provide anonymous reports of criminal incidents to UVM Police Services for statistical purposes, as well as to communicate anonymous incident trends to the Campus Title IX Coordinator. However, the Campus Victim’s Advocate does not share identifying information of clients with UVM Police Services or the Campus Title IX Coordinator absent the express consent of the client.

Traditional medical and healthcare providers employed by the University in Student Health Services are also required to provide anonymous reports of criminal incidents to UVM Police Services for statistical purposes. Practitioners in Student Health Services are, however, exempt from the mandatory reporting requirements of Title IX Responsible Employees (i.e. communicating sexual harassment and misconduct incidents to the Campus Title IX Coordinator). Medical providers do not share patient information with UVM Police Services or the Campus Title IX Coordinator absent the express consent of the patient.

**Reporting Protocol for Mandatory Reporters**

All individuals with mandatory reporting responsibilities are required to report certain (alleged) crimes, including hate crimes, of which they become aware to UVM Police Services for inclusion in the University's Annual Campus Security Report, in compliance with the Clery Act, using an electronic reporting form (“CSA Reporting Form”), as well as notify the University’s Title IX Coordinator when incidents of sexual misconduct or harassment involving a campus community member (or members) have been alleged. These reports are used to help to inform whether a timely warning or emergency notification to the campus community is warranted; to allow Police Services to optimize the safety of our campus community; to ensure proper statistical inclusion of reported crimes in the University's Annual Report, in compliance with federal law; to facilitate and ensure appropriate support and institutional response in cases of gender based violence under Title IX.

Mandatory Reporters are required to complete the following steps:

- **Step 1:** Call 9-1-1 immediately if a crime or other emergency is in progress, if at any time there is an imminent or continuing threat of harm to persons or property, so the University can appropriately notify the campus community via CatAlert or other means.
  - **Note:** Based on research and experience, it is the policy of the University that recent incidents of domestic violence and stalking are presumed to pose “a continuing threat of harm”.

- **Step 2:** If calling Police was not required under Step 1, the Mandatory Reporter should ask the victim or third party they are in contact with if they would like to file a police report with UVM Police Services:
  - **If yes,** contact UVM Police Services at (802) 656-3473. Crimes may also be reported anonymously to Police Services via the Tip Line at (802) 656-8477 (TIPS) or by text to 847411 (type “UVM” and your tip). Police Services is located at 284 East Avenue, and is staffed 24 hours a day, 7 days/week.
  - **If no,** the University must respect the decision of an alleged victim not to report an incident to Police Services for criminal investigation, unless otherwise required by law (see Reporting Abuse and Neglect of Minors). However, Mandatory Reporters must still file a crime statistic form with UVM Police Services as outlined in Step 3 below.

- **Step 3:** The Mandatory Reporter must promptly file an electronic crime statistic form with UVM Police Services using the CSA Information Portal (www.uvm.edu/police/csa), regardless of whether the alleged victim chooses to file a police report, as outlined above. The name of the alleged victim(s) should not be included in this report to UVM Police Services unless the Mandatory Reporter is given permission to do so by the alleged victim. Mandatory Reporters are not responsible for determining authoritatively whether a crime took place; a report should be made based solely on the information currently available to them,
including location, name(s) of alleged perpetrators or witnesses, and incident description.

- **Step 4:** If the (alleged) incident involves sexual harassment or misconduct (including sexual assault, relationship violence, gender-based stalking), the Mandatory Reporter **must also** provide the following information to the Campus Victim's Advocate and the University's Title IX Coordinator to facilitate appropriate support and institutional response by sending an email to TitleIX@uvm.edu or Title9@uvm.edu:
  
  o Name(s) of Reporting Party, Alleged Victim, Alleged Perpetrator, and Witnesses, to the extent known;
  o Location of the Incident; and
  o Nature of the Incident.

- **Step 5:** Mandatory Reporters should make the alleged victim or third party they are in contact with aware that UVM makes resources available to the campus community that may be helpful, as outlined on page 24 of this Report.

A copy of the full mandatory reporter operating procedure can be found at http://www.uvm.edu/policies/riskmgm/campussecurity.pdf. This procedure was last updated on February 2, 2015.

**BIAS, DISCRIMINATION, AND HARASSMENT INCIDENTS**

UVM Police Services promotes the prompt reporting of all incidents, including hate and bias incidents, using the reporting mechanisms outlined above.

Reports of bias, discrimination, and harassment may also be reported to the Office of Affirmative Action and Equal Opportunity (AAEO) for investigation and resolution in accordance with University policies and procedures using the online Bias, Discrimination, and Harassment Incident Report Form:


- **Bias** is a personal inclination or temperament based on unreasoned judgment or belief. Bias may be reflected in behavior (verbal, nonverbal, or written) that is threatening, harassing, intimidating, discriminatory, hostile, unwelcoming, exclusionary, demeaning, degrading, or derogatory and is based on a person’s real or perceived identity or group affiliation, including (but not limited to) race, ethnicity, age, disability status, gender, gender identity and expression, national origin, sexual orientation, or religion. Hate Crimes are bias incidents that involve violations of criminal statutes. All hate crimes are bias incidents, but not all bias incidents are hate crimes.

- **Discrimination** is adverse treatment based on membership in a legally protected category. Legally protected categories are listed in UVM's equal opportunity policies for students and employees.

- **Harassment** means an incident or incidents of verbal, written, visual, or physical conduct based on or motivated by a student’s or a student’s family member’s actual or perceived race, creed, color, national origin, marital status, sex, sexual orientation, gender identity, age or disability that has the purpose or effect of: (1) objectively and substantially undermining and detracting from or interfering with a student’s educational performance or access to University resources; or (2) creating an objectively intimidating, hostile, or offensive environment.

**INCIDENTS OF SEXUAL MISCONDUCT**

To initiate a criminal investigation, individuals should contact UVM Police Services as outlined above. Additionally, the
Campus Victim’s Advocate, Title IX Coordinator, and Dean of Students are available and trained to assist individuals with contacting law enforcement.

Inquiries and Confidential Disclosure Options
The Title IX Coordinator and Investigator(s) in the Office of Affirmative Action and Equal Opportunity (AAEO) are available to provide general information about the University’s sexual harassment and misconduct complaint and investigation procedures upon request. However, if an individual wishes to discuss a specific incident confidentially without filing a complaint, he or she should directly contact:

- Campus Victim’s Advocate (confidential) .......................... (802) 656-7892
- UVM Counseling & Psychiatry Services (confidential) ........ (802) 656-3340
- Student Health Services (confidential) .............................. (802) 656-3350
- Invest Employee Assistance Program (confidential) .......... 1-866-660-9533

The University also has excellent working relationships with several community agencies, as detailed in the Community Resources section of this Report, that are available to provide confidential counseling and support free of charge.

Filing a Complaint for UVM Investigation of Sexual Misconduct
Any affiliate or non-affiliate may file a complaint with the Office of Affirmative Action and Equal Opportunity (AAEO) against a student, staff member, faculty member, affiliate, or other participant in programs and activities sponsored by the University or occurring on University premises who is believed to have violated the University’s Sexual Harassment and Misconduct Policy to initiate an internal (non-criminal) investigation:

In Person: 428 Waterman Building
By Phone: (802) 656-3368
By Email: TitleIX@uvm.edu or Title9@uvm.edu
Online: Bias, Discrimination & Harassment Incident Reporting Form

Individuals may also disclose information that an incident of sexual harassment, sexual assault, relationship violence (dating and domestic violence), or gender-based stalking occurred to a Responsible Employee who has mandatory reporting obligations under Title IX, the Clery Act, and University Policy, as outlined above (see page 5).

An individual who reports that they have been a victim of sexual harassment or sexual misconduct, as outlined in this section, shall be provided with a written explanation of their rights and options for both University and criminal action, as well as applicable support resources available on campus and in the greater Burlington community, including but not limited to counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, and student financial aid resources.

A full copy of the University’s Sexual Harassment and Misconduct Policy can be found at http://www.uvm.edu/policies/general_html/sexharass.pdf.

ABUSE AND NEGLECT OF MINORS & VULNERABLE ADULTS

Vermont law requires that certain professionals listed in 33 V.S.A. § 4913 report within 24 hours to the Vermont Department for Children and Families (DCF) any incident arising as to which there is reasonable cause to believe a minor has been sexually abused or neglected by calling the DCF Child Abuse Hotline at 1-800-649-5285. Vermont law further requires that certain professionals listed in 33 V.S.A. § 6903 report within 48 hours to the Vermont Department of Disability, Aging, and Independent Living any incident arising as to which there is reasonable cause to believe a vulnerable adult has been abused or neglected by calling the Abuse Reporting Hotline at 1-800-564-1612.

In addition, to optimally protect the safety of minors who are participating in University programs and activities,
the University requires any employee who has reasonable cause to believe that a minor participating in such program or activity has been sexually abused or neglected to advise the employee’s supervisor promptly (assuming that there is no reason to believe that the supervisor is involved in the possible abuse or neglect, in which case the employee makes the report to the supervisor’s supervisor) or to notify DCF. If a supervisor is so notified, the supervisor must promptly make a report to DCF (Child Abuse Hotline: 1-800-649-5285) and to Police Services (EMERGENCY: 911; Non-emergency: 802-656-3473).

If you know or suspect that a minor is a victim of abuse or neglect, you must act. In deciding whether or not to report an incident or situation of suspected abuse or neglect, you need not have proof that abuse or neglect has occurred. Any uncertainty in deciding whether to report suspected abuse or neglect should be resolved in favor of making a good faith report.

A copy of the full policy can be found at http://www.uvm.edu/policies/general_html/abuse_minors.pdf.

CRIME OCCURRING AT NON-CAMPUS LOCATIONS

UVM Police Services is responsible for investigating all criminal matters at University-owned facilities located within a reasonable distance from the main campus. Matters occurring at properties more distant from the main campus are handled either entirely by the local police agency with jurisdiction (i.e., city police, state police, etc.) or jointly handled by such agencies in conjunction with UVM Police Services. Non-campus property owned or controlled by University recognized student organizations, such as Greek organizations, is private property and is policed by the municipality in which the property resides. UVM Police Services may assist those agencies, as requested, and monitors this non-campus activity through shared police databases.

Although UVM Police Services does not have primary jurisdiction for crimes that occur off University property, it can and does obtain and record this data as required by the Clery Act, including crimes that occur on non-campus property owned or controlled by recognized student organizations.

In general, prospective students, employees, and visitors to UVM should know that as with any campus there is crime both on and off campus and that it is important to take reasonable precautions at all times. Police Services can assist any member of the UVM community in determining an appropriate point of contact for police matters falling outside Police Services’ jurisdiction – contact Police Services at 802-656-3473 for assistance.

MISSING STUDENTS

In the event that a faculty or staff member obtains information that a residential student is or may be missing, he or she must notify UVM Police Services immediately. Students are urged promptly to report to a Residential Life staff member (for students residing on campus) or directly to UVM Police Services if a student living in University housing is missing or thought to be missing. Upon notification that a student is or may be missing, UVM Police Services shall respond through the exercise of reasonable professional judgment to investigate and make a determination as to whether the student is missing, including appropriate notification of institutional officials and other law enforcement agencies.

At the beginning of each academic year, the University will notify all students of the right to identify an individual using the “myUVM” Portal to be contacted by the University in the event that the student is missing. This information will be maintained confidentially by the University, meaning that it will be accessible only to authorized campus officials and law enforcement, and will not be disclosed outside of a missing person investigation; the individual identified by the
student for this purpose will be contacted only in the event that the student is determined to be missing for 24 hours. Additionally, the University will notify the parent(s) or guardian of a student who is under the age of 18 and not emancipated in the event such a student is determined to be missing. The designated contact person or parent(s)/guardian will be contacted as described above within 24 hours of a student being determined to be missing. In addition to UVM Police Services, other appropriate law enforcement agencies will be notified, regardless of whether the student has provided a contact person, is over 18, or is an emancipated minor.

Students can update their emergency and missing person contact information at any time by logging in to the myUVM Portal, as follows:

1. Log into myUVM. Go to the Registrar Tab.

![Registrar Tab Image]

2. Update each of the four contact methods under the headings of Personal Info and Emergency Contact

![Personal Info and Emergency Contact Image]

The full text of the University’s Missing Student Policy can be found at:

*In the event of an emergency, always call 911*
INSTITUTIONAL INCIDENT RESPONSE

*In the event of an emergency, always call 911*

In the interest of campus health and safety, and in keeping with federal law, the University of Vermont maintains a robust emergency alerting system called CatAlert to notify the campus community (or segments of the campus community) upon confirmation by UVM Police Services that a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or employees is occurring on or near the campus (within Clery geography). Notifications may also be distributed for other classifications and by different methods as appropriate and detailed below.

TYPES OF WARNINGS AND NOTIFICATIONS

Timely Warnings
When a confirmed Clery crime occurs on campus, or in a geographic area near to campus (i.e. within Clery geography), that represents a continuing threat or the possibility of a continuing threat to the safety of the UVM community, a timely warning will be made to alert the campus community of the incident. Whenever a timely warning is sent, it shall be sent to the entire campus community. At no time shall the name of the victim(s) be included as part of a timely warning.

Timely warnings are distributed through the University’s Emergency Notification system, CatAlert, which automatically sends an e-mail communication to all members of the University community. All members of the University community may also have emergency notices sent to them by any or all of the following: text message and/or voice message to a cell phone, campus phone and/or home phone.

The decision whether to issue a timely warning will be made on a case by case basis through consultation with appropriate University officials. Timely warning notices will normally be issued by UVM Police Services, in consultation with other UVM administrative leadership, as appropriate. A timely warning will not be issued if it is determined the risk of compromising efforts to contain the emergency outweighs the benefit to the campus community of a particular warning. Periodic updates to timely warnings maybe disseminated as information becomes available.

