

**THE UNIVERSITY OF VERMONT AND STATE AGRICULTURAL COLLEGE
BOARD OF TRUSTEES**

EXECUTIVE COMMITTEE

Members: Chair Cynthia Barnhart, Vice Chair Don McCree, Secretary Catherine Toll, Frank Cioffi, John Dineen, Stephanie Jerome, Kristina Pisanelli, and Shap Smith

Representatives: Faculty Representative Tom Borchert, Foundation Representative Monica Delisa, Staff Representative Monika Donlevy, Student Representative Kennedy Connors and Graduate Student Representative Ritwik Bandyopadhyay

Monday, June 23, 2025

10:00 a.m. - 10:45 a.m.

Memorial Lounge 338 Waterman Building

*Public access to the meeting is available at
<https://go.uvm.edu/board-of-trustees-june-2025>*

AGENDA

	Item	Enclosure/ Exemption	Discussion Leader(s)	Time
	Call to order			*10:00 a.m.
1.	Approval of April 14, 2025 minutes	Attachment 1	Cynthia Barnhart	10:00-10:02
2.	Chair's remarks		Cynthia Barnhart	10:02-10:05
3.	Acting Provost remarks		Linda Schadler	10:05-10:08
4.	Action items: <ul style="list-style-type: none">• Resolution approving contract for charter bus services• Resolution approving contract extension with Lewis-Burke Associates, LLC• Resolution to negotiate and execute contract for Human Resources benefit consulting services• Resolution to negotiate and execute contract extension for Multimedia Rights with	Attachment 2	Richard Cate	10:08-10:23

	Catamount Sports Properties, LLC • Resolution authorizing Englesby House maintenance			
5.	Resolution approving revisions to the Equal Opportunity Policy Statements	Attachment 2; Appendices A&B	Sharon Reich Paulsen	10:23-10:25
	Motion to enter executive session**			
6.	Amendments to the UVM Foundation Bylaws	Attorney-client privilege	Sharon Reich Paulsen	10:25-10:35
	Motion to go out of executive session			
7.	Other business • Resolution approving amendments to the UVM Foundation Bylaws	Separate Distribution	Cynthia Barnhart	10:35-10:45
	Motion to adjourn			10:45 a.m.

* Time is approximate.

** The Chair will entertain a motion to enter into executive session for attorney-client privilege discussions. Action is anticipated following.

Executive Committee - Executive Summary
Monday, June 23, 2025

Prepared by: Cynthia Barnhart, Chair

The committee will convene to consider the action items listed below. Time is reserved at the end of the meeting for executive session to discuss proposed amendments to the Foundation Board Bylaws. Action is anticipated following.

ACTION ITEMS

Approval of previous minutes

The minutes for the April 14, 2025, meeting are included as **attachment 1**.

Action: Motion to approve the minutes.

Resolution approving contract for charter bus services

A request for proposal was released in March for coach-style charter bus services for long distance travel for the University, primarily Athletics and Student Government sponsored events. Lamoille Valley Transportation, Incorporated was the selected vendor for the five-year contract. They are a local bus company servicing Vermont and the incumbent of the previous five-year contract.

The five-year contract contains an average 3.25% escalation increase annually to cover increases in cost of living and insurance premiums.

The contract term begins July 1, 2025, through June 30, 2030, in a total cumulative amount not to exceed \$6,000,000.

Action: Resolution approving a five-year contract with Lamoille Valley Transportation, Incorporated for coach-style charter bus services.

Attachment 2

Resolution approving contract extension with Lewis-Burke Associates, LLC

Lewis-Burke Associates, LLC provides professional consulting services in the Washington DC area, specific to strategic counsel for enhanced engagement in Washington. The consultant would primarily help UVM increase its success in securing federal agency research grants in connection with UVM's research enterprise. UVM entered into a contract with Lewis-Burke on December 1, 2020, with an end date of June 30, 2025, for an amount not to exceed \$842,000.

The administration would like to extend the existing contract for an additional three years through June 30, 2028, for a total cumulative amount not to exceed \$630,000. The increase is 8% for FY 2026, however the rate of \$210,000 per year will remain fixed for all three years.

