Office of Equal Opportunity: Reporting & Resources

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What does the Office of Equal Opportunity do?

- Bias
- Discrimination and Harassment
- Sexual harassment and misconduct (Title IX)
 - Sexual Assault
 - Intimate Partner Violence
 - Stalking
 - Sexual Harassment
- Amorous Relationships



Who is a UVM Reporter?

- All full and part-time Faculty, including Chairs, Deans and Directors
- Student Affairs and Residential Life staff, Athletics Administrators and Team Coaches, Advisors to Recognized Student Organizations, Supervisors of Student Employees

Confidential Employees:

- HOPE Works
- UVM Healthcare providers (CAPS, CHWB, EAP)



What happens when a report is made?

- Evaluate for Safety
- Offer Support
- Provide Information about Options
- Support Measures
 - No Contact Orders, Academic Flexibility, Housing, Safety Planning



Student Resources

Bias, Discrimination, Harassment, Sexual Misconduct

Campus Confidential Support

- Hope Works Victim's Advocates: (802) 863-1236
- UVM Counseling & Psychiatry Services: (802) 656-3340
- Student Health Center: (802) 656-3350

Other Campus Resources

- UVM Police Services: (802) 656-3473
- The Mosaic Center for Students of Color: (802) 656-3819
- Women and Gender Equity Center: (802) 656-3340
- Prism Center (LGBTQ+): (802) 656-8637
- Interfaith Center: (802) 656-4703
- Student Accessibility Services: (802) 656-7753
- Office of International Education: (802) 656-4296
- Student Financial Services (802) 656-5700

Community Support

- Hope Works: 1-800-489-7273 (24 hr. hotline)
- Steps to End Domestic Violence: (802) 658-3131
- SafeSpace (Pride Center of Vermont): (802) 860-7812
- National Sexual Assault Hotline (RAINN): 1-800-656-4673
- Hillel Center: (802) 238-4236

Legal Aid

- Vermont Legal Aid (802) 863-5620
- Vermont Bar Association 1-800-639-7036

Options for Next Steps

- Support Only
- Police Investigation
- UVM Investigation
 - Disciplinary process
- UVM Facilitated Resolution
 - Educational process

EO Investigation Process uvm.edu/equal-opportunity **INTERVIEWS &** NOTICE INTAKE MEETING INTERVIEW **EVALUATION** INFORMATION GATHERING Complainant can meet Complainant meets with EO staff will decide if the EO staff will send a The investigator will with a Support the investigator to share reported conduct meets written notice of the meet with the Coordinator about their full report the threshold for investigation to the Respondent and supportive measures and investigation Complainant and witnesses regarding the resolution options Respondent about the reported policy violation reported policy violation and next steps INVESTIGATIVE RECORD RESPONSE CREATION OF APPEAL CONFERENCE/ RESPONSIBILITY RECORD HEARING EO sends each party a The investigator will The parties have the Each party has appeal The parties meet and written decision about create a document called opportunity to make can present questions rights and will be the Record of corrections and request for the other party and whether the evidence met provided information Investigation with the additional investigation the threshold for a policy about the appeal witnesses; parties can relevant evidence also make statements. violation. Discipline will timeline. Ongoing be imposed, if support for both parties is available appropriate.



How to Report

- In an emergency, to report a crime in progress, or for immediate assistance from first responders, <u>call 911.</u>
- In all other cases, visit uvm.edu/report and select the appropriate reporting form
- Email TitleIX@uvm.edu
- Call (802) 656-3368
- Waterman 428

