EO Bias Concern Process

1 OUTREACH

A Support Coordinator will contact the impacted party via email with information about support resources, UVM policies and resolution processes, and the option to meet. The impacted party is not required to respond.

2 INTAKE

The impacted party may meet with the Support Coordinator. Topics of discussion can include supportive measures and resolution options.

3 FACILITATED SUPPORT

The impacted party may receive individualized support. Examples for students can include academic flexibility, addressing residential concerns, or connection to campus resources, like CAPS (confidential counseling), identity centers (affinity), and UVM Police (safety planning). Examples for employees can include work flexibility or connection Invest EAP for confidential counseling, or UVM Police for safety planning.

4 EVALUATION

The Equal Opportunity Director and/or Investigator will determine if the reported conduct can be addressed through an Equal Opportunity resolution process as a potential Discrimination, Harassment, or Sexual Misconduct policy violation, or if the matter can be referred to Human Resources or the Center for Student Conduct to address other prohibited conduct involving an employee or student.

5 EDUCATION AND RESOURCE OFFERINGS

In situations where conduct would not constitute a possible policy violation, UVM will continue to provide direct support and also lean in to its educational mission. A Support Coordinator may refer the matter to Residential Life, applicable identity centers, community organizations, or certified restorative practices practitioners for community programming or voluntary engagement by the parties.

6 COMMUNITY ASSESSMENT & INTERVENTIONS

Bias Education and Resource Team (BERT) members meet monthly to identify trends, assess community needs, inform campus climate programming, and support the development of initiatives sponsored by the Division of Inclusive Excellence and Student Affairs. BERT also engages with campus partners to provide an overview of its work and seek collaboration on initiatives.