This contract is for professional consulting services exceeding \$1,000,000, which requires Board approval.

Action: Resolution authorizing a three-year contract extension with Lewis-Burke Associates, LLC. **Attachment 2**

Resolution to negotiate contract for Human Resources benefit consulting services

A request for proposal was released in April to provide consulting services regarding Human Resources benefits including, but not limited to, medical insurance options, dental insurance, vision plans, pharmacy support, life insurance, short-term and long-term disability insurance for active employees and benefit eligible retirees.

The administration is requesting authorization to negotiate and enter into a contract for Human Resources benefits consulting services beginning July 1, 2025, through June 30, 2026, with four optional one-year renewals, for an amount between \$1,300,000 and \$1,800,000.

This contract is for professional services exceeding \$1,000,000, which requires Board approval.

Action: Resolution authorizing the negotiation and execution of a contract for Human Resources benefit consulting services. **Attachment 2**

Resolution to negotiate and execute contract extension for Multimedia Rights with Catamount Sports Properties, LLC

UVM and Catamount Sports Properties, LLC ("CSP") are parties to a Multi-Media Rights Agreement dated May 27, 2015, previously approved by the Board and set to expire June 30, 2025 ("Agreement"). UVM conducted a market evaluation before arriving at the decision to extend the agreement with CSP.

In exchange for exclusive worldwide sponsorship and marketing rights relating to the University's Athletics teams and programs, the University will receive annual payments of approximately \$1 million per year, reflecting a share of CSP's adjusted gross revenues generated at UVM over certain specified thresholds, along with additional rights and other fees payable to UVM.

The administration is requesting authorization to extend the Agreement for an additional ten-year term beginning July 1, 2025, through June 30, 2035.

This contract is for revenue income and will exceed \$2,000,000 requiring Board approval.

Action: Resolution authorizing negotiation and execution of a ten-year extension to an existing multimedia rights agreement with Catamount Sports Properties, LLC.

Attachment 2

Resolution authorizing Englesby House maintenance

Englesby House, the president's official residence, underwent a careful review when the house was vacated this spring and maintenance, upkeep, repair, and improvement projects were identified. Board approval is required for aggregate or single project expenditures greater than \$100,000.

The committee will be asked to authorize expenditures up to \$300,000. It is anticipated expenses will span both FY 2025 and FY 2026 by the time the work is complete.

Action: Resolution authorizing Englesby House maintenance. **Attachment 2**

Resolution approving revisions to the Equal Opportunity Policy Statements

The Board annually reviews and reaffirms the Equal Opportunity Policy Statements included as appendices A&B to attachment 2.

The "interim" designation put in place following UVM's resolution agreement related to antisemitism has been removed from both policies. With respect to the equal employment opportunity statement, in addition to streamlining of language, the source list has been updated to reflect revocation of Executive Order 11246 pertaining to certain affirmative action plan requirements and the inclusion of U.S. Department of Homeland Security regulation 6 C.F.R Part 19 at the request of the USDA during a routine audit.

Action: Resolution approving revisions to the Equal Employment Opportunity and Equal Opportunity in Educational Programs and Activities and Non-Harassment Policy Statements. **Attachment 2**

OTHER BUSINESS

Following executive session it is anticipated that the committee will consider a resolution to approve amendments to the UVM Foundation bylaws. **Separate distribution.**

**EXECUTIVE COMMITTEE
BOARD OF TRUSTEES
UNIVERSITY OF VERMONT AND STATE AGRICULTURAL COLLEGE**

The Executive Committee of the Board of Trustees of the University of Vermont and State Agricultural College held a meeting on Monday, April 14, 2025, at 1:00 p.m., in Memorial Lounge, 338 Waterman Building, via remote conferencing.