Emergency Notification
In addition to above procedures for initiating a timely warning, the University has a policy and procedures regarding immediate emergency response and evacuation. Emergency Notifications shall be issued through the CatAlert system upon confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or employees on campus. As appropriate, emergency notifications may be targeted at the full campus community, or at a limited segment or segments of the campus community that is at risk. Emergency notifications will be issued without delay unless doing so would compromise efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency. Notifications of such an emergency condition and appropriate evacuation procedures may also be disseminated via the CatAlert system, as described above.

The decision whether to issue an emergency notification will be made on a case by case basis through consultation with appropriate University officials. Confirmation that there is a significant emergency or dangerous situation, which may include visual verification by UVM Police Services of the nature and scope of an emergency, determination of the content of the notification, including any required actions (such as evacuate to a safe location or shelter in place away from windows), whom to notify, and the actual launch of the notification will normally be the responsibility of the Emergency Operations Group (EOG) Manager with assistance from the Senior Police Services official on duty. The EOG is also fully versed in operation of the CatAlert system and may take the lead on initiating campus notification as
circumstances require. Periodic updates to emergency notifications will be disseminated via the CatAlert system (or onsite announcement, if appropriate) as information becomes available.

Should the nature of the emergency require notification outside the campus community, the responsibility for doing so rests with the Director of University Communications or the person assigned the Public Information Officer (PIO) role within UVM’s Emergency Operations Group. Based upon the nature of the event, the PIO may use differing means and methods including but not limited to those listed on the UVM Emergency Management website at: http://www.uvm.edu/~emergency/. The President (or the next most senior available administrator) has ultimate responsibility and authority for declaring a “state of campus emergency”, setting direction as to how the emergency will be managed, and making key executive decisions. At the appropriate time, the President (or next most senior administrator) will declare an end to the “state of campus emergency.”

Twice a year, the Associate Vice President for Administrative and Facilities Services, or the Vice Provost for Student Affairs will initiate (or authorize the initiation of) a test emergency response alert message (usually in September and January). The procedures contained within this statement will be publicized to faculty, staff, and students each September when affiliates are given advance notice of the upcoming test and encouraged to opt-in for expanded notification. A record of all such tests, including a description of the test, the date, time, and whether the test was announced or unannounced is accessible from UVM’s Emergency Management website (http://www.uvm.edu/~emergency/?Page=testlog.html&SM=catmenu.html).

Tests will also be conducted at least annually on UVM’s ability to respond to an emergency, including activation of its Emergency Operations Group (which meets monthly) and a table-top exercise involving a campus-based scenario. Participants will include the Emergency Operations Group, their designated back-ups, select Emergency Support Function representatives, and at least one member of the Policy Group. Additional tests will involve evacuation drills (see Campus Emergency Evacuation Procedures at: http://www.uvm.edu/~emergency/?Page=evacuation.html) overseen by the Campus Fire Marshal.

Campus Advisories
In situations that do not meet the criteria for a Timely Warning or Emergency Notification, the University may nevertheless issue an advisory message (“Campus Advisory”) to inform the campus community and allow individuals to take appropriate precautions. A Campus Advisory may include information about public health and safety concerns, as well as actions individuals may take to ensure their personal safety and wellbeing. Campus Advisories may be disseminated via e-mail to all UVM faculty, staff and students, and/or posted on the Police Services Webpage, Tip411 Page, or social media accounts (Facebook, Twitter, etc.) Additionally, hard copies of Campus Advisories may occasionally be placed around campus in areas frequented by students, faculty and staff.

COMMUNICATION PROTOCOLS

During an on-campus emergency, the University follows the Incident Command System (ICS) model which includes an on-scene Incident Commander (often from UVM Police Services), and an Emergency Operations Center (staffed by campus operational leaders) that can be activated to support Incident Command during a major emergency. A separate Policy Group of senior leaders is available as needed.

CatAlert
The CatAlert system is a multi-modal alerting system which automatically sends notifications to all uvm.edu e-mail addresses, and allows members of the campus community to opt-in for additional telephone and text based alerts. CatAlert notifications are also automatically posted to the Police Services web site (www.uvm.edu/police) and Emergency Management homepage (http://www.uvm.edu/~emergency/).

In order to facilitate this notification process, all emergencies should be reported to UVM Police Services by calling
911 from a campus phone. Calls placed from cell phones or off-campus telephones related to an emergency on-campus will be routed through the E911 Dispatch Center in Williston to UVM Police Services. Additionally, since such events may originate beyond the borders of the campus, UVM Police, Burlington Police, and South Burlington Police collaborate and share information on a daily basis.

*CatAlert REGISTRATION*
Faculty, staff, and students will automatically receive an e-mail notice of a campus emergency to their uvm.edu address, a text message on their cell phone or pager if that number is on file with the University, and/or a voice message (if opted into this feature) for up to three phone numbers. To opt-in for expanded notification, or to change existing preferences, students may do so through myUVM (https://myuvm.uvm.edu/cp/home/displaylogin). Faculty and staff can do so through the self-service section of PeopleSoft (https://www.uvm.edu/~erp/portal).
HOW TO PROVIDE YOUR EMERGENCY CONTACT INFORMATION

STUDENTS  (Log into My UVM at https://myuvm.uvm.edu)

The University relies on 4 methods of contacting you in cases of emergency. You can easily input/update all 4 on this page:
1. address (your local address)
2. my contact info (CatAlert)
3. emergency contact
4. missing person contact

1. Log into myUVM. Go to the Registrar Tab.

2. Update each of the four contact methods under the headings of Personal Info and Emergency Contact

EMPLOYEES (Log into PeopleSoft at https://www.uvm.edu/~erp/portal/)

1. Log into PeopleSoft
2. Go to “Self-Service”
3. Click on “Phone Numbers” in the Personal Information box
4. Update the “emergency-msg-txt” field and save changes
Emergency Operations Information Line: A special Emergency Operations Information Line with a recorded message has been established (802-656-0000) and can be used to help keep faculty, staff, students, parents, and the community at large updated regarding an emergency.

Voice Mail and E-Mail Broadcast Capabilities: As an alternative to the Cat Alert System, broadcast voice mail (using Nortel Meridian) or broadcast e-mail (using UVM E-mail System) may be sent to everyone on campus with hardwired phones and/or computer access.

Incoming Call Center: During a level 5 emergency, as defined within the University's Emergency Response and Recovery Plan, or when the nature of the emergency suggests there will be an influx of telephone inquiries concerning the well-being of faculty, staff, and students, a special incoming 800 number will be announced through the UVM website, national media, and other appropriate means; a multi-seat call center will be opened.

In-Person Notification: Should both the phone and data network be unavailable, staff will be dispatched by the Emergency Operations Group to alert key leaders in each building, who will be expected to alert others in their building. At the direction of the Supervisor in charge of Police Services, UVM police officers can/may also make announcements through the speakers on their patrol cars.

Use of Social Media (E.g. Facebook, Twitter): Through the CatAlert System, or direct entry by the EOG Public Information Officer, UVM’s social media sites can be populated with information concerning a campus emergency.

UVM Emergency Management and Police Services’ Websites: The UVM Emergency Management home page (http://www.uvm.edu/~emergncy/) and Police Services’ website are configured so that CatAlert messages are fed to the center of the page.

Use of Local Media (TV, radio, newspapers, etc.): When appropriate, a media briefing center will be established by the Public Information Officer of the Emergency Operations Group and the local media will be advised and regularly updated. Written emergency communications, both on and off-campus, will be coordinated by the Public Information Officer, or his/her designee). During a winter weather emergency, any closing or delayed opening information will be displayed on the banner on local TV stations during morning newscasts.

Building Alarms: When appropriate, building fire alarms may be activated signaling the need for an evacuation of the facility. A fire alarm can be activated by anyone using the facility by pulling the nearest alarm box.

The full text of the following University Policies and Procedures detailing appropriate incident response can be found at:

Campus Emergency Evacuation Procedures: http://www.uvm.edu/~emergncy/?Page=evacuation.html

*In the event of an emergency, always call 911*
POLICY STATEMENTS AND CAMPUS DISCIPLINE PROCESSES

Where there is reason to believe that University rules and policies have been violated, the University will pursue strong disciplinary action through established channels. During the applicable disciplinary process, the rights of the parties are as described in the following policies and procedures.

CODE OF STUDENT RIGHTS AND RESPONSIBILITIES

By formulating a general student code of rights and responsibilities, the University reaffirms the principle of student freedom coupled with personal responsibility and accountability for individual action and the consequences of that action. Reports of a perceived violation of the Code of Student Rights and Responsibilities may be made to the Center for Student Ethics and Standards (CSES) by contacting the Director at (802) 656-4360 or visiting http://www.uvm.edu/cses/. Perceived criminal activity reported to UVM Police Services will be appropriately investigated, and a report forwarded to CSES, when a student is the (alleged) perpetrator. To the extent possible, CSES will wait for the outcome of any investigation and accompanying report, such as a police report, before proceeding with the conduct process.

Upon receipt of a report from any source, CSES will evaluate the report and determine whether, if the facts as alleged were proven, the conduct would be a violation of this Code. CSES may decide, in its sole discretion and based on this review, whether to proceed with the conduct process by way of a formal conduct hearing or by way of an alternate process, such as administrative action, mediation, or others as fully outlined in the Code. Any student found responsible for violation of the Code will be subject to University disciplinary sanctions up to, and including, immediate suspension or dismissal. For the full range of sanctions available to and considered by CSES, please see Section G(1) of the Code.

Upon conclusion of the discipline process, CSES will provide a written decision (sent via the Respondent’s University email account) stating what evidence was considered and a rationale for the decision that was reached. If the Respondent is found responsible, the decision will state what sanctions will be imposed. In cases involving a Complainant and Respondent, and where the allegations include conduct that could constitute a crime of violence, the Complainant will be copied on the decision letter to the Respondent.

The full text of the University’s Code of Student Rights and Responsibilities can be found at: http://www.uvm.edu/policies/student/studentcode.pdf

College of Medicine

Students in the College of Medicine are expected to meet, at a minimum, the behavioral expectations found in the University’s Code of Student Rights and Responsibilities. Violation of University policy, including the commission of any criminal act, may result in sanctions up to and including dismissal from the College of Medicine. A student’s fitness for a career in medicine may be called into question at any time by a member of the faculty of the College of Medicine by making a report to the College’s Committee on Fitness. When a report of (alleged) criminal conduct is made to the Committee on Fitness, the Committee shall be convened to review the conduct, any related reports from Police Services, or other appropriate University office, and to conduct any additional investigation that may be necessary. The student is notified of charges and provided an opportunity for a formal hearing before the Committee, which is responsible for determining appropriate sanctions.

The full text of the University’s College of Medicine Student Handbook can be found at: http://www.uvm.edu/medicine/mededucation/handbook/
EMPLOYEE CODE OF CONDUCT

Employees, including both staff and faculty, are subject to discipline for violation of work rules, criminal conduct, or other conduct that presents a threat to the health and safety of the campus community. When a report of alleged misconduct is received by a supervisor, that supervisor is required to notify Police Services if the alleged conduct is criminal in nature. If the alleged conduct implicates violation of University policies on discrimination, including policies prohibiting harassment or discrimination, including instances of sexual misconduct, the supervisor must report the incident to the Affirmative Action and Equal Opportunity (AAEO) Office. Upon completion of an investigation by Police Services or AAEO, a report is provided to the supervisor to determine appropriate discipline after the employee is provided an opportunity to respond to any alleged conduct before a final determination is made.

Processes related to discipline of Non-Represented Employees, including information on sanctions, may be found in the Staff Handbook:
http://www.uvm.edu/hrs/?Page=info/staffhandbook/staffhandbook.html

Processes related to discipline of Represented Faculty and Staff, including information on sanctions, may be found in the applicable collective bargaining agreement:
http://www.uvm.edu/hrs/?Page=info/relations/agreements.html&SM=info/infomenu.html

OFFENSES OF SEXUAL MISCONDUCT

Sexual misconduct, as defined below, is strictly prohibited by Vermont law and University policy. Any member of the University community or non-affiliate who has experienced an incident of sexual misconduct by a University community member may request; a criminal investigation (by filing a report with UVM Police Services or local police agency), an internal University investigation (by filing a report with the Title IX Coordinator in UVM’s AAEO Office), both, or neither, and has the right to participate in any such investigation. University personnel including the Dean of Students (802-656-3380), Campus Victim’s Advocate (802-656-2604), or Title IX Coordinator (802-656-3368) can also assist you in filing a report with the police agency of your choice.

If an alleged victim of any conduct prohibited by this policy does not want an investigation, or expresses a desire to the Title IX Coordinator for their identity to be kept confidential, the University will seek to honor the request of the reporting individual, but reserves the right to investigate and/or take other appropriate action as may be necessary to protect the safety of both the individual and the campus community. The decision as to whether the University will proceed with an investigation or pursue other appropriate action under these circumstances ultimately rests with the University’s Title IX Coordinator, in consultation with the University’s Institutional Interest Committee (IIC).

Sexual Misconduct is defined by the University as “Any non-consensual act of a sexual nature, which may or may not involve physical contact (for example, exposure and voyeurism are forms of sexual misconduct).” Sexual misconduct may vary in severity and includes a range of behaviors and attempted behaviors. Behaviors that constitute sexual misconduct are defined by the University to include, but are not limited to:

- **Sexual Assault**: Unwanted sexual contact forced on another through any means including, but not limited to, harm or force, threats of harm or force, intimidation, coercion, or lack of consent. Sexual assault includes but is not limited to non-consensual sexual intercourse. Sexual assault also includes other non-consensual physical
Contact of a sexual nature.

- **Consent:** Effective consent means words or actions that demonstrate to a reasonable person a knowing and voluntary agreement to engage in mutually agreed-upon, specific, sexual activity. Effective 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. Effective consent is specific to particular sexual activity and is therefore 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 he or she has effective consent from any other person involved. Silence, lack of protest, or lack of resistance are not alone sufficient to establish consent. The actions of the individuals involved and the context in which those actions occurred will be considered in determining whether or not there was consent. The existence of a dating relationship or a past sexual relationship between the persons involved is not a sufficient basis to assume consent.

