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

A meeting of the Educational Policy and Institutional Resources (EPIR) Committee of the Board of Trustees of the University of Vermont and State Agricultural College was held on Friday, February 2, 2018 at 1:00 p.m., in the Livak Ballroom, 417-419 Dudley H. Davis Center.

MEMBERS PRESENT: Chair Donna Sweaney, Vice Chair Carolyn Dwyer, Briar Alpert, Cynthia Barnhart*, Caitlin McHugh, Anne O’Brien, President Thomas Sullivan**, Tristan Toleno, and Jeff Wilson

OTHER TRUSTEES PRESENT: Board of Trustees Chair David Daigle***

TRUSTEES ABSENT: Frank Cioffi, Richard Gamelli, and Curt McCormack

REPRESENTATIVES PRESENT: Faculty Representatives Laura Almstead**** and Chris Burns, Staff Representative Sarah Heath, Alumni Representative Afi Ahmadi, Foundation Representative Wolfgang Mieder, Student Representatives Jamie Benson and Ethan Foley, and Graduate Student Representatives Jessica Bocanegra and Leslie Sepaniac

REPRESENTATIVES ABSENT: Faculty Representative Jan Carney and Staff Representative Amanda McIntire

PERSONS ALSO PARTICIPATING: Provost and Senior Vice President David Rosowsky, Vice President for Human Resources, Diversity and Multicultural Affairs (HRDMA) Wanda Heading-Grant, Vice Provost for Student Affairs Annie Stevens, Director of Capital Planning and Management Robert Vaughan, Senior Executive Director for Engagement and Professional Development Sherwood Smith, Associate Provost for Teaching and Learning Brian Reed, Vice President for Research Richard Galbraith, Acting Director of the Gund Institute for Environment Donna Rizzo, and incoming Trustees Otto Berkes and Sidney Hilker

*Participated via phone. Joined the meeting at 1:46 p.m.
**Joined the meeting at 1:10 p.m.; departed at 2:30 p.m.
***Joined the meeting at 1:45 p.m.; departed at 2:30 p.m.
****Joined the meeting at 2:00 p.m.

Chair Donna Sweaney called the meeting to order at 1:08 p.m. and welcomed new Staff Representative Sarah Heath.

Approval of Minutes

The minutes from the October 20, 2017 EPIR Committee meeting were presented for approval. A motion was made, seconded and voted to approve the minutes as presented.
Routine and Annual Reports

Chair Sweaney invited Committee members to ask questions or comment on the following written reports provided in advance of the meeting:
- Annual Vice President for Human Resources, Diversity & Multicultural Affairs Report
- Annual Student Affairs Report
- Capital Projects Progress Report

Referring to the Report F in the meeting materials, specifically the Residential Learning Communities section in the Annual Student Affairs Report, Trustee Caitlin McHugh asked if students would choose a residential learning community based on the campus location rather than the academic theme. Vice Provost for Student Affairs Annie Stevens responded that they are planning on redoing the algorithms for next year’s class so that when students are accepted at UVM, they will choose their learning community, and during orientation, they will get to meet other students in their learning community and have the opportunity to pick their roommates at the same time.

Provost David Rosowsky distributed a one-page report, 2017 Social Media Highlights, which showed significant growth and engagement in the overall use of social media. Provost Rosowsky pointed out that UVM is #4 overall among D1 higher education brands on Instagram. He acknowledged Director of Creative Communications Amanda Waite and her team for the remarkable job in increasing social media growth this past year.

Capital Projects

Referencing Report G in the meeting materials, Director of Capital Planning and Management Robert Vaughan highlighted that the section at the end of his Capital Project Progress Report includes details on deferred maintenance projects costing between $1.0 million and $2.0 million dollars. He pointed out that the Board does not need to approve projects costing less than $2.0 million and that he will continue to report on the status of such projects regularly in his written report. He further noted that the Billings and Torrey buildings envelope restoration projects coming before the Board today previously appeared on this list. However, since additional work has been added to both projects, the cost has increased and exceeds $2.0 million dollars thus requiring Board approval.