MEMBERS PRESENT: Chair Cynthia Barnhart, Vice Chair Don McCree, Secretary Catherine Toll, Frank Cioffi, John Dineen, Stephanie Jerome, Kristina Pisanelli, and Shap Smith

MEMBERS ABSENT: Interim President Patricia Prelock

REPRESENTATIVES PRESENT: Faculty Senate Representative Tom Borchert, Staff Council Representative Monika Donlevy¹, Graduate Student Senate Representative Cara Simone, and Foundation Representative Monica Delisa

REPRESENTATIVES ABSENT: Student Government Association Representative Kennedy Connors

PERSONS ALSO PARTICIPATING: Trustees: Stanton Dodge, Jennifer Ha, Jason Maulucci, Carol Ode and Ed Pagano; Acting Provost Linda Schadler, Vice President for Finance & Administration Richard Cate, Vice President for Legal Affairs & General Counsel Sharon Reich Paulsen, Chief of Staff to the President Jonathan D'Amore, and Chief Human Resources Officer Chris Lehman

¹Attended the meeting in person.

Chair Cynthia Barnhart called the meeting to order at 1:02 p.m. and recognized graduate student representative Cara Simone for her service, noting this is her last meeting. She shared that Student Government Association leadership elections occurred last week and Kennedy Connors was elected president and will be joining the committee as undergraduate student representative, but is unable to be with us today.

Approval of minutes

Chair Barnhart entertained a motion to approve the minutes from the November 18, 2024, meeting. The motion was made, seconded, and it was voted to approve the minutes as presented.

Chair's remarks

Chair Barnhart acknowledged that university and board leadership are aligned and in close communication to ensure a smooth presidential transition and continue to closely monitor the ever changing landscape in higher education.

She concluded by acknowledging she is looking forward to the May Board meeting and commencement weekend activities.

Acting Provost's remarks

Acting Provost Linda Schadler offered an update on UVM's Operation Teams for Federal Response. She reminded trustees that the overarching goals are to determine how best to support faculty, staff, and students while navigating the current situation and emerge resilient and well-prepared to take advantage of new opportunities.

She shared the composition and meeting frequency of the Core Leadership Team comprised of senior leaders responsible for providing guidance and implementing recommendations. In addition, four Teams comprised of faculty, staff and content experts have been established to focus on research, faculty affairs, Our Common Ground values, and immigration. Each team has members from the Office of General Counsel and Strategic Communications and meetings are held weekly with extensive and regular communications between the Provost and the teams.

Some accomplishments to date include: developing financial modeling for long-term and short-term impacts; establishing a research stabilization fund; creating marketing materials to support a research campaign; and development of a Federal Actions website with FAQs updated as new information become available. Multiple sessions have been held to provide general information as well as specific information on immigration, academic freedom, and research. Additionally, the Office of International Education has had individual consultations with faculty and staff and regular check-ins with faculty, staff and students regarding visa status.

Acting Provost Schadler added that the operations teams would continue their work and concluded by expressing her gratitude to everyone serving on the various teams.

Action items

Chair Barnhart noted that resolutions will be introduced individually with an opportunity for discussion following. Once resolutions have been introduced, the

committee will vote on them as a consent agenda unless someone requests a separate vote on a particular resolution.

Vice President for Finance & Administration Richard Cate introduced the first resolution, authorizing a one-year extension of the letter of agreement with the City of Burlington for voluntary payment for services subject to the same terms and conditions and for a total payment not to exceed \$1,540,000 (*2% increase from current year*). It is anticipated that negotiations for a new agreement will begin next year.

Payment to the City is in recognition of impacts UVM personnel, students, and operations may have upon the City and any associated services, including, but not limited to police and fire services, and resources the City or its agents render to UVM and its community.

The following resolution was presented for approval:

Resolution approving extension of the voluntary payment for services letter agreement with the City of Burlington

WHEREAS, on September 8, 2007, the Board of Trustees authorized the administration to enter into a letter agreement with the City of Burlington regarding a voluntary payment for services; and

WHEREAS, the Board has since then approved extensions of the voluntary payment for services letter agreement; and

WHEREAS, the current Letter of Agreement (“the Agreement”) for the voluntary payment of services, as extended in June of 2022, is set to expire on June 30, 2025.

