

UVM Reporter Training

Fall 2025

Who is and who is not a UVM reporter?

Certain employees are UVM Reporters

Confidential Employees Include:

- UVM healthcare and mental healthcare providers in CHWB and EAP employees
- HOPE Works
- Provide non-identifiable incident data to UVM's Clery Act Coordinator
- All confidential employees should share
 - Title IX Office contact info
 - How to make a complaint
 - Title IX Office may offer support measures
 - Title IX Office provides options for investigation and alternative resolutions

When to file a Clery Report

- If you learn about an alleged crime, submit a Clery Act report on the UVM Reporting website.
- There are specific crimes that are included in our Clery statistics, but you should report any alleged crimes you become aware of.
- Required reports include any incidents that happen on or around UVM Campus, at UVM events, or locations where UVM is renting space.

Reporting Hazing

- Recent changes in federal laws have expanded the types of hazing that must be reported.
- Hazing now includes “intentional, knowing, or reckless” acts connected with “initiation into, in affiliation with, or maintenance of membership” in an organization that is likely to increase the risk of “physical injury, mental harm, or degradation.”
- Student organizations include recognized and informal / unrecognized organizations.
- UVM Reporters should report hazing using the same procedures as Clery Crimes.

When to file an Equal Opportunity Report

- Disclosures of sexual misconduct, relationship violence, stalking, sexual harassment, etc.
- Disclosures of discrimination or harassment based on sex, gender, gender identity sexual orientation, race, national origin, shared ancestry, disability, etc.
- Disclosures made both on and off campus
- Disclosures made about incidents over breaks and prior to becoming a UVM affiliate
- Disclosures made by students, staff, and faculty
- Amorous Relationships with Students

Pregnancy Resources

- Pregnancy and related conditions include pregnancy, childbirth, termination of pregnancy, lactation, and related medical conditions.
- For students:
 - Office of Accessibility Services contact information
 - Student's can request support measures
- For staff:
 - Can make requests through the Office of Accessibility Services
 - (This is a new centralized office for all accommodations).

How to Report

- In an emergency, to report a crime in progress, or for immediate assistance from first responders, [call 911.](#)
- In all other cases, visit uvm.edu/report and select the appropriate reporting form

Other reports: Academic Integrity, CARE, Compliance & Ethics

What happens when a report is made?

- Evaluate for Safety
- Offer Support
- Provide Information about Options

Considerations for receiving disclosures

- Be aware of victim blaming statements and pre-assumptions
 - Many survivors struggle with self-doubt and blame (i.e. say something like "that was not ok.")
 - What not to do: asking "investigative-type" questions
- Focus on the person's needs in front of you
- Address immediate safety concerns; ongoing safety concerns are best addressed by a more comprehensive safety plan (i.e. "can I walk you to your car tonight?")
- Give the person an open space to discuss options without judgement or bias toward a specific action
- Offer ongoing support as you are able, seek support yourself too!

Additional Training Opportunities

- UVM HR Professional Development training
 - "How to Respond to Disclosures of Interpersonal Violence: Best Practices" (in person and online opportunities)
- UVM Clinical Simulation Lab collaboration
 - For "First Responders:" an experiential learning opportunity for people likely to receive disclosures of sexual violence
 - EG Res life staff