Director Vaughan then reviewed the proposal for the Billings Building Envelope Restoration. This project supports the interior Library project by performing deferred maintenance work on the building envelope, consisting of a new slate roof over the rotunda, repair of the remaining slate roof, reinstalling built-in roof gutters, restoring the two towers, rebuilding the stone chimney, window restoration, restoration of the main entrance stairway, and waterproofing the northwest foundation wall. It is estimated that the project will cost $3.0 million, based on the current estimates. It is proposed to utilize existing unrestricted deferred maintenance funds that currently exist in the Physical Plant budget.

Director Vaughan next reviewed a proposal for the Torrey Building Envelope Restoration. This project includes renovation of the exterior of Torrey Hall, including roof replacement of the
upper and lower roofs, restoration of the wood windows, new storm windows, repointing of the brick masonry and restoration of the window lintels and sills, waterproofing of the stone foundation, wood repair of the eaves, and a new entrance door. It is estimated that the exterior envelope restoration scope will cost $2.9 million, based on the current estimates. It is proposed to utilize existing unrestricted deferred maintenance funds that currently exist in the Physical Plant budget.

The following resolutions were presented and an opportunity for discussion was offered:

**Resolution Approving Billings Building Envelope Restoration**

WHEREAS, the administration today reported on the strategic and operational need for the Billings Building Envelope Restoration Project and the associated program scope;

THEREFORE, BE IT RESOLVED, that the Committee hereby approves the project scope that the administration presented on this date and refers the Project to the Budget, Finance & Investment Committee for financial review and approval.

**Resolution Approving Torrey Building Envelope Restoration**

WHEREAS, the administration today reported on the strategic and operational need for the Torrey Building Envelope Restoration Project and the associated program scope;

THEREFORE, BE IT RESOLVED, that the Committee hereby approves the project scope that the administration presented on this date and refers the Project to the Budget, Finance & Investment Committee for financial review and approval.

In response to President Thomas Sullivan’s question of timing of the work on Torrey Hall, Director Vaughan responded that the exterior work will be done in the next two to three months. Interior work has just begun and there are a number of things to be evaluated before bringing the proposal for the interior scope of the project to the Board.

There being no further discussion, a motion was made, seconded and the Trustees unanimously voted to approve both resolutions as presented.

**UVM and American Higher Education**

Referencing the “Age of Disruption” Introduction to his January 2018 edition of *Across the Green* memo, Report C in the meeting materials, Provost David Rosowsky led a discussion of UVM’s place in the current landscape of challenges and opportunities facing American Higher Education. He referred to the Board Chair’s report during the Committee of the Whole meeting in the morning in which Chair Daigle also discussed the topic of disruption, citing the Provost’s memo. Provost Rosowsky pointed out that the time is ripe with both challenge and opportunity, citing numerous examples. Both costs and expectations have risen while public support has declined. Important drivers to be considered include: student services, information technology infrastructure, health and wellness, and core research facilities, which are all demanding
increasing percentages of the budget. Universities are becoming more dependent on graduate and professional degree tuition revenue, research indirect, private and corporate philanthropy, and non-degree activities to generate the revenue needed, not only meet expenses, but to invest in faculty, facilities, programming and campus.

Provost Rosowsky outlined the benefits of the size and scale of the University of Vermont by pointing out that in the era of continually diminishing resources, public land grant institutions are amazing and innovative places; and what makes UVM special is that compared to the big public schools, UVM is not constrained by size, is not regulated by the state, can be much more nimble and agile, and can be mission driven and socially engaged. He added that while “we’re making some good moves, we need to make sure we’re making bold moves.”

The Provost stated that being successful is not at the expense of a liberal education and to expect benefits from a broad based education. President Sullivan added that he thinks this is cyclical and while we’re still in the fallout of the 2008 recession, he thinks we will come out of that.