THEREFORE, BE IT RESOLVED, that the Board of Trustees hereby approves extension of the Agreement for an additional one year period on the same terms and conditions, expiring on June 30, 2026, with a total payment to the City in the aggregate not to exceed \$1,540,000 for the one year extension term of the agreement, and authorizes the Vice President for Finance and Administration, or his successor or designee, to negotiate and execute an amendment to the Agreement to so extend its term.

Vice President Cate next introduced a lease agreement with Appletree Bay Physical Therapy to allow the leasing of office space located at 1205 North Avenue, Burlington, Vermont for up to 25 years not to exceed market rate. This lease term is

consistent with a requirement in the gift agreement related to the acquisition of 1205 North Avenue by UVM.

The revenue associated with the lease will be escalated annually not to exceed market rate, as required by the gift agreement, and collected to offset actual expenses.

The following resolution was presented for approval:

Resolution authorizing a lease agreement with Appletree Bay Physical Therapy

BE IT RESOLVED, that the Vice President for Finance and Administration, or his successor or designee, is hereby authorized to negotiate and execute a 25-year lease agreement with Appletree Bay Physical Therapy for use of a portion of University property located at 1205 North Avenue, Burlington, Vermont, subject to material terms and conditions reported on this date.

Vice President Cate then introduced a request from the Larner College of Medicine (LCOM) to contract with Philips Healthcare to purchase a new Magnetic Resonance Imaging (MRI) system, software subscription, and a 15-year maintenance service contract.

The MRI system and software subscription over the 10-year cost would total \$1,549,923 and would be covered by LCOM funds beginning May 1, 2025, through April 30, 2035.

The 15-year maintenance service agreement costs would total \$2,961,330 and be reimbursed by UVM Health Network via a separate agreement beginning May 1, 2025, through April 30, 2040.

The following resolution was presented for approval:

Resolution approving contract with Philips Healthcare

BE IT RESOLVED, that the Vice President for Finance and Administration, or his successor or designee, is hereby authorized to enter into contracts with Philips Healthcare for the purchase of MRI equipment, software subscription and maintenance services beginning May 1, 2025 through April 30, 2040, in an amount not to exceed \$4,600,000.

Vice President Cate next introduced a resolution approving a four-year contract with Steris Corporation for managing preventive maintenance and repair services for hospital sterilizers, operating room lights, operating room tables, as well as

other medical equipment. Instrumentation Tech Services (ITS) provides healthcare technology management services for client facilities in Vermont, New Hampshire and New York for maintenance management services with Steris products. By establishing a group contract with Steris, ITS is able to reduce the overall cost of maintenance on these devices to their clients.

Additional equipment and locations are added and removed from year-to-year fluctuating costs. The contract costs are recovered by fees collected from the hospitals that own the equipment. Steris proposed an average 4.5% annual price increase over the contract.

The following resolution was presented for approval:

Resolution approving contract with Steris Corporation

BE IT RESOLVED, that the Vice President for Finance and Administration, or his successor or designee, is hereby authorized to execute contracts with Steris Corporation for maintenance management services beginning July 1, 2025 through June 30, 2029, in an amount not to exceed \$5,500,000.

Vice President Cate then introduced a contract with University Health Plans for student health insurance. Risk Management requested bid proposals with UVM's insurance broker, University Health Plans, to seek an insurance carrier for basic accident and sickness insurance for students. After evaluation of the responses by the Center for Health and Wellbeing and Risk Management, University Health Plans via Wellfleet Insurance is the selected carrier. This vendor provides an 80/20 coinsurance plan for a premium of \$4,941 per student in AY 26. The contract will begin August 1, 2025, and run through July 31, 2026, for an aggregate amount not to exceed \$8,400,000.

The premium cost per student increased 14.1% from last year's pricing with the same carrier Wellfleet. Insurance premiums are paid by the students.

The following resolution was presented for approval:

Resolution approving contract with University Health Plans

BE IT RESOLVED, that the Vice President for Finance and Administration, or his successor or designee, is hereby authorized to enter into a contract with University Health Plans, Incorporated for student health insurance beginning August 1, 2025 through July 31, 2026, for an amount not to exceed \$8,400,000.