Effective consent cannot be gained by taking advantage of the incapacitation of another where the accused student knows or reasonably should have known of such incapacitation. Consent is present only where an individual is not incapacitated due to physical challenge, and/or helplessness or incapacitation by alcohol or other substances.

**Note:** for purposes of the Vermont criminal statutes, consent is defined as “words or actions by a person indicating a voluntary agreement to engage in a sexual act”. 13 V.S.A. § 3251 (3).

- **Relationship Violence:** Attempting to cause or causing physical harm, or placing another in fear of imminent serious physical harm, when committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim, and where the existence of such a relationship shall be determined based on a consideration of: (a) The length of time the relationship has existed and/or length of time since the relationship was terminated, if applicable; (b) The type of relationship; and (c) The frequency of interaction between the persons involved in the relationship.

**Dating violence** and **domestic violence**, as defined by the Violence Against Women Reauthorization Act of 2013, are types of Relationship Violence. 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).

- **Stalking:** Engaging in a course of conduct directed at a specific person, based on their gender, which would cause a reasonable person to (1) fear for their safety or the safety of others; or (2) suffer substantial emotional distress.

The above violations, as defined by The University of Vermont, serve to prohibit Sexual Assault, Dating Violence, Domestic Violence, and Stalking as defined by The Violence Against Women Reauthorization Act of 2013 (VAWA). To read how VAWA defines the above behaviors and attempted behaviors, please refer to Appendix A.

Sexual Assault, Domestic Violence and Stalking are criminal acts in the State of Vermont. To read Vermont’s definitions of these crimes, please refer to Appendix B. In the Vermont Criminal Statutes, all incidents of Dating Violence as defined by VAWA are captured by the definition of Domestic Violence.

**UVM Investigation and Disciplinary Process**

When an individual reports that they have experienced an incident of alleged sexual misconduct and requests an investigation, it is the responsibility of the Title IX Coordinator to make the initial determination whether an investigative proceeding is appropriate. To make this determination, the Title IX Coordinator must determine
whether, if the facts as alleged were proven, the conduct would be a violation of the University's Sexual Harassment and Misconduct Policy. All complaints containing allegations that reasonably could constitute a violation of UVM's Sexual Harassment and Misconduct Policy will be investigated in accordance with the process described in this section. For reports of sexual harassment and misconduct in which the individual harmed does not wish to pursue an investigation, or otherwise asks their identity to be kept confidential, the Title IX Coordinator shall decide, in consultation with the Institutional Interest Committee, if an investigation in accordance with the process outlined in this section is necessary to protect the University community. In all cases, the University of Vermont will serve as the named Complainant throughout the proceedings.

Once it has been determined by the Title IX Coordinator that an investigation should proceed, a trained Title IX Investigator¹ will be assigned to conduct a prompt, fair, thorough, and impartial investigation, and generate a report which includes a determination of whether or not the Respondent (accused) violated this and/or other related University policies using a 'preponderance of the evidence' standard. The assigned Investigator will provide written notice to the accused (Respondent) of the filing of a complaint and the general allegations of that complaint, and invite the Respondent to be interviewed, to provide a list of individuals the Investigator may want to speak with, as well as a list of questions the Investigator might want to ask of the other party or witnesses. Prior to completion of the investigation, both parties will be provided with the totality of relevant facts and documents collected for review and response. Typically, an investigation will be completed within sixty (60) days. However, in some circumstances, it may be necessary to extend that timeframe because of the complexity of the case, availability of witnesses, or other factors which unavoidably delay the investigation. If the investigation timeframe is extended, both parties will be promptly notified of the revised (expected) timeframe.

Upon completion of the investigation, the AAEO Office will concurrently provide a copy of the investigative report to both involved parties. If a determination is made by AAEO that the Respondent is responsible for a violation of University policy, a copy of the report will be forwarded to the Center for Student Ethics and Standards¹ (CSES) specially-trained Sexual Harassment and Misconduct Sanctioning Committee, or the employee’s supervisor, as applicable, for sanctioning. Any person found responsible for committing an act or acts of sexual harassment or misconduct will be subject to University disciplinary sanctions. Potential sanctions for students include but are not limited to: Probation, Educational Sanctions, Fines or Fees, Community Restitution, Suspension from Residence Halls, Suspension from the University, Deferred Suspension, and Dismissal. For more information about these sanctions, please see Appendix C. Professional schools within the University, such as the UVM College of Medicine, may impose additional sanctions based on their own handbooks and professional standards; for more information please refer to the handbook for your professional school or contact your college’s Office of the Dean. Employees found responsible for committing an act or acts of sexual harassment or misconduct will be subject to appropriate sanctions as governed by collective bargaining agreements and/or employment contracts, up to and including dismissal; for more information please refer to the applicable collective bargaining agreement² or employee handbook³.

Regardless of which entity is responsible for the sanctioning process, as determined by the Respondent’s affiliate status, both parties shall have the same opportunities to be present and to present evidence at the appropriate times of the investigation and resulting disciplinary process, if any; both may choose to be accompanied at investigative and disciplinary meetings by an advisor of their choice, as outlined in applicable University policy; both will be

¹ Individuals assigned to investigate violations of the University’s Sexual Harassment and Misconduct Policy receive, at a minimum, annual training related to the dynamics of dating violence, domestic violence, sexual assault, and stalking, and on how to conduct an investigation process that protects the safety of all participants and promotes accountability.
² Copies of Collective Bargaining Agreements are available online at: http://www.uvm.edu/hr/s/info/relations/agreements.html
³ A version of the UVM Employee Handbook is available online at: http://www.uvm.edu/hr/s/info/staffhandbook/staffhandbook.html. For the latest version, email HRSInfo@uvm.edu.

simultaneously informed in writing of the outcome at each stage of the process (i.e. investigation, sanctioning, appeal, as applicable) until deemed final; and both shall have an equal opportunity to appeal the outcome. Both parties shall receive timely notice for meetings at which they may be present, respectively. Both shall receive timely notice for meetings at which both may be present, and both shall be provided timely and equal access to any information that will be used during informal and formal disciplinary meetings and hearings (as will appropriate officials). The institution will provide a written explanation of the procedures for institutional disciplinary action to both parties in cases of alleged dating violence, domestic violence, sexual assault, and gender-based stalking. If the alleged victim is deceased as a result of such crime or offense, the next of kin of such victim shall be treated as the alleged victim for purposes of this paragraph.

The sanctioning process may consider certain aggravating and mitigating factors when deciding a case such as risk of continued harm, or threat of harm, to the campus community; past conduct history of the Respondent, and completion of any prior sanctions; severity of the offense; and steps the Respondent has taken to positively address behavior, or otherwise take responsibility for their actions, since an incident. Individuals on the University’s Sanctioning Committee for student cases receive, at a minimum, annual training related to the dynamics of dating violence, domestic violence, sexual assault, and stalking, and on how to conduct a sanctioning process that protects the safety of all involved and promotes accountability.

The proceedings described above shall be conducted in a manner consistent with University policies and transparent to parties and shall be conducted by officials who do not have a conflict of interest or bias for or against either party.

**UVM Appeals Process**

In cases of sexual harassment and misconduct, both parties will be given an equal right to appeal matters decided in accordance with these policies and procedures, as outlined more thoroughly therein. Appeals must be submitted in writing to the Dean of Students, or designee (in cases with student respondents), or to the Vice President for Human Resources, Diversity, and Multicultural Affairs, or designee (in cases with employee respondents), as applicable, within five business days of the final determination. Appeals should include a rationale for the appeal and adequate information and documentation in support thereof. Appeals may be made for three reasons only:

1. a procedural error unfairly and materially affected the outcome of the case,
2. evidence has been discovered that was not reasonably available at the time of the investigation or sanctioning determination; or
3. there was a clear abuse of discretion on the part of the AAEO Investigator or sanctioning official(s).

If an acceptable basis for appeal is stated, the appellate official shall provide a copy of the written appeal and supporting documentation to the other party, who may submit a written response to the appellate official within five business days of said party’s receipt of the appeal. After a review of all submitted materials and pertinent case documents, the appellate official will render a written decision and issue a copy to both parties. The appeal decision may uphold, modify, or overturn a determination, or, in appropriate cases, refer the matter back to AAEO.

**Non-Retaliation Statement**

As a matter of law and University policy, no employee, student or community member shall retaliate, intimidate, threaten, coerce, or otherwise discriminate against any individual for exercising their rights or responsibilities relative to allegations of sexual harassment or misconduct.

**Commitment to Privacy of Information**

The University of Vermont seeks to protect the confidentiality of all parties to the greatest extent possible. The institution does not share personally identifying information of parties participating in AAEO or Title IX investigations outside of those who need-
to-know in order to complete the investigation and sanctioning proceedings. Redacted summaries of reported incidents that do not contain personally identifying information are shared with the Clery Act Coordinator for required Clery Act disclosures, and UVM Police Services for use in tracking crime patterns and trends. The University will maintain as confidential any accommodations or protective measures provided to either party, to the extent that maintaining such confidentiality would not impair the ability of the institution to provide said measures, by only sharing personally identifiable information about the individual receiving such measures when it is necessary in order to enact the measures.

The full text of the University’s Sexual Harassment and Misconduct Policy can be found at: http://www.uvm.edu/policies/general_html/sexassault.pdf.

To learn more about the University’s investigation practices and protocols under Title IX, please see the Office of Affirmative Action and Equal Opportunity’s Procedural Guidelines for Investigating and Resolving Discrimination Complaints at: http://www.uvm.edu/~aaeo/pdf/discrimination.pdf.

Sanctioning Panel procedures for student cases are also available online at: http://www.uvm.edu/~cses/?Page=SanctioningProcedures.html.

For detailed definitions, procedures, and resources for both parties in sexual harassment and misconduct cases, please visit UVM’s dedicated Sexual Conduct and Education web site at: http://www.uvm.edu/~aaeo/sexualmisconduct/.

**DRUG AND ALCOHOL OFFENSES**

All students, faculty, staff, and visitors are subject to local, state and federal laws, as well as University drug and alcohol policy rules and regulations, while on University-owned or leased properties or while involved with off-campus activities sponsored by the University or a registered University organization.

The UVM Campus has been designated as “Drug Free” and only under certain circumstances is the consumption of alcohol permitted. The UVM Campus has also been designated as “Tobacco Free,” beginning August 1, 2015. The possession, sale or the furnishing of alcohol on the University campus is governed by UVM Policy and Vermont state law. The possession, use, sale, manufacture or distribution of any controlled substance is illegal under both state and federal laws. Such laws are strictly enforced by UVM Police Services. Violators are subject to University disciplinary action, criminal prosecution, fine, and imprisonment, as applicable.

Alcohol Policy (Faculty and Staff): http://www.uvm.edu/policies/general_html/alcohol_employees.pdf.

The legal drinking age in Vermont is 21. If you are under 21 it is illegal for you to have in your personal possession an alcoholic beverage, knowingly or willingly misrepresent your age to obtain alcohol, enter or attempt to enter any licensed premises or otherwise identified as prohibiting to minors. It is illegal to loan your ID to someone else, use an ID belonging to someone else, or falsify an ID. It is illegal to furnish or make alcohol available to a minor in any fashion, including selling or collecting party donations.

For information regarding federal and state laws regarding drug use please contact the Office of the U.S. Attorney General in Burlington at 951-6725 and the Office of the State’s Attorney in Burlington at 863-2865.
WEAPONS OFFENSES

The possession of firearms, fireworks, explosives, or weapons of any kind and replicas or facsimiles thereof is prohibited on UVM property and facilities—including residence halls, grounds, leased spaces, and personal vehicle in UVM parking lots as they pose a substantial danger to the safety of all residents. Exceptions may be made with permission from the Chief of Police, or designee, for academic or other legitimate purposes. UVM will impose disciplinary sanctions upon students and employees who possess weapons in violation of University policy. Any person found responsible for a weapons offense will be subject to University disciplinary sanctions up to, and including, immediate suspension or dismissal and referral to federal and/or state law enforcement officials for criminal prosecution.

For information regarding federal and state laws regarding weapons possession please contact the Office of the U.S. Attorney General in Burlington at (802)951-6725 or the Office of the State’s Attorney (Burlington) at (802)-863-2865.

The full text of the University’s Weapons Policy can be found at http://www.uvm.edu/policies/general_html/firearms.pdf.

*In the event of an emergency, always call 911*
COMMUNITY AND SUPPORT RESOURCES

*In the event of an emergency, always call 911*

UVM Police Services, the Office of Affirmative Action and Equal Opportunity, the Dean of Students Office, and the Victim’s Advocate (located in the UVM Women’s Center) are all trained on issues related to victim and bystander support, including assisting individuals with contacting appropriate authorities (at the individual’s election), securing needed medical attention, counseling, and other support as requested.