Provost Rosowsky pointed out that a lot of the changes are driven by students, but the question is how you engage faculty in change. President Sullivan suggested this is a “sense of urgency” which is different than a crisis. Higher education is not in a crisis, but it is very hard to create a sense of urgency in a college or university because the members of the academy are very comfortable and are resistant to change. He added that the biggest challenge is creating a positive attitude to change.

Board Chair Daigle pointed out the positive developments at UVM including the Honors College, the Larner College of Medicine, and the complex systems group. He suggested there are pockets of it happening here but posed the question of how do we extend that. President Sullivan responded that faculty leadership has to play a critical role. It cannot be just administrators.

Student Representative Jamie Benson asked how the importance of the arts and humanities is communicated to other students. The Provost responded that the University communicates the significance of the arts and humanities not only to current students but to potential students.

Graduate Student Representative Leslie Sepaniac suggested that graduate students often do not feel engaged with the rest of the University. She asked if there are any plans to engage these students. The Provost responded that the goal is to grow the graduate student numbers. The administration is also looking at how to create graduate and professional student housing close to central campus, and just last month, he signed the authorization for a new post-doctoral association.

Student Representative Ethan Foley asked that with fewer high school graduates in New England, how that trend may affect the University’s recruitment efforts. Provost Rosowsky responded that UVM is dependent on out-of-state students. Students will be coming from further afield and the University needs to look internationally as well as marketing to audiences on the west coast, southwest, etc. He added that the University needs to get the story out further afield.
President Sullivan solicited thoughts on two important challenges: how to keep students at UVM, and how to keep talent in state after graduation. He pointed out that Vermont is getting older and in some regards poorer. He stated that UVM has to have a partnership with the state, to which Trustee Shap Smith suggested that it is not just a partnership with the state government but also the rest of the community and other colleges. He further noted that it is necessary to find ways to make it cheaper for a graduate to stay here. President Sullivan added that the question of how we grow the economy in Vermont is a topic regularly discussed at the Vermont Business Roundtable meetings.

Trustee Tristan Toleno suggested that we are at the beginning of the intersection of state government, higher education, and the business community, and there is a tremendous amount that’s happening.

Chair Sweaney suggested that the University focus on its core strengths and acknowledge that we cannot be everything to everybody.

Trustee Anne O’Brien inquired about the Committee’s agenda and offered thoughts regarding areas of focus. The Provost responded that the common thread in the Committee’s oversight is academic excellence. Board Chair Daigle pointed out that part of the difficulty as a Trustee is not having the same level of visibility that the administration has on where the institution is with regards to achieving academic excellence. Chair Daigle suggested that what Trustee O’Brien brought up is raising the academic profile of the institution. He suggested that UVM is caught in the value proposition trap of having a high out of state sticker cost for a lot of students, and it’s a big cost disadvantage. He suggested that the University can do things to raise the academic standard and profile of the institution nationally in a way that can capture more students out of state. He added that academic excellence is such an important issue, and the Board would love to see more transparency about where we are, where we are going, and what the targets are. Provost Rosowsky responded that he found this to be very helpful and suggested using today’s academic excellence presentation as a jumping off point because each of the academic excellence goals tend to drive the reputation and the visibility of UVM.

**Report by the Faculty Senate Curricular Affairs Committee Chair**

Faculty Senate Curricular Affairs Committee (CAC) Chair Laura Almstead provided an overview of six new academic program proposals and one termination

- A new Master of Science in Biomedical Engineering (BME) in the College of Engineering and Mathematical Sciences in conjunction with the Graduate College. The general goals of the degree are to development in students a solid foundation in the quantitative methods of engineering and to provide opportunities to apply them to biomedical problems. The proposed MS in BME fills a present void between an established PhD program in Bioengineering and a newly introduced BS program in Biomedical Engineering.

- A new Master of Science in Engineering Management in the College of Engineering and Mathematical Sciences in conjunction with the Graduate College. The proposed degree is
designed for students who intend to pursue careers related to the management of engineering, largely in private sector industry or government service.