Vice President Cate then introduced a five-year contract with D&H Distributors for the purchase of Apple computers and related equipment for resale by the UVM Bookstore to students, university departments, and individual faculty and staff members. The UVM Bookstore also provides technical support services on Apple products. In 2023, Apple Incorporated announced changes in how college purchases would be made through a wholesale distributor rather than direct through Apple.

The contract averages \$2,500,000 per year, based on customer demand.

The following resolution was presented for approval:

Resolution approving contract with D&H Distributing Company

BE IT RESOLVED, that the Vice President for Finance and Administration, or his successor or designee, is hereby authorized to contract with D&H Distributing Company for the purchase of Apple computers and related equipment for resale beginning May 1, 2025 through April 30, 2030, in an amount not to exceed \$12,500,000.

Finally, Vice President Cate introduced a resolution ratifying a contract for university dining services for which he received authorization to negotiate and finalize at the March 3, 2025 special Board meeting. He reminded trustees that four vendors expressed interest and toured campus through first round interviews. Two vendors submitted bid proposals, Sodexo and Harvest Table. After a thorough evaluation, Sodexo, the university's current vendor, was the selected for the 10-year contract with a projected 3.5% annual escalation on student meal plans.

The following resolution was presented for approval:

Resolution ratifying contract for university dining services

BE IT RESOLVED, that the Board of Trustees hereby ratifies the university dining services contract with Sodexo, which was approved by the Vice President for Finance and Administration on March 3, 2025, in consultation with the Vice Provost for Student Affairs. The contract projected cost of \$280,000,000 will commence July 1, 2025, through June 30, 2032, with three one-year renewal options.

An opportunity for discussion was offered. Trustee Catherine Toll inquired of any increase in requirements in the contract with Sodexo to utilize local food vendors. Vice President Cate responded that the contract reflects a 25% target. Faculty Senate President Thomas Borchert inquired why a different vendor is utilized for

student health insurance than the University's provider Blue Cross/Blue Shield. Vice President Cate explained that Blue Cross/Blue Shield would be vastly more expensive for students.

A motion was made, seconded, and the consent agenda was unanimously approved as presented.

Faculty Senate President's report

Faculty Senate President Tom Borchert thanked Chair Barnhart for the opportunity to address the committee and offered comments on the following topics:

- *Presidential Search Process* – he expressed his appreciation for the many opportunities offered to faculty and staff to engage in the search process and shared feedback received from members of the faculty panel (who did not serve on the Presidential Search Advisory Committee) that they felt underutilized. He reemphasized his hope that the University Manual is updated to include library faculty on the faculty panel.
- *Academic Freedom* – he reiterated the importance of the Board and Vermont legislature's on-going support for the free pursuit of knowledge and encouraged them to work together, alongside the faculty, to navigate the challenges ahead. He shared it is likely that the Faculty Senate will issue a statement reaffirming their commitment to academic freedom and to inclusive excellence.
- *Collective Bargaining* – he recognized the extraordinary pressures graduate students, many of whom are international students, are facing from the current political climate in addition to challenges faced by uncertain economic conditions. He is encouraged that the UVM Staff United contract is in active bargaining and encouraged the Board to support a swift settlement of negotiations with the Graduate Students United.

Faculty Senate President Borchert concluded by noting this will be his last meeting as he is unable to attend the June meeting. He expressed his appreciation to Board leadership for including him in these meetings.

Chair Barnhart thanked President Borchert for participating in the meetings and sharing the views and concerns of the faculty which in turn has helped the Board do a better job.

Executive Session

At 1:40 p.m., Chair Barnhart entertained a motion to go into executive session to discuss labor relations agreements and transition issues. She noted the session is expected to last approximately 30 minutes and action is anticipated following.

Everyone was excused from the meeting except for Trustees, Acting Provost Linda Schadler, Vice President for Legal Affairs & General Counsel Sharon Reich Paulsen, Vice President for Finance & Administration Richard Cate, Chief of Staff to the President Jonathan D'Amore, and Chief Human Resources Officer Chris Lehman.

Acting Provost Schadler, Vice President Cate, and Chief Human Resources Officer Lehman were excused following the first topic.

The meeting was re-opened to the public at 2:06 p.m.