CAMPUS AND COMMUNITY CONTACT INFORMATION

In addition to the law enforcement and campus disciplinary process contacts and resources outlined above, the following community and support resources are in place for members of the University community:

UVM Student Health Center (confidential) ........................................... (802) 656-3350
After Hours Medical Consultation ........................................... 1-866-878-2485
UVM Counseling & Psychiatry Services (confidential) ........................................... (802) 656-3340
After Hours Assistance ........................................... (802) 656-3340 (Option #2)
UVM Employee Assistance Program – Invest EAP (confidential) ........................................... 1-866-660-9533
Campus Victim’s Advocate (confidential) ........................................... (802) 656-7892
ACCESS (Disability Resources) ........................................... (802) 656-7753
LGBTQA Center ........................................... (802) 656-8637
ALANA Student Center ........................................... (802) 656-3819
UVM Student Financial Services ........................................... (802) 656-5700
Office of International Education (Visa/Immigration Assistance) ........................................... (802) 656-4296
Student Legal Services ........................................... (802) 656-4379

*24-hour free and confidential community services are also available in the greater Burlington community:

Safe Space Support Line for LGBTQA Survivors (hosted by PRIDE Center of VT)
Local Support Line ........................................... (802) 863-0003
Toll-Free Support Line ........................................... 1-866-869-7341
H.O.P.E. Works (formerly the Women’s Rape Crisis Center)
Local 24-Hour Hotline ........................................... (802) 863-1236
24-Hour Toll Free Hotline ........................................... 1-800-489-RAPE
Women Helping Battered Women Hotline ........................................... (802) 658-1996
Vermont Adult Crisis Hotline (Howard Center Mobile Crisis) ........................................... (802) 488-6400
Vermont Bar Association Lawyer Referral Service ........................................... 1-800-639-7036

REQUESTING INTERIM AND PROTECTIVE MEASURES

As part of the University’s provision of support for both bystanders and individuals who have experienced an act of violence or other criminal activity, the University will change an individual’s academic, living, transportation, and working situations, if requested and if reasonably available. Such interim measures or accommodations may also be provided for a person accused of policy violations or criminal conduct at their election. In limited circumstances, the University may also independently enact interim measures against a Respondent while an investigation is ongoing; this will be determined on a case-by-case basis.
Please contact the Director of Residential Life, the Dean of Student’s Office, or the Title IX Coordinator for more information about policies and procedures for such accommodations, which are also provided in writing to individuals who have experienced an incident of sexual harassment or misconduct once that incident has been reported to a University official with mandatory reporting responsibilities. The Campus Victim’s Advocate is also available to assist individuals seeking accommodation or interim measures.

Please note, reasonable and appropriate interim and protective measures designed to eliminate the reported hostile environment and protect the parties involved may be imposed regardless of whether a formal investigation and/or disciplinary action is sought or independently pursued by the University. Depending upon a given situation, the crime that occurred, an individual’s requests, or other relevant circumstances, interim protective measures in student cases may include, on a case by case basis, mutual no contact orders, housing relocation, no trespass orders for all or part(s) of campus, interim suspension, and academic relief. Generally, academic reliefs may include course withdrawal, extended deadlines for assignments, excused absences, postponed exams, and other accommodations that emerge from students and faculty that meet their particular circumstantial needs. Interim and protective measures in employee cases may include, on a case by case basis, work assignment relocation, changes in supervision, no trespass or no contact orders for all or part(s) of campus, administrative leave, and referrals to the Employee Assistance Program.

A UVM community member who has a basis for concern about his or her personal safety on campus as a result of criminal or campus proceedings, or due to threats or incidents of violence, is urged to contact UVM Police Services promptly regarding such concerns for law enforcement or public safety assistance. UVM Police Services and the Campus Victim’s Advocate can also assist with obtaining orders of legal protection. If an individual has already secured a judicial no-contact, restraining, or protective order, they should notify UVM Police Services to facilitate compliance with that order, as well as to determine appropriate safety plans while on-campus.

Additionally, when a person’s or group’s actions violate civil or criminal laws or University policy or pose a threat to the health, safety, welfare, or academic experience of members of the University community, that person or group may be denied access to all or part of campus through issuance of a written No-Trespass Notice.

The full text of the University’s No Trespass Policy may be found at: http://www.uvm.edu/policies/general_html/notrespass.pdf.

**SPECIAL CONSIDERATIONS: RETAINING EVIDENCE OF PHYSICAL ASSAULT; SEXUAL VIOLENCE; ELECTRONIC CRIMES**

It is critical that you seek medical attention as soon as possible following an incident of physical assault, including incidents of domestic violence, dating violence, and/or sexual assault – do not bathe or change clothes if you have experienced a physical assault of any kind, or you may inadvertently eliminate criminal evidence. Additionally, do not delete or dispose of any communications or interactions with any involved parties, including on social media, text, voice, or email messages, or other types of communication, as they may contain important evidence. All UVM Police are specially trained in best practices for first responders to sexual assault. These officers’ primary role is to assure your safety and wellbeing, as well as provide immediate support. Additionally, as noted above, the University’s Campus Victim’s Advocate is available for support throughout the investigatory process, University conduct process and/or criminal process. UVM Police Services is also aware of the community resources and advocates available 24/7 that will accompany you to the hospital if you wish. UVM Police will facilitate contact with those resources upon request. The UVM Medical Center has specially trained Sexual Assault Nurse Examiners (S.A.N.E. nurses) who can provide confidential medical examinations at no-cost to individuals who have been sexually assaulted. More information about S.A.N.E. nurses and the S.A.N.E. program at UVM Medical Center is available at: https://www.uvmhealth.org/medcenter/Pages/Departments-and-Programs/Sexual-Assault-Nurse-Examiners-SANE-Program.aspx.
Please remember, as someone who has experienced a physical assault, act of sexual misconduct, or other criminal behavior, just because you file a report and it is investigated does not mean that you will have to testify in a criminal proceeding or participate in a University disciplinary process. Those decisions are yours to make. The length of time between an incident and making a report will not affect the willingness of the University to investigate the allegations or to provide support and other services to you. However, a prompt report will significantly impact the ability of University officials to conduct a full investigation and enhance the effectiveness of any criminal and/or University process that may result. Individuals are therefore strongly encouraged to report to University Police Services incidents of both physical and electronic crimes immediately following the occurrence.

**SPECIAL CONSIDERATIONS: DRUGS AND ALCOHOL**

Serious health and personal risks are associated with the use of illegal drugs and abuse of alcohol. They include temporary or permanent physical or mental impairment, and injury or death. Use and abuse of such substances may lead to conduct which causes injury, death or damage to the user/abuser or to the person or property of others. Abuse and misuse of drugs and alcohol can have serious negative consequences.

The Center for Health and Well-being and Counseling and Psychiatry Services provides overall coordination of the DrugFree School Program, which provides services related to drug use and abuse including dissemination of informational materials, educational programs, counseling services, and referrals. More information can be located at [http://www.uvm.edu/~chwb](http://www.uvm.edu/~chwb) (students) or [http://www.uvm.edu/hrs/?Page=healthy/wellness.html](http://www.uvm.edu/hrs/?Page=healthy/wellness.html) (employees).

<table>
<thead>
<tr>
<th>Service</th>
<th>Phone Number</th>
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<tbody>
<tr>
<td>Alcohol and Drug Services</td>
<td>(802) 656-0784</td>
</tr>
<tr>
<td>Counseling and Psychiatry Services – CAPS</td>
<td>(802) 656-3340</td>
</tr>
<tr>
<td>Employee Assistance Program - Invest EAP</td>
<td>(866) 660-9533</td>
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*In the event of an emergency, always call 911*
CRIME AWARENESS AND PREVENTION AT UVM

*In the event of an emergency, always call 911*

Safety and security on campus is built on a strong foundation that includes both community policing by UVM Police Services and area agencies, as well as individual action and responsibility. Towards that end, the University has developed the following crime awareness and prevention strategies to assist the UVM community in fostering a safe campus:

CRIME AWARENESS

In addition to the University's procedures for incident response, UVM Police Services also produces and publishes the following information and statistics by email, in print, and via our webpage to promote crime awareness within the campus community:

- **Daily:** A Daily Crime and Fire Log ("Crime Log") is available for review 24 hours per day on our website (http://www.uvm.edu/police/?Page=reports/index.php&SM=reports/nav.html) or by visiting UVM Police Services at 284 East Avenue. The information in the Crime Log typically includes the nature, date, time, general location, and disposition (if known) of each crime. An entry, an addition to an entry, or a change in the disposition of a complaint, is recorded in the Crime Log within two (2) business days of a report of necessary information to UVM Police Services.

  A synopsis of activity for the previous 24 hours, as well as crime mapping, is also available at the following link: http://www.raidsonline.com

- **Annually:** A statistical report of criminal activities and services for the fiscal year to date, and comparison of previous fiscal years data. Available to: campus and public.

  As a matter of policy, to the extent permitted by law, all entries made in the Crime Log and the Annual Security Report, which are both forms of publically available recordkeeping, shall not include identifying information about the victim.

The "Campus Sex Crimes Prevention Act" is a federal law enacted on October 28, 2000 that provides for the tracking of convicted, registered sex offenders enrolled as students at institutions of higher education, employed, or volunteering on campus. The State of Vermont Sex Offender Registry is located at the following link: http://vcic.vermont.gov/sex_offender. This is where all information about sex offenders that are required to register is housed for the entire state, including on and around the University campus.
CRIME PREVENTION

Maintenance of Campus Grounds and Facilities to Optimize Safety
The departments of Physical Plant, Police Services and Residential Life, in a coordinated effort, regulate key systems, lighting improvements, shrubbery control and hardware systems:

- **Landscaping**
  - Facilities and landscaping are maintained in a manner that minimizes hazardous conditions. The Department of Police Services personnel regularly patrol the campus and report malfunctioning lights and other unsafe physical conditions to the Department of Physical Plant for correction. Other members of the University community are helpful when they report equipment problems to Police Services or to Physical Plant.

- **Key Systems**
  - Some UVM facilities are open to the public during regular business hours, while others have restricted access 24/7. For those facilities with restricted access, as well as for access to facilities after regular business hours, the University issues keys or access Cards to faculty, staff and resident students for their designated work and/or living areas. The University has professional locksmiths designated to repair and maintain the integrity of the key and lock system. Based upon occupant requirements, UVM facilities are opened and closed at various times. Once the exterior doors are locked, Police Services personnel conduct patrols to recheck the security of the facility. In Residential Life areas, designated hall staff provides additional patrols.
  - Residence hall entrance doors have locking devices that can be opened by specially coded keys/cards issued to residents, and should be kept locked at all times. Exit-only doors have hardware that cannot be opened from outside. Most exterior doors have automatic closing devices. Student room doors have locking hardware that can be locked or unlocked at the discretion of the occupant, and residents should keep their room doors locked at all times. Residential Life employees perform routine maintenance throughout the residences and respond to any reports of problems with locks. Residents should stop and question any stranger in the hall (e.g., “Can I help you with something?”) and notify police immediately of any suspicious activity.

- **Anti-Intrusion Alarms**
  - Many academic and support areas of special sensitivity are protected by alarm systems which ring in directly to a central station or UVM Police Services. Officers are dispatched to intruded areas to evaluate the situation.

- **Emergency & Blue Light Phones**
  - There are more than 125 prominently placed emergency & blue light phones on UVM’s core campus. These telephones connect directly to the UVM Police Services when picked up, making the reporting of emergency situations, or suspicious persons instantaneous.

In addition to education, programming, services, and awareness efforts, the University encourages all community members to take steps to reduce risk and promote bystander intervention, with a goal of reducing crime and promoting a safe and healthy campus community. In particular, these efforts can help to reduce incidents of high-risk alcohol and other drug use, and sexual misconduct, including dating violence, domestic violence, sexual assault, and stalking.

A bystander is any person who is present at or who is witnessing an event, but is not directly involved. When
individuals in the community have the knowledge and skills to recognize and intervene in situations in which others may need help, it can have a profound and positive impact on a community.

**Safe and Positive Options for Bystander Intervention**

(Bystander intervention means safe and positive options that may be carried out by an individual or individuals to prevent harm or intervene when there is a risk of harm to another individual. Bystander intervention includes recognizing situations of potential harm, understanding institutional structures and cultural conditions that facilitate violence, overcoming barriers to intervening, identifying safe and effective intervention options, and taking action to intervene).

There are four common strategies for Bystander Intervention, commonly referred to as the “Four D’s”. They are

- **Direct** – Directly intervening, in the moment, to prevent a problem situation from happening;
- **Delegate** – Seeking help from another individual, often someone who is authorized to represent others, such as a police officer or campus official;
- **Distract** – Interrupting the situation without directly confronting the offender.
- **Delay** – Recognition that you may not be able to do something right in the moment. Checking in with the victim after an incident has occurred to see if you can do anything to help them. Providing support shows the victim that they are not alone.

In a given situation, any one or combination of these strategies may be appropriate. Some things to keep in mind when intervening in a concerning situation are:

- Do not put yourself at risk – if you are concerned that directly intervening could escalate a situation and put you or others at risk of harm, consider delegating by calling police, or interrupting the situation with a distraction;
- Do not make a situation worse – when intervening it is important to identify a way to stop the concerning situation without escalating it. If people are upset or fighting, a situation can be unpredictable and you should call the police;
- Intervene at the earliest point possible;
- Remember, intervening does not necessarily mean confronting – there are resources at your disposal such as UVM Police Services, your RA or RD (in a residence hall), a professor (in a classroom environment), a supervisor or manager (in a work environment), or another official who may be present or reachable in a given set of circumstances;
- **Ask for help!** Bystander intervention is a community effort – alert your friends if you see something and need to intervene, or call the police.

**Examples of Bystander Intervention**

- Interrupting a person who you see isolating, hitting on, trying to make out with, or trying to have sex with an incapacitated individual by spilling a drink on the violator and creating a scene about that instead;
- Speaking up when someone discusses plans to sexually take advantage of another person;
- Interjecting yourself into a conversation where another person appears to be unsafe;
- Offering to drive or call and share a cab to get an incapacitated friend home from a party;
- Calling the police or immediately alerting your RA or RD if you hear a couple fighting in your residence hall;
- Confronting someone or speaking up when you hear them using racist, sexist, homophobic, or other biased or harmful language;
- Confronting a person who is acting sexually or romantically aggressive toward someone who seems uninterested.
The more you learn about bystander intervention, the easier it becomes to recognize concerning situations and intervene. The UVM Women's Center and Living Well @ UVM have resources that can help you develop your skills to intervene as a bystander, and to promote community safety.

