

# THE PATH OF A STUDENT REPORT OF SEXUAL MISCONDUCT AT UVM

**Upon receiving a report of sexual misconduct, AAEO will:**

**1 PROVIDE SUPPORT MEASURES**  
and assistance in obtaining [University and community resources](#).

**2 PROVIDE INFORMATION**  
required by federal regulations and both internal UVM and law enforcement options.

**3 EVALUATE SAFETY**  
of individuals and the University community, including consideration of safety measures.

**4 CONFIRM REQUIRED REPORTS:** [UVM Policy](#) requires reporting to UVM Police (Clery Act and continued threat situations) and/or state protection services (e.g. Dept. of Children and Families), in some cases.

**5 ASCERTAIN COMPLAINANT'S PREFERENCES:**

**A**  
Complainant may request **anonymity** and that **no further University action** be taken.  
  
AAEO will seek to honor this request if it is possible to do so while also **protecting the health and safety of individuals and the University community**.

**B**  
Complainant may request a form of **University Resolution**:

- 1. Formal Resolution**, which involves a formal investigation and sanctioning (if applicable); or
- 2. Alternative Resolution** (*if available*), which may include a range of voluntary measures.

**6 DETERMINE APPROPRIATE RESOLUTION PROCESS:**

If Complainant reports conduct that violates policy and requests:

- University Resolution:** AAEO will initiate the appropriate resolution process.
- Anonymity/No Action:** Review by Title IX Coordinator, in consultation with the Institutional Interest Committee (IIC), to determine whether request can be honored in light of confidentiality factors outlined in [AAEO Procedural Guidelines](#). If not, notify Complainant of determination.

**INITIAL INTAKE AND SAFETY EVALUATION**

**TITLE IX COORDINATOR REVIEW**

A REPORT TO LAW ENFORCEMENT MAY BE MADE AT ANY POINT THROUGHOUT THIS PROCESS  
RESOURCES AND SUPPORT ARE AVAILABLE THROUGHOUT THIS PROCESS

The University offers access to confidential resources for students who are unsure about whether to report an incident of sexual misconduct, or any student seeking counseling or other emotional support throughout this process.

# UNIVERSITY-BASED RESOLUTION PROCESS FOR STUDENTS

AAEO RESOLUTION OPTIONS

**7 WRITTEN NOTICE**  
of alleged policy violation(s) will be given to Complainant and Respondent. An AAEO investigator or alternative resolution facilitator will be assigned.

**8 ADVISOR OF CHOICE**  
may accompany and provide support to each party throughout the resolution process, but shall not be an active participant.

**9 ALTERNATIVE RESOLUTION BEGINS – Skip to 12C OR TRAINED INVESTIGATOR(S)**  
will conduct a prompt, thorough, fair, and impartial investigation. Both parties will have an equal opportunity to be heard, submit and review evidence, propose questions, and identify witnesses.

## ISSUANCE OF RECORD OF INVESTIGATION AND VENUE DETERMINATION

**10** The Investigator will prepare a **Record of Investigation** summarizing the information gathered for review and the responses by each party and provide to the AAEO Director.

**11** The AAEO Director will determine the appropriate resolution venue: Title IX Hearing or AAEO Investigative Resolution. Alternative Resolution, if appropriate and mutually agreed by the parties, may also be approved and investigative resolution suspended (*see 12C*).

## 12 HEARING AND FINAL REPORT / ALTERNATIVE RESOLUTION

**A Title IX Hearing:**  
If the matter falls under Title IX jurisdiction, AAEO will forward the Final Record of Investigation to the Center for Student Conduct (CSC) for assignment of an Adjudicator, case coordinator, and management of a live hearing. Hearings may be conducted via video conference. At the hearing, parties are permitted to make personal statements, as well as pose questions to the other party and witnesses through a Hearing Advisor. The Adjudicator will consider all relevant evidence.

**B AAEO Investigative Resolution**  
If a matter does not fall under Title IX jurisdiction, the Investigator will prepare a written **Final Investigation Report** that will conclude whether or not there is sufficient evidence to support a finding of a policy violation.

**C Alternative Resolution:**  
A trained facilitator will assist the parties in the creation of a non-disciplinary, restorative resolution, with the goal of repairing harm. If successful, the parties will sign a binding written **Agreement**, which will include penalties for non-fulfillment. If unsuccessful, investigative resolution may be pursued.

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## DECISION MAKING AND SANCTIONING

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### RESPONSIBILITY DETERMINATIONS AND SANCTIONING

A

#### TITLE IX HEARING

If the Title IX Adjudicator determines that the policy was violated, the Adjudicator, in consultation with the Center for Student Conduct, will impose appropriate sanctions. The sanctions will be included in the written Final Determination and distributed to the parties.

If the Title IX Adjudicator determines that the policy was not violated, that will be reflected in the written Final Determination and distributed to the parties.

B

#### AAEO INVESTIGATIVE RESOLUTION

If an AAEO Investigator determines the policy was violated, the Final Investigation Report will be forwarded to the Center for Student Conduct to coordinate a Sanctioning Meeting to determine the appropriate sanction(s).

If the Investigator does not make a finding of policy violation, the Final Investigation Report will be forwarded to the Dean of Students.

## APPEAL

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Either party may appeal a decision of the Title IX Adjudicator, the AAEO Investigator, and/or the Sanctioning Panel, including both findings of responsibility and no responsibility for policy violations, and any sanctions or lack of sanctions imposed, within five (5) business days of receiving the written decision. **The decision of the Appellate Officer in the Dean of Students Office is final**, without further recourse or appeal by either party. The Appellate Officer will issue a written decision to both the Complainant and the Respondent.

Questions about this information?

Please contact UVM's Office of Affirmative Action and Equal Opportunity at [aaeo@uvm.edu](mailto:aaeo@uvm.edu) or visit us online at [uvm.edu/aaeo](http://uvm.edu/aaeo)

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