Other business

Chair Barnhart next introduced the following resolution:

Resolution authorizing negotiation and execution of collective bargaining agreements with United Academics Part-Time Faculty and with UVM Staff United

BE IT RESOLVED, that the Executive Committee authorizes the administration to proceed with negotiation and execution of collective bargaining agreements with United Academics Part-Time Faculty and UVM Staff United on the material terms reported on this date.

A motion was made, seconded, and the resolution was unanimously approved.

Chair Barnhart concluded by sharing that the Board also discussed personnel issues related to Interim President Patty Prelock's new appointment as Provost at the University of Arizona. Interim President Prelock has agreed to stay at UVM through commencement on May 18, leaving about six weeks during the summer before Dr. Marlene Tromp joins the university. Under the university bylaws, the provost assumes the administrative duties of the president during the president's absence or following the president's resignation. The Board is confident that Acting Provost Schadler can provide strong leadership for the university until Dr. Tromp begins her term as president on July 1, 2025.

Adjournment

There being no further business, the meeting was adjourned at 2:08 p.m.

Respectfully submitted,

Cynthia Barnhart, Chair

EXECUTIVE COMMITTEE

June, 23, 2025

Resolution approving contract for charter bus services

BE IT RESOLVED, that the Vice President for Finance and Administration, or his successor or designee, is hereby authorized to enter into a contract with Lamoille Valley Transportation, Incorporated for coach-style charter bus services beginning July 1, 2025, through June 30, 2030, in a total cumulative amount not to exceed \$6,000,000.

Resolution approving contract extension with Lewis-Burke Associates, LLC

BE IT RESOLVED, that the Vice President for Finance and Administration, or his successor or designee, is hereby authorized to enter into a contract extension with Lewis-Burke Associates, LLC beginning July 1, 2025, through June 30, 2028, for a total cumulative amount not to exceed \$630,000.

Resolution to negotiate and execute contract for Human Resources benefit consulting services

BE IT RESOLVED, that the Vice President for Finance and Administration, or his successor or designee, is hereby authorized to negotiate and execute a contract for Human Resources benefits consulting services beginning July 1, 2025, through June 30, 2026, with four optional one-year renewals, in a total cumulative amount not to exceed \$1,800,000.

Resolution to negotiate and execute contract extension for Multimedia Rights with Catamount Sports Properties, LLC

BE IT RESOLVED, that the Vice President for Finance and Administration, or his successor or designee, is hereby authorized to negotiate and execute a ten-year extension to an existing multimedia rights agreement with Catamount Sports Properties, LLC beginning July 1, 2025, through June 30, 2035.

Resolution authorizing Englesby House maintenance

WHEREAS, Englesby House, which was built in 1914, is on the National Register of Historic Places, and has interior and exterior maintenance issues that must be monitored and remedied to ensure its preservation and use; and

WHEREAS, Englesby House underwent a careful review when the house was vacated this spring; and

WHEREAS, maintenance, upkeep, repair, and improvement projects were identified; and

WHEREAS, aggregate or single project expenditures that total \$100,000 or greater require Board approval; and

WHEREAS, aggregate project expenditures are estimated to total approximately \$300,000; and

WHEREAS, project expenses are likely to span both FY 2025 and FY 2026 by the time the work is complete;

BE IT RESOLVED, that the Vice President for Finance and Administration, or his successor or designee, is authorized to proceed with interior and exterior work at Englesby House in a total amount not to exceed \$300,000.

Resolution approving revisions to the Equal Opportunity Policy Statements

BE IT RESOLVED, that the Executive Committee approves revisions to the Equal Employment Opportunity Policy Statement, appearing as Appendix A to this document, and

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

OFFICE OF COMPLIANCE SERVICES
UVM.EDU/POLICIES

POLICY

Title: Equal Employment Opportunity/~~Affirmative Action~~ Policy
Statement ~~—Interim~~

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, national origin, including shared ancestry or ethnic characteristics,¹ place of birth, sex, sexual orientation, disability, age, positive HIV-related blood test results, genetic information, gender identity or expression, or status as a disabled veteran, recently separated veteran, active duty wartime or campaign badge veteran, or Armed Forces service medal veteran (collectively "protected veterans"), or crime victim status, as these terms are defined under applicable law, or any other factor or characteristic protected by law, and ensure that all employment decisions are based only on valid job requirements.