Consider visiting some of these outside resources for more about Bystander Intervention:

“Who Are You” – Video on Bystander Intervention from New Zealand: https://www.youtube.com/watch?v=9zr1oxEbdsww

“You Could be the First to Know” – Video Series on supporting friends who have been victimized. Produced by the UVM Women's Center, LGBTQA Center, and ALANA Student Center: http://www.uvm.edu/~women/?Page=ycbtftk.html


Risk Reduction Options – Safe and Positive Ways to Reduce Risk
(Risk reduction means options designed to decrease perpetration and bystander inaction, and to increase empowerment for individuals in order to promote safety and to help individuals and communities address conditions that facilitate violence).

- Travel with friends in groups of three or more whenever possible. Have at least one person who is aware of where you are and who you are with. Be sure to update that person if plans change.
- Know your surroundings. Always carry emergency cash and keep phone numbers for friends, local cab companies, the Victim’s Advocate, Police Services, etc. handy.
- Trust your instincts. If you find yourself at a party where you don’t know a lot of people or the crowd doesn’t feel right, gather your friends and leave.
- Always carry your cell phone charged. If you are concerned for you or a friend’s immediate safety, do not hesitate to call 9-1-1.
- If a friend seems to be acting strangely or not like themselves, kindly check in with them to be sure everything is OK. Use “I” statements. Say something like “I have noticed that you seem to be doing XYZ lately. Is everything going OK?” Let them know that you are there and can support them, and that there are resources on campus that they can turn to.
- Continue educating yourself about personal and community safety, and bystander intervention. Get involved in on- or off-campus offices, like the Women’s Center or Living Well @ UVM, that are doing this type of work or sign up for a class that seems relevant like the RAD program sponsored every semester by UVM Police Services.

Safety Tips and Strategies to Promote Crime Prevention
The University further encourages community members to take simple, common sense precautions to maximize their personal safety and that of the campus community, such as:

Helpful Safety Tips: Residence Halls
- NEVER LEAVE YOUR ROOM UNLOCKED AND UNOCCUPIED.
- Lock your residence hall room or apartment when you are sleeping.
- Do not prop card reader or ANY doors.
- Call Police Services if you see someone in the building who you know does not belong.
- Do not allow strangers to follow you into the building.
Report solicitors in Residence Halls to Police Services. Although student groups are allowed to go door-to-door in residence halls with permission, solicitation is not allowed by people not associated with UVM. If a solicitor or any suspicious looking person approaches you in a residence hall, jot down a description and call (802) 656-3473 (9-1-1 if an emergency) immediately. Do not confront the person.

Report 'Peeping Tom' incidents immediately by calling 911. It is usually best not to yell or try to detain the offender. He or she may panic and react in an unpredictable manner. If the offender runs away, note the direction in which he or she traveled. If there is a place from which you can observe safely, watch to see if the offender gets into a car, goes to another residence hall, etc. Try to get a good description of the person, and report the incident immediately to 9-1-1.

Helpful Safety Tips: Workplace Safety
- Secure the work area when no one is in it.
- If you must work alone before or after normal business hours, lock your work area and call Police Services to make them aware that you are there.
- Create a safety plan with your colleagues (Police Services can assist).
- Be aware of your environment – you are the best judge of who “belongs” in your workplace.
- Report suspicious or strange activity by co-workers to your supervisor.
- Secure propped doors. Report repeated offenses to Police Services at (802) 656-3473.
- Report defective lighting, locks or phones.
- Check elevators before entering. Before/after hours, consider using the stairs rather than the elevator.

Helpful Safety Tips: Personal Safety
- Walk or jog with a friend, not alone.
- Avoid isolated, dark areas.
- Carry your cellphone and keep it charged.
- Know your limits with alcohol and do not accept drinks from others.
- Tell a friend where you are going and when you will return.
- Carry a whistle or noise maker. Do not be afraid to scream if you need help.
- Use a cell phone or raise the hood and stay in your car if it breaks down. If someone stops ask them to call the police. Have a car cell phone charger in your vehicle when traveling.
- Be aware of your surroundings. Remove one ear bud and pay attention to your surroundings.
- Body language counts! Walk with confidence. Show that you are aware and in control.
- Consider using campus/public transportation after dark.
- Consider carrying a small, readily available, high-intensity flash light.
- If you feel that you are being followed look directly at the person, awareness is often a deterrent.
- If a follower persists, head toward a well-lit, occupied area, and call the police.
- Park in an area that will be well lit when you return. When approaching your car or your door, get your keys out in advance. Don’t fumble for your keys at the door.
- Lock your car. Lock valuables in the trunk or hide them from view.
- Don’t get in your car until you have checked the inside, especially the back seat.
- Before driving, lock your doors and put on your seatbelt.
- If possible with your phone off; Practice calling 9-1-1 and send

Helpful Safety Tips: Reporting Suspicious Activity
Anytime you need immediate police, fire or medical response, call 9-1-1. Remember, 9-1-1 is a free call from any phone. In addition, emergency blue lights are located all over campus. When you are outside, on campus, one should be visible if you turn 360 degrees. These devices require a push of a button to notify Police Services of your situation. For non-
emergency police response call (802) 656-3473. Call 9-1-1 if you think a crime is in progress, which might be indicated by:

- A scream or call for help.
- The sound of a whistle or loud horn.
- A strange car repeatedly driving up and down the street.
- Seeing someone you don’t know or recognize enter your neighbor’s room or home, enter an office or lab with no apparent business or transaction, or loiter in a parking area or at a bike rack near your home, residence hall, or work.

Helpful Safety Tips: If You Are Victimized
When faced with robbery, surrender your valuables, don’t risk your life for your property. If you are assaulted, be realistic about your response. Only you can decide whether or not to resist. As soon as safety permits, you are encouraged to report any crime to the police.

Helpful Safety Tips: Obscene and Annoying Phone Calls
- Hang up as soon as you realize the nature of the call. Do not try to find out who the caller is, even if you think it is a friend playing a joke.
- Use caller ID and voicemail to screen your calls.
- Do not delete any recorded messages or captured numbers.
- If you receive multiple calls and you don’t know the caller, listen carefully to the voice quality and mannerism, listen for background noise or other sounds that may assist in locating the caller.
- Consider changing your number.
- Call police Services to report and for guidance.

Helpful Safety Tips: Protecting Your Personal Property
- Record the serial numbers of your valuables including your electronics. Store this information in a safe place that is quickly accessible (not on your cellphone or other small electronics) if the items are stolen.
- Register your bike and other personal property with Police Services: https://www.uvm.edu/police/?Page=services/registrations.html&SM=services/nav.html.
- Do not leave valuables including textbooks, backpacks and other carrying cases, as well as your personal electronic devises un-attended or visible in parked cars or unlocked rooms or residences.

Helpful Safety Tips: Technology Security
ALWAYS
- Personally identify your property. Have your electronic equipment permanently marked with an identifying number that can be traced only back to you. Keep a paper copy of all your property with serial numbers. This form should be kept somewhere safe. Police Services loans engravers to students or a Service Officer may be able to assist you with the engraving. Check our website for online property registration https://www.uvm.edu/police/?Page=services/registrations.html or call (802) 656-3473 for more information.
- Make up passwords that are easy to remember, but hard to guess or crack.
- Use a different password for every web site that requires one.
- Keep your passwords and PINs secret; if you have to write them down, keep the list encrypted or locked.
- Keep your computer’s virus software up-to-date.
- Check http://www.uvm.edu/it/ regularly for current security warnings & helpful information.
- Run virus protection software if available for your system.
- Require a password to start up or wake your computer from sleep or screen saver.
- Lock your keyboard or log off when away from your computer.
- Ask UVM/IT if you’re uncertain whether an email you’re received, or a message that pops up on your computer is legitimate. Never respond if you are unsure.
- Protect your privacy and safety by limiting the information you post about yourself online.
- Avoid future embarrassment by thinking twice about what you say and post online.

NEVER
- Leave electronics unattended.
- Post your Net-ID and/or password near your computer/workstation.
- Give your Net-ID password to anyone who asks for it by email, phone, in person, or on non-uvm.edu web sites.
- Enter your UVM Net-ID and password on a non-uvm.edu web page.
- Install software from unknown or untrusted people or web sites.
- Open email attachments or follow links you weren’t expecting, even from people you know.
- Never put yourself at risk by allowing your computer to share your music, videos, and other files illegally via peer-to-peer (P2P) programs like uTorrent or FrostWire.

Please contact the UVM Computing Helpline at http://www.uvm.edu/it/help/ or 802-656-2604 for further assistance and guidance on electronics safety.

PROGRAMMING AND SERVICES

The University of Vermont offers an array of crime prevention and awareness programs throughout the year. Programs include general crime prevention and awareness, as well as programs to prevent dating violence, domestic violence, sexual assault, and stalking. Programs are culturally relevant, inclusive of diverse communities and identities, sustainable, responsive to community needs, and informed by research or assessed for value, effectiveness, or outcome; and consider environmental risk and protective factors as they occur on the individual, relationship, institutional, community, and societal levels.

Crime prevention, awareness, and safety education efforts at UVM are conducted using a multifaceted, multi-department approach that begins before a student arrives on campus. Incoming students at all levels must complete primary prevention programs before their first semester, such as the online AlcoholEDU program and the Haven program on sexual misconduct and bias awareness and prevention. All incoming first year students are also required to two hours of on-campus crime prevention and awareness training during the Opening Weekend Sessions when they arrive on campus. In August, members of the Residential Education Team (many leadership staff in the Department of Residential Life) and all Resident Advisors (RAs) for the upcoming academic year receive specific training in preventing harassment, bias, and sexual misconduct. New employees must complete an orientation program during onboarding called UVM Culture and Community; this includes a Preventing Sexual Harassment and Bias training which covers identification, prevention, and awareness of sexual misconduct and bias in an academic workplace.

Many ongoing crime awareness and prevention programs are held on campus throughout the year and are hosted by a number of departments. UVM Police Services employs a crime prevention officer who conducts a range of trainings for all UVM community members. Police Services also offers security audits and safety planning for students, employees, and departments, as well as RAD Self Defense training (available to all woman-identified UVM community members); in 2014 Police Services held 104 crime prevention and awareness events. Other University departments host several additional programs, including educational efforts such as The Men’s Program, and social norms marketing initiatives such as Think. Care. Act. described below.
The University encourages community members to take full advantage of safety programs and initiatives designed to protect their person and property. Available programs and initiatives include:

**Primary Prevention and Awareness Programs**

- **New Employee Orientation: UVM Culture and Community**
  - New employees are required to participate in a comprehensive onboarding program. The program is designed to help ensure that individuals experience a smooth transition into their role at UVM, and provide a forum to discuss issues related to the climate and culture of the University. This program covers a variety of topics, including Diversity and Inclusion at UVM, Internet and Data Security, Fire and Personal Safety, and Preventing Sexual Harassment and Bias.

- **Preventing Sexual Harassment and Bias Training – Employees**
  - All new employees receive preventing sexual harassment and bias training as part of UVM Culture and Community during orientation. This training is also provided as part of available supervisor training programs, and as a standalone training for any department, upon request. To request a session for your area, please visit the [HRS Learning Services Skills Development website](#).

- **Preventing Sexual Harassment and Bias Training – Students**
  - All first-time first-year students are required to complete an online educational program, known as Haven. Haven uses a population-level approach to educate students on the issues associated with sexual harassment, sexual misconduct, sexual assault, and relationship violence, taking into account their unique perspectives and experiences, providing: key definitions and statistics, reflective and personalized content, bystander skill and confidence-building strategies, and campus-specific policies, procedures and resources. For more information, please email the Dean of Students Office at [deanofstudents@uvm.edu](mailto:deanofstudents@uvm.edu).

- **AlcoholEdu for College Students**
  - The University of Vermont continually takes active steps to reduce unsafe alcohol use on campus. Toward that end, every incoming first-year first-time student, and new transfer students, are required to complete AlcoholEdu for College Students, an online tangible population-level prevention program that challenges students' expectations around alcohol while encouraging students to make healthier and safer decisions. For more information, please email the Dean of Students Office at [deanofstudents@uvm.edu](mailto:deanofstudents@uvm.edu).

- **Opening Weekend Sessions**
  - In collaboration with Residential Life, Student Life, the Center for Health & Wellbeing, and the Dean of Students Office, all first year student are required to attend an in-person 2 hour educational session during move-in weekend covering the following topics: sexual and relationship violence, mental health, bias, and high risk alcohol and other drug use. This in-person session builds off of the required online education courses that students are required to complete, incorporating a bystander intervention model. For more information, please email the Dean of Students Office at [deanofstudents@uvm.edu](mailto:deanofstudents@uvm.edu).

- **Think. Care. Act.**
  - The Think. Care. Act campaign began with the task of balancing UVM's open and welcoming community with providing the safest environment possible. Think. Care. Act. serves as the institutional motto promoting a healthy and safe community at UVM. Think. Care. Act. also serves as the official campaign tagline for the [StepUP! Think. Care. Act. (Bystander Intervention Program)](#) described below, which promotes and supports health and safety initiatives and encourages bystanders to intervene on behalf of those in need of help. We believe UVM students have the power to contribute to a culture of care as a member of the University of Vermont Community. Furthermore, we encourage students to THINK about the impact of their words, actions or
silence; CARE about their community members, and ACT to help others in need and end incidents of harm or injustice. For more information about this campaign, please contact the Dean of Students Office within the Division of Student Affairs at deanofstudents@uvm.edu or visit www.uvm.edu/saffairs.

Ongoing Prevention and Awareness Programs

- **Security Surveys**
  - UVM Police and Service Officers perform security surveys for employees, students, and other organizations and departments upon request, including recommendations for access and surveillance systems. Please call UVM Police Services at (802) 656-3473 for more information.

- **Individual Safety Planning**
  - A safety plan is a tool that is designed to empower you in becoming proactive about your personal safety. Safety plans are individualized plans that you should share with a trusted friend(s) describing daily actions you take to stay safe. A good safety plan covers everything from simple actions such as keeping your door locked at all times to more elaborate plans that detail actions for emergency or crisis situations. Please call UVM Police Services at (802) 656-3473 for more information.