- A new PhD in Complex Systems and Data Science in the College of Engineering and Mathematical Sciences in conjunction with the Graduate College. This transdisciplinary program will train students to understand and solve data-rich, complex systems problems across disciplines. A specific objective of the program is to prepare scientists versed in tools and techniques for data collection, hypothesis development, and analysis.

- A new major and minor in Health and Society in the College of Arts and Sciences. The newly proposed major and minor are cross-college interdisciplinary programs that explore human health, focusing on the social sciences and employing a public health approach.

- Creation of a Master of Professional Studies (MPS) degree and a request by the Rubenstein School of Environment and Natural Resources in conjunction with the Graduate College to change the existing Leadership for Sustainability Concentration in the Master of Science in Natural Resources to a separate Master of Professional Studies in Leadership for Sustainability. MPS degrees provide a mechanism to deliver advanced curriculum and targeted skills development that keeps pace with the evolution of professional options in the workplace.

- A new Undergraduate Certificate in Integrative Healthcare and a new Continuing and Distance Education Certificate in Integrative Healthcare in the College of Nursing and Health Sciences and Continuing and Distance Education. The proposed certificates seek to inform undergraduate students about the methods, evidence base, and philosophical underpinnings of integrative health and medicine.

- Termination of the Certificate of Graduate Study in Sustainable Transportation Systems and Planning in the Graduate College. No students are currently enrolled in the program.

**Action Items**

The following resolutions were presented and an opportunity for discussion was offered:

**Resolution Approving the Creation of a MS in Biomedical Engineering in the Graduate College**

RESOLVED, that the Board of Trustees approves the creation of a MS in Biomedical Engineering in the Graduate College, as approved and advanced by the Provost on December 8, 2017 and the President on December 10, 2017.
Resolution Approving the Creation of a MS in Engineering Management in the Graduate College

RESOLVED, that the Board of Trustees approves the creation of a MS in Engineering Management in the Graduate College, as approved and advanced by the Provost on December 20, 2017 and the President on January 10, 2018.

Resolution Approving the Creation of a PhD in Complex Systems and Data Science in the Graduate College

RESOLVED, that the Board of Trustees approves the creation of a PhD in Complex Systems and Data Science in the Graduate College, as approved and advanced by the Provost on December 20, 2017 and the President on January 10, 2018.

Resolution Approving the Creation of a BA Major and a Minor in Health and Society in the College of Arts and Sciences

RESOLVED, that the Board of Trustees approves the creation of a BA Major and a Minor in Health and Society in the College of Arts and Sciences, as approved and advanced by the Provost on December 20, 2017 and the President on January 9, 2018.

Resolution Approving the Creation of a Master of Professional Studies and a Master of Professional Studies in Leadership for Sustainability in the Graduate College

RESOLVED, that the Board of Trustees approves the creation of a Master of Professional Studies in the Graduate College as approved and advanced by the Provost on January 8, 2018 and the President on January 16, 2018; and

BE IT FURTHER RESOLVED, that the Board of Trustees approves the creation of a Master of Professional Studies in Leadership for Sustainability in the Graduate College, as approved and advanced by the Provost on January 8, 2018 and the President on January 16, 2018.

Resolution Approving the Creation of Certificates in Integrative Health Care in the College of Nursing and Health Sciences and in Continuing and Distance Education

RESOLVED, that the Board of Trustees approves the creation of Certificates in Integrative Health Care in the College of Nursing and Health Sciences and in Continuing and Distance Education, as approved and advanced by the Provost on December 8, 2017 and the President on December 10, 2017.

Resolution Approving the Termination of the Certificate of Graduate Study in Sustainable Transportation Systems and Planning in the Graduate College

RESOLVED, that the Board of Trustees approves the termination of the Certificate of Graduate Study in Sustainable Transportation Systems and Planning in the Graduate College.
College, as approved and advanced by the Provost on December 20, 2017 and the President on January 10, 2018.