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

Further, employees and applicants will not be subjected to harassment, intimidation, threats, coercion, or retaliation because they have engaged in or may engage in the following: filing a complaint or assisting or participating in an investigation regarding alleged discrimination or ~~discriminatory~~ 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.

¹ The University recognizes that discrimination based on shared ancestry or ethnic characteristics can include antisemitic discrimination, anti-Arab discrimination, anti-Asian discrimination, or similar forms of discriminatory conduct.

The University of Vermont maintains an audit and reporting system that measures the effectiveness of the University's [compliance with federal regulatory requirements related to equal employment opportunity](#) 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; [U.S. Department of Homeland Security regulation 6 C.F.R Part 19](#); and the Vermont Fair Employment Practices Act, all as amended; and such other federal, state and local non-discrimination laws as may apply.

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

Contacts

Questions concerning the daily operational interpretation of this policy should be directed to the following (in accordance with the policy elaboration and procedures):	
Title(s)/Department(s):	Contact Information:
Director, Office of Equal Opportunity	Nick Stanton 428 Waterman Building (802) 656-3368
Questions about policies related to Title IX, including sex discrimination, sexual harassment, and all forms of sexual violence	
Title IX Coordinator Office of Equal Opportunity	Emily McCarthy 428 Waterman Building (802) 656-3368
Questions about disability related issues	
ADA/Section 504 Coordinator Office of Equal Opportunity Accessibility Services	A170 Living Learning Building (802) 656-7753 428 Waterman Building (802) 656-0945
Questions may also be directed to government agencies having oversight and enforcement authority with respect to the referenced laws. A complete listing of such agencies may be obtained from the Office of Equal Opportunity.	
The University has developed an Affirmative Action Plan specific to the Vietnam Era Veterans' Readjustment Assistance Act of 1974 ("VEVRAA") and Section 503 of the Rehabilitation Act of 1973 ("Rehabilitation Act") . 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.	

Forms/Flowcharts/Diagrams

- [Online Bias, Discrimination, & Harassment Incident Reporting Form](#)

Related Documents/Policies

- [Accessibility Policy](#)
- [Discrimination, Harassment, and Sexual Misconduct Policy](#)
- [Equal Opportunity in Educational Programs and Activities and Non-Harassment](#)
- [Handling and Resolving Discrimination, Harassment, and Sexual Misconduct Complaints Involving Student Respondents – Interim](#)
- [Resolution Procedures for Title IX Offenses involving Student Respondents under 2020 Final Rule](#)
- [Handling and Resolving Discrimination, Harassment, and Sexual Misconduct Complaints involving Employee Respondents – Interim](#)

Regulatory References/Citations

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

About This Policy

Responsible Official:	Chief Human Resource Officer	Approval Authority:	President and the Chair of the Board of Trustees
Policy Number:	V. 7.3.12	Effective Date:	February 4, 2017
Revision History:	<ul style="list-style-type: none">• V. 7.0.1.1 effective April 7, 2006• V. 7.0.1.2 effective September 5, 2008• V. 7.0.1.3 effective April 13, 2009• V. 7.0.1.4 effective March 8, 2010• V. 7.0.1.5 effective May 22, 2011• V. 7.0.1.6 effective May 19, 2012• V. 7.3.7/V. 7.0.1.7 effective February 9, 2013• V. 7.3.8 effective February 8, 2014• V. 7.3.9 effective February 7, 2015• V. 7.3.10 effective February 6, 2016• V. 7.3.11/V. 4.23.11 Reaffirmed as revised by the President and the Chair of the Board of Trustees: February 3, 2018, March 6, 2019, February 27, 2023		