- **Campus Transportation and Safety Escorts**
  - UVM maintains a robust Campus Area Transportation System that is closely integrated with local public transportation systems. Buses travel on the campus and into student neighborhoods downtown until midnight during the week, and until 3 a.m. Thurs – Sat. All UVM students also have free access to the Chittenden County Transportation bus system. After hours parking is available to all students and employees with late-night commitments. Safety escorts and rides are also offered by UVM Police on a case-by-case basis, usually after the shuttle buses stop running, by calling (802) 656-3473.

- **Rape Aggression Defense (RAD)**
  - RAD is a twelve-hour course (offered in 3 hour segments), taught by certified instructors, designed to develop and enhance participants’ options of self-defense. This course is offered free of charge to members of the University community by the University Police Department approximately 4 times per year. For more information on the RAD Program, please contact Crime Prevention Officer, Sue Roberts at sue.roberts@uvm.edu or (802) 656-8009.

- **StepUP! Think, Care, Act. (Bystander Intervention Program)**
  - StepUP! is a prosocial behavior and bystander intervention program that educates students to be proactive in helping others. The goals of the program are to raise awareness of helping behaviors, increase motivation to help, develop skills and confidence when responding to problems or concerns, and ensure the safety and wellbeing of self and others. The basic training consists of a multi-media presentation as well as small group scenario discussions, which are tailored for each group. StepUP! was developed by the University of Arizona C.A.T.S. Life Skills Program, along with the National Collegiate Athletic Association (NCAA) and leading national experts. At UVM, StepUP! is managed and presented by Living Well, part of the Center for Health and Wellbeing (CHWB). CHWB develops customized topic-specific StepUP! programming to meet the needs of the University of Vermont’s culture and community. Living Well presents a number of StepUP! trainings each year to a broad range of UVM constituents. StepUP! training is also available on request. To schedule a training for your group, club, office, or organization, or for more information, please contact Living Well at (802) 656-0441 or LivingWell@uvm.edu.

- **“All Fired Up!”**
  - Every 23 seconds a fire department somewhere in the U.S. responds to a fire. Learn about workplace and home fire prevention and fire safety from the University’s Fire Marshal at “All Fired Up!”. For more information, contact John Marcus at the Department of Risk Management and Safety - (802) 656-8249 – firesafe@uvm.edu.
- **“Operation Identification”**
  - “Operation Identification” is a national citizen's burglary prevention program, which is available through UVM Police Services. A personal number and a UVM identifying number are engraved on your property to facilitate nation-wide tracking to detect, identify, and return stolen or lost property to its rightful owner. Please call UVM Police Services at (802) 656-3473 for more information on this program.

- **Campus Security Authority (CSA) and Title IX Responsible Employee Training**
  - A minimum of four (4) live programs are scheduled each calendar year for the benefit of designated Mandatory Reporters to familiarize themselves with their responsibilities under federal law (Clergy Act and Title IX) and University policy. Additional trainings are scheduled on an as requested basis. For more information on this training program, please contact the Clergy Act Coordinator at (802) 56-3052 or kelly.riel@uvm.edu. The training materials are also available electronically at www.uvm.edu/~genconsel/?Page=training.html.

- **“The Men’s Program”**
  - In 2013-14, the University established “The Men’s Program”, an all-male, peer-education empathy-based program that lowers men's likelihood of committing sexual violence, and increases the likelihood of bystander intervention in high-risk situations. The Men’s Program also provides male participants with the opportunity to establish a “One in Four” chapter, which assists in developing leadership, presentation, and activist skills, while creating a safer campus climate for all students. For more information about the Men’s Program, please visit https://www.uvm.edu/~CHWB/psych/?Page=men.html or contact Keith E. Smith, Men's Outreach Coordinator (Keith.Smith@uvm.edu) or 802-656-3340.

**UVM Women's Center Programming and Education**

- The UVM Women's Center has been a recipient of the Campus Grant Program funding in support of primary prevention activities from the U.S. Department of Justice’s Office on Violence against Women since 2000. The Center advocates, at an individual and systems level, on issues of gender-equity and gender-based and sexual violence by providing comprehensive support and advocacy for victims of all identities. The Center further strives to build a safe, inclusive, supportive and affirming community for all identities through both on and off-campus collaborations, and by offering primary prevention programs, as well as educational and awareness programs and events, and serving as a resource on issues of identity, inclusion and gender based and sexual violence. The DOJ Campus Grant Program has been instrumental in the University's efforts to tackle gender-based and sexual violence from multiple levels, including the following programming:

  - **Campus Victim’s Advocate**
    - The Campus Victim's Advocate, Judy Rickstad, provides advocacy, referrals and support for faculty, staff and students who have experienced some form of sexual violence, relationship violence and/or stalking. These services are provided to all members of the UVM community, regardless of race, gender identity, sexual orientation, age, income level, ability, education or other forms of identity. Unless you are a trained victim's advocate, the three best things you can do are provide a place for your friend to vent their emotions, validate their feelings, and refer them to someone with experience and expertise, such as the UVM Victim's Advocatemailto: The Campus Victim's Advocate is a free and confidential resource who can provide support services in person or by phone – judy.rickstad@uvm.edu or (802) 656-7892.

  - **“You Could be the First to Know” Campaign**
    - The “You Could be the First to Know” campaign is a video series, produced by the UVM Women’s
Center, ALANA Student Center, and LGBTQA Center that provides information to help students when peers disclose that they have experienced violence. The video series, as well as additional resources and information about how to help a friend who has experienced violence, are available at: http://www.uvm.edu/~women/?Page=help.html

- **Dismantling Rape Culture Conference (DRCC)**
  - The DRCC is an annual, day-long conference sponsored by the UVM Women’s Center that offers an opportunity to both the campus community and the public for training, education and awareness in which participants uncover various aspects and systems within society that perpetuate, maintain and sustain rape culture. Attendees will leave with a greater awareness of how our campus and greater societal cultures support violence, as well as a better understanding of how we have power and responsibility to transform it. Previous workshop session topics include bystander intervention, sexual violence and communities of color, the portrayal of violence in the media, and how we define consent. Please contact the UVM Women’s Center at (802) 656-7892 for more information, and visit http://www.uvm.edu/~women/?Page=events.html&SM=eventsmenu.html for upcoming program announcements.

- **Stalking Awareness Month – January**
  - Stalking Awareness Month takes place annually in January. Activities include tabling to raise awareness, daily social media posts with laws, thought-provoking questions and statistics, and informational table tents (flyers) at on-campus dining facilities.

- **Sexual Assault Awareness Month – April**
  - Sexual Assault Awareness Month takes place annually in April. In addition to the Dismantling Rape Culture Conference, which happens annually during April, past activities have included a “Take Back the Night” rally, march, and speak out, thought provoking film screenings with an accompanying service provider panel, lunch time talks, and tabling.

- **Domestic Violence Awareness Month – October**
  - Domestic Violence Awareness Month takes place annually in October. Activities include film viewings, survivor talks, healthy relationship programs, lunch time talks (i.e. Obstacles to Ending an Abusive Relationship), and tabling at the University’s student center. Planned themes for 2013 include the impact of violence, resiliency of survivors, and loving oneself.

The Vice Provost for Student Affairs, in conjunction with the Dean of Students, Residential Life, the Center for Health and Wellbeing, and Student Life, also sponsors a variety of educational programs targeting risk reduction, campus safety, and crime prevention/awareness, including:

- **Residential Advisors (RA)/Training**
  - RA’s are required to participate in a 2-week intensive training that addresses the following topics: high risk alcohol and other drug use, sexual misconduct and assault institutional protocols, mental health and assisting students in distress, and understanding how to report student conduct efficiently and accurately to address community and individual health and safety.

- **Student Government Association (SGA) Training**
  - SGA sponsors several workshops for Student Organization Officers covering a wide range of topics, including alcohol and drug policies, hazing prevention, risk management, sexual misconduct, mental health, and assisting students in distress.
Fraternity and Sorority Life Workshops
- Educational programs are offered throughout the year by the Office of Greek Life on the following topics: hazing prevention, sexual assault and misconduct, alcohol and other drugs, risk management, social responsibility, and mandatory reporting. Additionally, Student Life hosts a Leaders and Presidents Retreat annually.

“Know the Code”
- The Center for Student Ethics and Standards (CSES) offers workshops throughout the course of the year to help educate students about their rights and responsibilities. These workshops are offered in conjunction with Police Services, and are held in the Residence Halls. Additionally, there are several tabling events that are held in the Davis (Student) Center where handouts are available, and students have the opportunity to ask questions and engage in dialogue with a CSES staff member about University policies.

Department of Athletics Life Skills Program
- The Life Skills Program consists of programming in five focus areas: athletic excellence, academic excellence, personal development, community service and career development. In addition to a mandatory one credit course for all first-year student-athletes designed to invoke thoughtful, reflective discussion from student-athletes as a means of leading them towards greater understanding of how they might achieve their academic goals, meet college challenges, and make healthy decisions, the Life Skills Program at the University of Vermont offers various speakers, presentations, group training, and workshops through the fall and spring semesters. All athletes receive training and information on personal leadership, social climate and inclusion, and bystander intervention skills as part of this program.

Intergroup Dialogue Program
- The Intergroup Dialogue Program invites students to explore the value of discourse in seeking a mutually defined common understanding in the midst of conflict. Specifically, students are encouraged to explore the impact of their own identity socialization as it relates to barriers in communication and cross-group relationships. The Intergroup Dialogue Program is a credit-bearing course that partially fulfills the UVM academic diversity requirements.

Conflict Resolution Program
- The Conflict Resolution Program helps on-campus students constructively address differences by providing opportunities to engage in thoughtful and intentional dialogue. Through both proactive and responsive initiatives, the program seeks to impart learning that promotes accountability, self-reflection, effective listening, creative thinking and, ultimately, new understanding.

Project Discovery
- Project Discovery is designed to engage students who, by nature of repeated policy offenses or especially egregious offenses, are at risk of otherwise facing suspension from the University. Project Discovery is a semester-long, non-credit bearing course that is offered to students who are willing to accept responsibility for choices that have violated our community standards. Students who accept the Project Discovery option will be given the structured opportunity to critically evaluate those choices and increase their awareness of gender and culturally based socialization stigmas, substance use/abuse, and violence prevention.

Personal Development Commitment Program
- The Personal Development Commitment Program is designed to engage students who, by nature of repeated policy offenses or especially egregious offenses, are at risk of otherwise facing suspension from the University. This program is coordinated through the UVM’s Center for Student Ethics & Standards in collaboration with Counseling and Psychiatry Services (CAPS). Students meet with a Coach who will work with them throughout the semester to develop a set of personal development goals, activities, and identify any additional service providers to
complete the application.

- **BASICS**
  - BASICS is a program coordinated through UVM's LivingWell Center to help students consider their behaviors around substance use. For students who are using substances, BASICS aims to lower the risk and use. Students have the opportunity to compare their behavior to peers and contrast their goals for college with the impact of use. BASICS is used proactively, with sports teams and other campus groups. It is offered to students through Student Health Services when indicated by screening. BASICS is also used reactively, for students in violation of UVM's drug and alcohol policies.

For more information on any of the above programs, please contact the Dean of Students Office at 656-3380 or deanofstudents@uvm.edu, or visit Living Well located on the ground floor of the Dudley H. Davis Student Center.

In addition to the programming listed above, UVM police officers and dispatchers deliver programming on personal protection, violence in the workplace, alcohol laws, theft prevention, and campus safety systems on a frequent and on-going basis. During the academic year, Police Services provides an average of 2-4 crime prevention presentations per month, including:

- Orientation to UVM Safety Systems and Police Functions
- Strategies for Living On-Campus and Strategies for Living Off-Campus Workshops
- Safety Strategies with Aggression and Violence
- Pre-College Summer Safety

Please contact Police Services at (802) 656-3473 for more information on these programs, or to arrange a training program for a campus unit or group on the above listed topics.

*In the event of an emergency, always call 911*
PREPARING AND DISTRIBUTING THE ANNUAL CRIME REPORT

UVM Police Services is responsible for the collection and compilation of crime statistics for Clery qualifying crimes, including hate crimes, through exercise of their traditional duties, working relationships with area law enforcement agencies, and receipt of CSA Reporting Forms through www.uvm.edu/police/csa. Written requests for Clery crime statistical information related to off-campus facilities “controlled by the institution and frequently used by students” as part of their UVM program are made on an annual basis to relevant police agencies who do not share the same Law Enforcement Records Management system used by UVM Police Services.

In addition, UVM Police Services is responsible for querying UVM Responsible Officials for campus conduct processes at the close of each calendar year as to (1) the number, (2) location on University property, and (3) classification of violations of state and local ordinances (drug, liquor and weapon laws) occurring on or near campus for the applicable time period for inclusion in this Report. UVM Police Services, in cooperation with local law enforcement agencies as outlined above, tracks arrests of the same.

Each year, an e-mail notification is made to all enrolled students, faculty and staff that provides direct web site access (including exact URL - http://www.uvm.edu/police/reports/clery/public-safety-report.pdf) to this report. All prospective students are further noticed of the availability of this Report by the Offices of Admissions. All prospective employees are noticed of this report by the office of Human Resource Services, which prominently includes a notice of and link to this report in all job postings at the University. Hard copies of the Report are available upon request from University Police Services located at 284 East Avenue.

UNDERSTANDING CLERY CRIME STATISTICS

Under the Clery Act, campuses are required to report campus crime statistics for certain offenses, hate crimes, arrests and disciplinary referrals to the campus judicial process. It is important to note that the Clery Act may define a particular crime differently than that crime is defined under the Vermont law. For purposes of this Report, the University uses the Clery Act definitions, which have been adopted from the Federal Bureau of Investigation’s Uniform Crime Reporting Handbook (UCR), the National Incident-Based Reporting System Edition of the UCR for sex offenses, and the Violence Against Women Reauthorization Act of 2013.