**Resolution Reaffirming Equal Opportunity Policy Statements**

RESOLVED, that the Board reaffirms the Equal Employment Opportunity/Affirmative Action Policy Statement, attached here as Appendix A; and

BE IT FURTHER RESOLVED, that the Board reaffirms the Equal Opportunity in Educational Programs and Activities and Non-Harassment Policy Statement, attached here as Appendix B.

Trustee O’Brien asked why the Health and Society Major and Minor was being offered by the College of Arts and Sciences and not the College of Nursing and Health Sciences. CAC Chair Almstead responded that the health sciences in the College of Nursing are more science focused while this program is more focused on the social sciences.

Trustee Briar Alpert questioned the number of programs that are added but not removed. Provost Rosowsky answered that most program closures are by natural attrition. Often departments are combined or subsumed by other departments and the courses are no longer active. CAC Chair Almstead added that the CAC has been working on making it easier for faculty to propose terminating courses that are no longer active.

There being no further discussion, a motion was made, seconded and it was unanimously voted to approve the eight resolutions as presented.

**Summary Assessment of Learning Outcomes of General Education Requirements**

Associate Provost for Teaching and Learning Brian Reed reported on progress on the assessment of the General Education student learning outcomes. The Assessment Initiative is in the second year of establishing a University system to promote and support the assessment of student learning outcomes in the academic programs including General Education. Good progress has been made toward assessing the outcomes. Associate Provost Reed provided a brief overview of General Education and the status of assessment for each of the General Education requirements: Foundational Writing and Information Literacy (FWIL), Diversity, Sustainability, and Quantitative Reasoning. He previewed the redesigned General Education website which brings together all the General Education information under one heading and reported that the website is due to go live soon. Student Representative Foley expressed his enthusiasm about the website and asked if any of the Living/Learning programs are going to be assessed. Provost Rosowsky suggested Alex Yin, Director of the Office of Institutional Research, could assist with this kind of survey. Trustee McHugh asked if D2 courses will be added to the website. Associate Reed responded that D2 courses will be added but the faculty wanted to list D1 courses first.

At 3:06 p.m., the Chair call for a brief break.

At 3:16 p.m., the meeting resumed.
Academic Excellence Goal #4 Revisited

Provost David Rosowsky, Vice President for Research Richard Galbraith, and Acting Director of the Gund Institute for Environment Donna Rizzo gave a presentation on the fourth Academic Excellence Goal, *Increase interdisciplinary teaching, research and scholarship*. The Provost began the presentation by reviewing the eight Academic Excellence Goals along with a table showing the presentation cycle to the Committee since 2014. Vice President Galbraith talked about interdisciplinary research and scholarship, including the Faculty Activity Network (FAN), which was created to help faculty to get together to share what they are doing as well as to learn about what other faculty members are doing in research. Director Rizzo presented the history and background of the Gund Institute for Environment dating back to 2012. The Gund Institute is a University-wide strategic priority and aligns with UVM's goals for expanded interdisciplinary activities. Director Rizzo explained that five (Interdisciplinary) Catalyst Awards of $35K - $47K for new research were awarded. Trustee Briar Alpert asked what happened to the other applicants who didn’t receive awards. Director Rizzo responded that other faculty were recruited to review the proposals and gave the applicants feedback on how to improve their proposals. Board Chair Daigle pointed out that the higher the bar is raised, the more you can get corporate money to fund these projects and suggested collaborating with the UVM Foundation. Director Rizzo reported that she is going to New York in March to talk to someone who funds environmental projects. She added that they are trying to make the Gund Institute unique and added that faculty who are attracted to what the Institute does, really care about solutions.

Adjournment

There being no further business, the meeting adjourned at 3:48 p.m.