	<ul style="list-style-type: none"> • Reaffirmed by the President February 3, 2020, February 9, 2021, March 7, 2022 and the Chair of the Board of Trustees January 30, 2020, February 8, 2021, March 10, 2022, May 17th, 2024 • Responsible official officially changed from the Vice President for Human Resources, Diversity and Multicultural Affairs and Vice President for Finance and Administration on May 1, 2020 • Responsible official officially changed from the Vice President for Finance and Administration to the Chief Human Resource Officer October 3, 2022 • V. 7.3.12 approved as interim August 25, 2023
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OFFICE OF COMPLIANCE SERVICES
UVM.EDU/POLICIES

POLICY

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

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 origin, including shared ancestry or ethnic characteristics¹, age, sex, sexual orientation, marital status, disability, or gender identity or expression, as those terms are defined under applicable law, in admitting students to its programs and facilities and in administering its admissions policies, educational policies, scholarship and loan programs, athletic programs, and other institutionally administered programs or activities made available to students at the University. The University also prohibits harassment, as defined in the Vermont Statutes at Title 16, section 11(a)(26). Unlawful harassment is a form of discrimination and is therefore prohibited. Sources: Title VI of the Civil Rights Act of 1964; Title IX of the Education Amendments of 1972; the Age Discrimination Act of 1975; Section 504 of the Rehabilitation Act of 1973; the Americans with Disabilities Act of 1990; the Vermont Public Accommodations Act; and such other federal, state, and local non-discrimination laws as may apply. The University will reasonably, timely, and effectively respond to all reports of discrimination and discriminatory harassment of which the University has notice, based on the protected categories referenced herein.

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

Contacts

Questions concerning the daily operational interpretation of this policy should be directed to the following (in accordance with the policy elaboration and procedures):	
Title(s)/Department(s):	Contact Information:
Questions regarding this policy statement or compliance with its provisions may be directed to:	
Dean of Students	41-43 South Prospect Street Burlington, VT 05405 (802) 656-3380
Or	

¹ The University recognizes that discrimination based on shared ancestry or ethnic characteristics can include antisemitic discrimination, anti-Arab discrimination, anti-Asian discrimination, or similar forms of discriminatory conduct.

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

Forms/Flowcharts/Diagrams

- [Bias, Discrimination, and Harassment Reporting Form](#)

Related Documents/Policies

- [Discrimination, Harassment, and Sexual Misconduct Policy](#)
- [Equal Employment Opportunity/Affirmative Action Policy Statement](#)
- [Handling and Resolving Discrimination, Harassment, and Sexual Misconduct Complaints Involving Student Respondents – Interim](#)
- [Resolution Procedures for Title IX Offenses involving Student Respondents under 2020 Final Rule](#)
- [Handling and Resolving Discrimination, Harassment, and Sexual Misconduct Complaints involving Employee Respondents – Interim](#)

Regulatory References/Citations

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

About This Policy

Responsible Official:	Chief Human Resource Officer	Approval Authority:	President and the Chair of the Board of Trustees
Policy Number:	V. 7.4.12	Effective Date:	February 4, 2017
Revision History:	<ul style="list-style-type: none">• V. 7.0.5.1 effective April 7, 2006• V. 7.0.5.2 effective September 5, 2008• V. 7.0.5.3 effective April 13, 2009• V. 7.0.5.4 effective March 8, 2010• V. 7.0.5.5 effective May 22, 2011• V. 7.0.5.6 effective May 19, 2012• V. 7.4.7/V. 7.0.5.7 effective February 9, 2013• V. 7.4.8 effective February 8, 2014• V. 7.4.9 effective February 7, 2015• V. 7.4.10 effective February 6, 2016• V. 7.4.11 Reaffirmed as revised by the President and the Chair of the Board of Trustees: February 3, 2018 and March 6, 2019, February 27, 2023• V. 7.4.11/V. 4.24.11 Reaffirmed by the President February 3, 2020, February 9, 2021, April 4, 2022 and the Chair of the Board of Trustees January 30, 202, February 8, 2021, April 5, 2022, May 17th, 2024• Responsible official officially changed from the Vice President for Human Resources, Diversity and Multicultural Affairs to the Vice President for Finance and Administration on May 1, 2020• Responsible official officially changed from the Vice President for Finance and Administration to the Chief Human Resource Officer October 3, 2022		

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