In all cases, this data must be broken down according to the geographic location of the occurrence of the offense and the type of offense.

**On-Campus Property:**
Any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of, or in a manner related to, the institution’s educational purposes, including residence halls; and any building or property that is within or reasonably contiguous to such buildings or property that is owned by the institution but controlled by another person and is frequently used by students and supports institutional purposes.

**On-Campus Subset – Student Housing Facilities:** Any student housing facility that is owned or controlled by the institution, or is located on property that is owned or controlled by the institution, and is within the reasonably contiguous geographic area that makes up the campus.

**Public Property:**
All thoroughfares, streets, sidewalks, and parking facilities that are within the campus, or immediately adjacent to and accessible from the campus.
Non-Campus Property:
Any building or property owned or controlled by a student organization that is officially recognized by the institution; or any building or property owned or controlled by an institution that is used in direct support of, or in relation to the institution's educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic area of the institution.

A copy of the University’s Clery Map depicting campus ground, buildings, and structures, as well as public property, can be found at http://www.uvm.edu/policies/riskmgm/campussecurity_geo.pdf.

ANNUAL PRIMARY CRIME STATISTICS: 2012-2014

Aggravated Assault:
An unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied by the use of a weapon or by means likely to produce death or great bodily harm. Note: It is not necessary that injury result from an aggravated assault when a gun, knife or other weapon is used which could or probably would result in a serious potential injury if the crime were successfully completed.

Arson:
The willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling house, public building, motor vehicle or aircraft, or personal property of another kind.

Burglary:
The unlawful entry of a structure to commit a felony or a theft. For reporting purposes this definition includes: unlawful entry with intent to commit a larceny or a felony; breaking and entering with intent to commit a larceny; housebreaking; safecracking; and all attempts to commit any of the aforementioned.

Motor Vehicle Theft:
The theft or attempted theft of a motor vehicle. (Classify as motor vehicle theft all cases where automobiles are taken by persons not having lawful access, even though the vehicles are later abandoned, including joy riding.)

Murder/Non-Negligent Manslaughter:
The willful (non-negligent) killing of one human being by another.
NOTE: deaths caused by negligence, attempts to kill, assaults to kill, suicides, accidental deaths, and justifiable homicides are excluded.

Negligent Manslaughter:
The killing of another person through gross negligence.

Robbery:
The taking or attempting to take anything of value from the care, custody or control of a person or persons by force or threat of force or violence and/or by putting the victim in fear.

* To the extent incidents were reported without sufficient information to determine geographic location, they have been reported within “On-Campus: Total”.

** All crimes in the “On-Campus: Student Housing” column are also represented in the “On-Campus: Total” column.

○ “Unfounded Crimes” are crime reports determined to be false or baseless by a sworn law-enforcement officer following an investigation. Beginning with calendar year 2014, pursuant to the Violence Against Women Reauthorization Act of 2013, the University is required to report the number of unfounded crimes for each crime category included in this Report. This statistic is not included for prior calendar years. Unfounded Crimes do not appear in crime statistic totals.

4 The University of Vermont defines “frequently used” property as property rented, leased or controlled for four or more cumulative days or nights in a single calendar year, or any such control of a single property year over year (repeated use).
### ANNUAL PRIMARY CRIME STATISTICS: 2012-2014 (cont.)

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ANNUAL SEXUAL ASSAULT STATISTICS: 2012-2014

Rape: The penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.

Forcible Fondling: The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental or physical incapacity.

Incest: Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

Statutory Rape: Non-forcible sexual intercourse with a person who is under the statutory age of consent.

* To the extent incidents were reported without sufficient information to determine geographic location, they have been reported within “On-Campus: Total”.

** All crimes in the “On-Campus: Student Housing” column are also represented in the “On-Campus: Total” column.

◊ “Unfounded Crimes” are crime reports determined to be false or baseless by a sworn law-enforcement officer following an investigation. Beginning with calendar year 2014, pursuant to the Violence Against Women Reauthorization Act of 2013, the University is required to report the number of unfounded crimes for each crime category included in this Report. This statistic is not included for prior calendar years. Unfounded Crimes do not appear in crime statistic totals.

∞ To the extent sex offenses were reported anonymously and information was insufficient to characterize the type of sex offense they have been classified as rape.

+ Prior to calendar year 2013, sex offense statistics under the Clery Act were reported in two categories: forcible (rape, sodomy, sexual assault with an object, and fondling) and non-forcible (statutory rape and incest). The definition of “rape” for Clery statistical reporting purposes is now inclusive of sexual assault, sexual assault with an object, and forcible sodomy. The 2011 and 2012 statistics have been reformatted to conform to this change in practice, but do not represent a change in the total number of offenses reported in prior years.
### ANNUAL SEXUAL ASSAULT STATISTICS: 2012-2014 (cont.)

<table>
<thead>
<tr>
<th></th>
<th>ON-CAMPUS TOTAL*</th>
<th>PUBLIC PROPERTY W/IN OR ADJACENT TO &amp; ACCESSIBLE FROM CAMPUS</th>
<th>NON-CAMPUS BUILDINGS AND PROPERTY</th>
<th>CLERY CRIME ANNUAL TOTAL</th>
<th>ON-CAMPUS STUDENT HOUSING FACILITIES**</th>
<th>UNFOUNDED CRIMES^</th>
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<tr>
<td><strong>Rape</strong></td>
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<td></td>
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</tr>
<tr>
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<tr>
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<td>0</td>
<td>2</td>
<td>0</td>
<td>5</td>
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<tr>
<td><strong>Statutory Rape</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
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<td>0</td>
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<td><strong>Incest</strong></td>
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<td>0</td>
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</table>
ANNUAL DOMESTIC VIOLENCE AND STALKING STATISTICS: 2013-2014

Domestic Violence:
Felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, or, in accordance with Vermont law [15 V.S.A. § 1101], by persons who, for any period of time, are living or have lived together, are sharing or have shared occupancy of a dwelling, are engaged in or have engaged in a sexual relationship, or minors or adults who are dating or who have dated ["household members"]. Note: Due to the inclusion of “household members” in the definition of domestic violence under Vermont law [15 V.S.A. § 1101], ‘Dating Violence’ is not separately reportable by the University of Vermont.

Stalking:
Engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for his or her safety or the safety of others, or suffer substantial emotional distress. For the purposes of this definition: Course of Conduct means two or more acts, including, but not limited to, acts which the stalker directly, indirectly, or through third parties, by any action, method, device, means follows, monitors, observes, surveils, threatens, or communicates to or about, a person, or interferes with a person’s property. Reasonable person means a reasonable person under similar circumstances and with similar identities to the victim. Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

^ These statistics encompass both Domestic Violence and Dating Violence as contemplated by the Violence Against Women Act.
* To the extent incidents were reported without sufficient information to determine geographic location, they have been reported within “On-Campus: Total”.
** All crimes in the “On-Campus: Student Housing” column are also represented in the “On-Campus: Total” column.
○ “Unfounded Crimes” are crime reports determined to be false or baseless by a sworn law-enforcement officer following an investigation. Beginning with calendar year 2014, pursuant to the Violence Against Women Reauthorization Act of 2013, the University is required to report the number of unfounded crimes for each crime category included in this Report. This statistic is not included for prior calendar years. Unfounded Crimes do not appear in crime statistic totals.
<table>
<thead>
<tr>
<th></th>
<th>ON-CAMPUS TOTAL</th>
<th>PUBLIC PROPERTY W/IN OR ADJACENT TO &amp; ACCESSIBLE FROM CAMPUS</th>
<th>NON-CAMPUS BUILDINGS AND PROPERTY</th>
<th>CLERY CRIME ANNUAL TOTAL</th>
<th>ON-CAMPUS STUDENT HOUSING FACILITIES</th>
<th>UNFOUNDED CRIMES</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Stalking</strong></td>
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<td></td>
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<td><strong>Domestic Violence</strong></td>
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<td></td>
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<tr>
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<td>1</td>
<td>2</td>
<td>8</td>
<td>5</td>
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</tbody>
</table>
ANNUAL WEAPON, DRUG, AND LIQUOR LAW VIOLATION STATISTICS: 2012-2014

**Drug Abuse Violations:**
Violations of state and local laws relating to the unlawful possession, sale, use, growing, manufacturing, and making of narcotic drugs. The relevant substances include, but are not limited to: Opium or cocaine and their derivatives (morphine, heroin, codeine); marijuana; synthetic narcotics (Demerol, methadone); dangerous non-narcotic drugs (barbiturates, Benzedrine); bath salts and their derivatives; and illegally obtained prescription drugs.

**Liquor Law Violations:**
The violation of state and local laws or ordinances prohibiting: the manufacture, sale, transporting, furnishing, possessing of intoxicating liquor; maintaining unlawful drinking places; bootlegging; operating a still; furnishing liquor to minor or intemperate person; using a vehicle for illegal transportation or liquor; drinking on a train or public conveyance; all attempts to commit any of the aforementioned. Drunkenness and driving under the influence are NOT included in this definition, nor is possession of alcohol by an individual 21 years of age or older where such possession is in violation of University policy (i.e. in a residence hall).

**Weapon Law Violations:**
The violation of state and local laws or ordinances dealing with weapon offenses, regulatory in nature, such as: manufacture, sale, or possession of deadly weapons; carrying deadly weapons, concealed or openly; furnishing deadly weapons to minors; aliens possessing deadly weapons; all attempts to commit any of the aforementioned.

---

* To the extent incidents were reported without sufficient information to determine geographic location, they have been reported within “On-Campus: Total”.

** All crimes in the “On-Campus: Student Housing” column are also represented in the “On-Campus: Total” column.

“Unfounded Crimes” are crime reports determined to be false or baseless by a sworn law-enforcement officer following an investigation. Beginning with calendar year 2014, pursuant to the Violence Against Women Reauthorization Act of 2013, the University is required to report the number of unfounded crimes for each crime category included in this Report. This statistic is not included for prior calendar years. Unfounded Crimes do not appear in crime statistic totals.
**ANNUAL WEAPON, DRUG, AND LIQUOR LAW VIOLATION STATISTICS: 2012-2014 (cont.)**

**NOTE:** On July 1, 2013 marijuana possession under 1oz became a civil offense, rather than a criminal offense in the state of Vermont. This change has impacted the annual number of drug arrests made on and around UVM campus.

**NOTE:** On October 11, 2016 the number of unfounded disciplinary referrals for drug law violations reported for 2014 was changed from 9 to 0 in both the On Campus and Student Housing Facility categories, and the total number of unfounded disciplinary referrals for liquor law violations for 2014 was changed from 1 to 0 in the On Campus category. These changes were made because these were unsubstantiated reports incorrectly classified and reported as unfounded crimes. These changes were made after the University received clarification from the Department of Education on classifying unfounded crimes.

<table>
<thead>
<tr>
<th>ON-CAMPUS: TOTAL*</th>
<th>WEAPONS:</th>
<th>Arrests</th>
<th>Disciplinary Referrals</th>
<th>Unfounded Crimes</th>
</tr>
</thead>
<tbody>
<tr>
<td>2012</td>
<td>0</td>
<td>0</td>
<td>N/A</td>
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<tr>
<td>2013</td>
<td>0</td>
<td>0</td>
<td>N/A</td>
<td></td>
</tr>
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<td>2014</td>
<td>0</td>
<td>0</td>
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<table>
<thead>
<tr>
<th>DRUGS</th>
<th>Arrests</th>
<th>Disciplinary Referrals</th>
<th>Unfounded Crimes*</th>
</tr>
</thead>
<tbody>
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<td>39</td>
<td>504</td>
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<td>2013</td>
<td>23</td>
<td>673</td>
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<td>2014</td>
<td>5</td>
<td>344</td>
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<th>Arrests</th>
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<th>Unfounded Crimes*</th>
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<td>2013</td>
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<td>2014</td>
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<tr>
<th>PUBLIC PROPERTY WITHIN OR ADJACENT TO &amp; ACCESSIBLE FROM CAMPUS</th>
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<td>WEAPONS:</td>
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<th>DRUGS</th>
<th>Arrests</th>
<th>Disciplinary Referrals</th>
<th>Unfounded Crimes</th>
</tr>
</thead>
<tbody>
<tr>
<td>2012</td>
<td>6</td>
<td>9</td>
<td>N/A</td>
</tr>
<tr>
<td>2013</td>
<td>16</td>
<td>6</td>
<td>N/A</td>
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<tr>
<td>2014</td>
<td>1</td>
<td>2</td>
<td>0</td>
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<tr>
<th>LIQUOR</th>
<th>Arrests</th>
<th>Disciplinary Referrals</th>
<th>Unfounded Crimes</th>
</tr>
</thead>
<tbody>
<tr>
<td>2012</td>
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<tr>
<td>2013</td>
<td>1</td>
<td>45</td>
<td>N/A</td>
</tr>
<tr>
<td>2014</td>
<td>1</td>
<td>41</td>
<td>0</td>
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</tbody>
</table>

| ON-CAMPUS: STUDENT HOUSING FACILITIES** |
| WEAPONS:                                |
| 2012                | 0        | 0                      | N/A              |
| 2013                | 0        | 0                      | N/A              |
| 2014                | 0        | 0                      | 0                |

<table>
<thead>
<tr>
<th>DRUGS</th>
<th>Arrests</th>
<th>Disciplinary Referrals</th>
<th>Unfounded Crimes</th>
</tr>
</thead>
<tbody>
<tr>
<td>2012</td>
<td>32</td>
<td>479</td>
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<tr>
<td>2013</td>
<td>18</td>
<td>627</td>
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<td>2014</td>
<td>5</td>
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<th>LIQUOR</th>
<th>Arrests</th>
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<tbody>
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<td>2012</td>
<td>2</td>
<td>1056</td>
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<td>2013</td>
<td>4</td>
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<tr>
<td>2014</td>
<td>1</td>
<td>613</td>
<td>0</td>
</tr>
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</table>

| NON-CAMPUS BUILDINGS AND PROPERTY |
| WEAPONS:                          |
| 2012                | 0        | 0                      | N/A              |
| 2013                | 0        | 0                      | N/A              |
| 2014                | 0        | 0                      | 0                |

<table>
<thead>
<tr>
<th>DRUGS</th>
<th>Arrests</th>
<th>Disciplinary Referrals</th>
<th>Unfounded Crimes</th>
</tr>
</thead>
<tbody>
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<td>2012</td>
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<td>N/A</td>
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<td>2014</td>
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<tr>
<th>LIQUOR</th>
<th>Arrests</th>
<th>Disciplinary Referrals</th>
<th>Unfounded Crimes</th>
</tr>
</thead>
<tbody>
<tr>
<td>2012</td>
<td>0</td>
<td>0</td>
<td>N/A</td>
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<tr>
<td>2013</td>
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<td>17</td>
<td>N/A</td>
</tr>
<tr>
<td>2014</td>
<td>0</td>
<td>5</td>
<td>0</td>
</tr>
</tbody>
</table>
ANNUAL HATE CRIME STATISTICS: 2012-2014

In addition to the crime statistics listed above, the Higher Education Opportunity Act of 2008 requires universities to separately report Clery crimes and incidents of larceny, intimidation, simple assault, and vandalism, as defined below, if those crimes were determined to be bias motivated - i.e. where a victim is intentionally selected because of their actual or perceived race, gender, religion, sexual orientation, gender identity, ethnicity, national origin, or disability.