Respectfully submitted,

Donna Sweaney, Chair
Equal Employment Opportunity/Affirmative Action Policy Statement

Policy Statement

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

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

In addition, the University of Vermont recognizes that discriminatory harassment and sexual harassment are forms of unlawful discrimination, and it is, therefore, the policy of the University that discriminatory harassment and sexual harassment will not be tolerated. The University also prohibits unlawful harassment on the basis of other characteristics protected by law.

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

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

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

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

Contacts

Questions regarding this policy statement or compliance with its provisions may be directed to:

Director, Office of Affirmative Action and Equal Opportunity
University of Vermont
428 Waterman Building
Burlington, VT 05405
(802) 656-3368
Questions about policies related to Title IX, including sex discrimination, sexual harassment, and all forms of sexual violence may be directed to the University’s Title IX Coordinator:

**Director Nick Stanton**, Office of Affirmative Action and Equal Opportunity  
(802) 656-3368

Questions about disability related issues may be directed to the University’s **ADA/Section 504 Coordinator**:

**Director Amber Fulcher**, Office of Affirmative Action and Equal Opportunity  
(802) 656-09453368

Questions may also be directed to government agencies having oversight and enforcement authority with respect to the referenced laws. A complete listing of such agencies may be obtained from the Office of Affirmative Action and Equal Employment Opportunity.

The Vice President for Human Resources, Diversity and Multicultural Affairs is the University official responsible for the interpretation and administration of this policy.

The University has developed an Affirmative Action Plan. The portions of the plan required for disclosure are available for inspection during normal business hours; contact the University’s Public Records Officer at (802) 656-8937.

**Related Documents/Policies**

- Discrimination and Harassment Policy  
- Equal Opportunity in Educational Programs and Activities and Non-Harassment  
- Procedures for Investigating and Resolving Discrimination Complaints  
- Sexual Harassment & Misconduct Policy  

**Effective Date**

- **Approved-Reaffirmed** by the President: February 3, 2018 February 4, 2017
- **Approved-Reaffirmed** by the Chair of the Board of Trustees: February 3, 2018 February 4, 2017
Equal Opportunity in Educational Programs and Activities and Non-Harassment

Policy Statement

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

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Contacts

Questions regarding this policy statement or compliance with its provisions may be directed to:

Dean of Students  
University of Vermont  
41-43 South Prospect Street  
Burlington, VT 05405  
(802) 656-3380

or to:

Director, Office of Affirmative Action and Equal Opportunity  
University of Vermont  
428 Waterman Building  
Burlington, VT 05405  
(802) 656-3368

Questions may also be directed to government agencies having oversight and enforcement authority with respect to the referenced laws. A complete listing of those agencies may be obtained from the Office of Affirmative Action and Equal Opportunity.

Title IX Coordinator

Questions about policies related to Title IX, including sex discrimination, sexual harassment, and all forms of sexual violence, may be directed to the University’s Title IX Coordinator:

Director Nick Stanton, Office of Affirmative Action and Equal Opportunity  
(802) 656-3368

ADA/Section 504 Coordinator

Questions about disability related issues may be directed to the University’s ADA/Section 504 Coordinator:

Director Amber Fulcher, Office of Affirmative Action and Equal Opportunity  
(802) 656-09453368

The Vice President for Human Resources, Diversity and Multicultural Affairs is the University official responsible for the interpretation and administration of this policy.
Related Documents/Policies

Discrimination and Harassment Policy
http://www.uvm.edu/~uvmppg/ppg/student/studentharas.pdf
Equal Employment Opportunity/Affirmative Action Policy Statement
http://www.uvm.edu/~uvmppg/ppg/general_html/affirm.pdf
Procedures for Investigating and Resolving Discrimination Complaints
http://www.uvm.edu/sites/default/files/discrimination.pdf
Sexual Harassment & Misconduct Policy
http://www.uvm.edu/policies/general_html/sexharass.pdf

Effective Date:

Approved-Reaffirmed by the President: February 3, 2018 February 4, 2017
Approved-Reaffirmed by the Chair of the Board of Trustees: February 3, 2018 February 4, 2017