Note: A hate or bias related crime is not a separate and distinct crime, but is the commission of a criminal offense which was motivated by the offender’s bias.

- **Simple Assault**: The unlawful physical attack by one person upon another where neither the offender displays a weapon, nor the victim suffers obvious severe or aggravated bodily injury involving apparent broken bones, loss of teeth, possible internal injury, severe laceration, or loss of consciousness.

- **Intimidation**: To unlawfully place another person in reasonable fear of bodily harm through the use of threatening words and/or other conduct, but without displaying a weapon or subjecting the victim to actual physical attack.

- **Larceny-Theft**: The unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another. Constructive possession is the condition in which a person does not have physical custody or possession, but is in a position to exercise dominion or control over a thing.

- **Destruction/Damage/Vandalism of Property**: The willful or malicious destruction, damage, defacing, or other injury to real or personal property without consent of the owner, or the person having custody or control of it.

In 2012, three (3) acts of vandalism were deemed to be bias motivated. Respectively, the types of bias evidenced were race, religion, and gender. The acts motivated by religion and gender occurred in on-campus student housing, and the act motivated by race occurred in a non-residential on-campus setting. Additionally, one (1) act of simple assault occurred on non-campus property that was deemed to be bias motivated. The type of bias evidenced was sexual orientation.

In 2013, one (1) act of vandalism was deemed to be bias motivated, and the type of bias evidenced was race. The incident occurred in a non-residential on-campus setting.

In 2014, one (1) act of intimidation was deemed to be bias motivated. The type of bias evidenced was sexual orientation. The incident occurred in a non-residential on-campus setting.
*In the event of an emergency, always call 911*

24 Hours/Day, 7 Days/Week to POLICE SERVICES: (802) 656-3473 [https://www.uvm.edu/police](https://www.uvm.edu/police) or TEXT: UVM and your tip to: 847411

UVM Police Services Directory
Dispatch (Regular/TTY) ... 656-3473 Administration ............... 656-2027 General Email ........ Police@UVM.EDU

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Printed copies of this Report are available at:

UVM Police Services
284 East Avenue
Burlington, Vermont 05405
(802) 656-2027
The University of Vermont’s definitions of relationship violence, sexual assault, and stalking (listed above, see page 22) capture all offenses defined by the Violence Against Women Reauthorization Act of 2013 (VAWA) as dating violence, domestic violence, sexual assault, and stalking. Below is a listing of these offenses as defined by VAWA:

1. **Dating Violence**: Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim.
   a. The existence of such a relationship shall be based on the reporting party’s statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.
   b. For the purposes of this definition –
      i. Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.
      ii. Dating violence does not include acts covered under the definition of domestic violence.

2. **Domestic Violence**: A felony or misdemeanor crime of violence committed -
   a. By a current or former spouse or intimate partner of the victim;
   b. By a person with whom the victim shares a child in common;
   c. By a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner;
   d. By a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred; or
   e. By any other person against an adult or youth victim who is protected from that person’s acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

3. **Sexual Assault**: An offense that meets the definition of rape, fondling, incest, or statutory rape as used in the FBI’s Uniform Crime Reporting (UCR) program. Per the National Incident-Based Reporting System User Manual from the FBI UCR Program, a sex offense is “any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent.”

4. **Stalking**: Engaging in a course of conduct directed at a specific person that would cause a reasonable person to -
   a. Fear for the person’s safety or the safety of others; or
   b. Suffer substantial emotional distress
   b. For the purposes of this definition –
      i. **Course of conduct** means two or more acts, including, but not limited to, acts which the stalker directly, indirectly, or through third parties, by any action, method, device, or means follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person’s property.
      ii. **Reasonable person** means a reasonable person under similar circumstances and with similar identities to the victim.
      iii. **Substantial emotional distress** means significant mental suffering or anguish that may but does not necessarily, require medical or other professional treatment or counseling.
APPENDIX B

Vermont Criminal Statute Definitions

The University of Vermont department of Police Services has full law enforcement authority in the State of Vermont as enacted by the General Assembly of the State of Vermont: Title 16 VSA § 2283. The State of Vermont Statutes contain jurisdictional criminal definitions of domestic violence, sexual assault, and stalking. In addition to enforcement of University of Vermont policies and compliance with the Violence Against Women Reauthorization Act of 2013, The University of Vermont, through the department of Police Services, enforces the Vermont Criminal Statutes. This includes enforcement of laws against domestic violence, sexual assault, and stalking. Vermont criminal definitions of these acts are listed below:

Domestic Violence (defined in 15 V.S.A. § 1151)
"Domestic violence" means an act of abuse as defined in subdivision 1101(1) of this title and includes a threat of such acts committed against an individual in a domestic situation, regardless of whether these acts or threats have been reported to law enforcement officers.

15 V.S.A. § 1101 Definitions
The following words as used in this chapter shall have the following meanings:
1. "Abuse" means the occurrence of one or more of the following acts between family or household members:
   a. Attempting to cause or causing physical harm.
   b. Placing another in fear of imminent serious physical harm.
   c. Abuse to children as defined in subchapter 2 of chapter 49 of Title 33.
   d. Stalking as defined in 12 V.S.A. § 5131(6).
   e. Sexual assault as defined in 12 V.S.A. § 5131(5).
2. "Household members" means persons who, for any period of time, are living or have lived together, are sharing or have shared occupancy of a dwelling, are engaged in or have engaged in a sexual relationship, or minors or adults who are dating or who have dated. "Dating" means a social relationship of a romantic nature. Factors that the court may consider when determining whether a dating relationship exists or existed include:
   a. the nature of the relationship;
   b. the length of time the relationship has existed;
   c. the frequency of interaction between the parties;
   d. the length of time since the relationship was terminated, if applicable.

NOTE: There is no separate definition of “dating violence” in the Vermont Statutes. Notably, the above statutory definition of domestic violence captures all incidents characterized by VAWA as dating violence.

Sexual Assault (defined in 15 V.S.A. § 1151)
"Sexual assault" means an act of assault as defined in 13 V.S.A. § 3252(a) or (b) (sexual assault) or 3253(a) (aggravated sexual assault), and includes a threat of such acts, regardless of whether these acts or threats have been reported to law enforcement officers.

Sexual assault (13 V.S.A. § 3252)
A. No person shall engage in a sexual act with another person and compel the other person to participate in a sexual act:
   1. without the 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.
B. No person shall engage in a sexual act with another person and impair substantially the ability of the other person to appraise or control conduct by administering or employing drugs or intoxicants without the knowledge or against the will of the other person.

C. No person shall engage in a sexual act with a child who is under the age of 16, except:
   1. where the persons are married to each other and the sexual act is consensual; or
   2. where the person is less than 19 years old, the child is at least 15 years old, and the sexual act is consensual.

D. No person shall engage in a sexual act with a child who is under the age of 18 and is entrusted to the actor's care by authority of law or is the actor's child, grandchild, foster child, adopted child, or stepchild.

E. No person shall engage in a sexual act with a child under the age of 16 if:
   1. the victim is entrusted to the actor's care by authority of law or is the actor's child, grandchild, foster child, adopted child, or stepchild; or
   2. the actor is at least 18 years of age, resides in the victim's household, and serves in a parental role with respect to the victim.

NOTE: For the purposes of the above, the following definitions should be used (from 13 V.S.A. § 3251):
(1) A "sexual act" means 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.

NOTE: For the purposes of the above, the following definitions should be used (from 13 V.S.A. § 3251):
(3) "Consent" means words or actions by a person indicating a voluntary agreement to engage in a sexual act.

Stalking (13 V.S.A. § 1061)

1. "Stalk" means to engage in a course of conduct which consists of following, lying in wait for, or harassing, and:
   a. serves no legitimate purpose; and
   b. would cause a reasonable person to fear for his or her physical safety or would cause a reasonable person substantial emotional distress.

2. "Following" means maintaining over a period of time a visual or physical proximity to another person in such manner as would cause a reasonable person to have a fear of unlawful sexual conduct, unlawful restraint, bodily injury, or death.

3. "Harassing" means actions directed at a specific person, or a member of the person's family, which would cause a reasonable person to fear unlawful sexual conduct, unlawful restraint, bodily injury, or death, including verbal threats, written, telephonic, or other electronically communicated threats, vandalism, or physical contact without consent.

4. "Lying in wait" means hiding or being concealed for the purpose of attacking or harming another person. (Added 1993, No. 95, § 1; amended 1999, No. 124 (Adj. Sess.), § 3; 2005, No. 83, § 4; 2013, No. 150 (Adj. Sess.), § 1.)
APPENDIX C

Listing of Potential Student Sanctions for Sexual Harassment & Misconduct Policy Violation

This information is taken from the Sanctioning Procedures under UVM’s Sexual Harassment & Misconduct Policy (section IV.B). These procedures are available in full at: http://www.uvm.edu/~cses/?Page=SanctioningProcedures.html

Sanctions that may be imposed include, but are not limited to, the following:

- **Probation**: An official notice indicating that subsequent violations of University policy will result in a review for suspension or dismissal from the University.

- **Educational Sanctions**: The Sanctioning Panel may require completion of a variety of educational sanctions, examples of which may include (1) a reflective essay or a research paper on a designated topic, (2) creating or attending a program, reading books, watching videos, (3) a formal apology, in writing or in person, (4) a presentation, or (5) alcohol or other drug education or referral.

- **Fines or Fees**: The Respondent must pay all fines or fees associated with alcohol and other drug education consultations and classes, as well as those for sessions with a Certified Drug and Alcohol Counselor. Such fines may be billed to a student’s financial account.

- **Community Restitution**: The Sanctioning Panel may also require performance of a specified number of community restitution hours. This sanction will be fulfilled either on or off campus, as specified. On campus service will take place in a specified department.

- **Suspension from Residence Halls**: This sanction prohibits the student from residing in any University operated residence hall on either a temporary or a permanent basis. The Respondent may reapply for housing after the stated period of suspension. Specific restrictions on access to residence halls during the period of suspension may also be imposed. Suspension usually includes forfeiture of any fee rebate for the remainder of the housing contract.

- **Suspension from the University**: This sanction separates the student from the University for a specified period of time. This sanction prohibits attendance at any classes and participation in the University Study Abroad program during the suspension period. The terms of the suspension may restrict access to University grounds or buildings, as well as attendance at University-sponsored social events, or other functions, as deemed appropriate by the DOS or designee. The student may not register or enroll until the stated period of suspension is completed and any requirements for the period of suspension are fulfilled.

- **Deferred Suspension**: This sanction is offered to students in lieu of suspension from the University of Vermont, and serves as a designated period of time during which a student is given the opportunity to demonstrate the ability to abide by the University’s expectations of behavior. The duration of any deferred suspension period, and the specific restrictions imposed, will be determined by the Sanctioning Panel on a case-by-case basis. During a deferred suspension period, the student may continue to attend classes. However, the underlying suspension will be automatically enforced for failure to complete any assigned deferred suspension program or other imposed sanction by the deadline, or for any subsequent violation of University policy. Deferred suspension programs include:
  - **Personal Development Commitment Program**: This program is coordinated through the UVM’s Center for Student Ethics & Standards in collaboration with Counseling and Psychiatry Services (CAPS). Students meet with a Coach who will work with them throughout the semester to develop a set of personal development goals, activities, and identify any additional service providers to complete the application.
APPENDIX C

- **Project Discovery (PD):** PD is a 12-week program that meets once per week for two hours per session. The program can best be described as a deliberate application of sociological framework to question how gender socialization might impact our decision making processes. Throughout the semester, students are asked to examine their goals, create a success plan, and identify campus resources for future support.

- **Dismissal:** This sanction separates the student permanently from the University of Vermont. If the Respondent fails to comply with the sanctions imposed, the Sanctioning Panel may impose additional sanctions on the Respondent, up to and including dismissal from the University. In addition to the sanctions listed in the next section, the Sanctioning Panel may place a hold on the student's future registration privileges with the University. Such a hold results in a cancellation of all pre-registered courses. The hold remains in effect until the outstanding student conduct matter and sanctions have been resolved. Additionally, a student who fails to comply with sanctions imposed will be billed a $150 non-compliance fee to the student’s account.