

OFFICE OF EQUAL OPPORTUNITY
SEXUAL MISCONDUCT REPORT
2022-2023 ACADEMIC YEAR



We Believe...

All members of the UVM community should be free from sexual harassment and misconduct. UVM encourages anyone who has experienced or witnessed sexual harassment or misconduct to report to the Office of Equal Opportunity so that we can offer support and options for resolution.

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UVM Policy prohibits Sexual Assault, Relationship Violence, Gender-based Stalking, Sexual Exploitation, and Sexual Harassment, and has a standard of affirmative consent. UVM Policy also prohibits retaliation against those who've made a good faith report of prohibited conduct, and those who participate or decline to participate in any University resolution process.

[Discrimination, Harassment, and Sexual Misconduct Policy \(PDF\)](#)

All information contained in this report is exclusive to the University of Vermont.

The publication date of this report is December 12, 2023.

OUR COMMITMENT TO TRANSPARENCY

Dear Campus Community,

The University of Vermont is deeply committed to maintaining an inclusive and respectful learning and work environment for students, staff, faculty, and all other members of our uniquely diverse community. This commitment includes clear communication of campus policies and applicable laws, engagement in prevention and education efforts, responding promptly to disclosures of sexual misconduct, including by offering appropriate resources and support for those impacted, and transparently sharing data with the campus community.

While it is a sensitive topic, the Office of Equal Opportunity believes that sharing data focused on disclosures of sexual misconduct is an imperative part of educating our UVM community about the realities of sexual misconduct and how it impacts both individuals and our campus culture. This report covers data exclusively from the 2022-2023 academic year.

The Office of Equal Opportunity responds to disclosures of sexual misconduct with impartiality and professionalism, offering options for thorough investigations and restorative resolutions, as well as support measures for all individuals involved, and empowering those affected to choose the path they wish to take. Our team strives to always demonstrate the values of integrity, justice, respect, and an inclusive spirit as outlined in Our Common Ground as we navigate challenging situations in the work we do.

Again, sexual misconduct is a difficult subject matter. We recognize its presence and impact at UVM and at campuses nationwide. Therefore, equally as important to response efforts, we also work proactively and collaboratively with other UVM and community partners to provide education and prevention initiatives to help safeguard our campus against sexual misconduct. We invite you to learn more about UVM's prevention efforts by visiting the Addressing Sexual Violence webpage at <https://www.uvm.edu/sexualviolenceresponse>.

We look forward to continuing this work in support of a safe and vibrant learning and working environment for all to enjoy.

Sincerely,



Nicholas Stanton, Director
Office of Equal Opportunity



Emily McCarthy, Title IX Coordinator
Office of Equal Opportunity



MEET THE OFFICE OF EQUAL OPPORTUNITY

The Office of Equal Opportunity is responsible for responding to reports of discrimination and harassment, including sexual misconduct, involving UVM community members. Staff members with the Office of Equal Opportunity are available to facilitate support measures for UVM community members who report concerns, regardless of whether they choose to pursue a resolution process.

The Office of Equal Opportunity is located on the University of Vermont campus in the Waterman Building, Suite 428, 85 South Prospect Street in Burlington, Vermont. The Office is open during regular business hours, Monday-Friday, 8:30 AM – 4:30 PM. We encourage you to learn more about the services the Office of Equal Opportunity offers by visiting the home page: <https://uvm.edu/Equal-Opportunity>

The Office of Equal Opportunity accepts reports in a variety of ways:

- Online reporting form, available at www.uvm.edu/report and <https://uvm.edu/Equal-Opportunity>
- By telephone at 802-656-3368
- In-person at 428 Waterman, Monday-Friday, 8:30AM-4:30PM

POLICY STATEMENT

[DISCRIMINATION, HARASSMENT & SEXUAL MISCONDUCT POLICY](#)

The University of Vermont seeks to maintain a safe learning, living, and working environment. To that end, the University strictly prohibits discrimination against, and harassment of, its students, employees, and affiliates on the basis of an individual's membership in a legally protected category as defined in the [Equal Opportunity in Educational Programs and Activities](#) and [Equal Employment Opportunity/Affirmative Action](#) Policies. Furthermore, the University strictly prohibits retaliation.

Individuals are strongly encouraged to disclose incidents of discrimination and harassment to the University's Office of Equal Opportunity, and to University Police Services, as appropriate. The length of time between an incident and making a disclosure will not affect the willingness of the University to offer resolution options or to provide support and other services. However, prompt disclosure, and the preservation of evidence, may enhance the efficacy of resulting investigative efforts.

The University seeks to remove any barriers to an individual or group in making a disclosure. The University recognizes that individuals who experience incidents of discrimination or harassment, in some circumstances, may be reluctant to disclose such conduct to the University because they fear disciplinary action for alcohol and drug offenses, such as underage drinking or drug use, at the time of the incident. Accordingly, if the University learns of personal consumption of alcohol or drugs via a disclosure, formal complaint, investigation of a complaint, or alternative resolution process, the University will not use this information against the complainant or any witness in a disciplinary process unless the conduct placed the health or safety of any other person at risk. For example, this provision will not protect from disciplinary action an individual who knowingly serves alcohol or administers drugs to another person in order to facilitate conduct prohibited by this Policy.

Campus community members found to be in violation of the Discrimination, Harassment and Sexual Misconduct Policy will be subject to disciplinary action, up to and including termination of employment, suspension, or dismissal from the University, and/or referral for criminal investigation and prosecution under applicable law.

The University of Vermont is committed to creating and maintaining a community in which its members are free from all forms of harassment and discrimination consistent with its obligations under federal and state law. We recognize the long-lasting and detrimental effects of discrimination and harassment on individuals, on our entire community, and on our mission to prepare UVM students to lead productive, responsible, and creative lives. University policy therefore strictly prohibits all forms of discrimination and harassment, including sexual misconduct, and is committed to (1) eliminating, preventing, and addressing the effects of discrimination and harassment; (2) cultivating a climate where all individuals are well-informed and supported in disclosing incidents of discrimination and harassment; and (3) providing a fair and impartial process for investigation and adjudication, or alternative resolution, of conduct prohibited by this Policy.

POLICY DEFINITIONS AND TERMS

Gender-Based Stalking: Engaging in a course of conduct directed at a specific person based on their gender, sexual orientation, gender identity, and/or gender expression that would cause a reasonable person to (1) fear for their safety or the safety of others; or (2) suffer substantial emotional distress. A course of conduct means two or more acts, including but not limited to acts in which a person directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about another person, or interferes with another person's property. Substantial emotional distress means significant mental suffering or anguish.

Relationship Violence: Any act of violence or threatened act of violence that occurs between individuals who are or have been in a social relationship of a romantic or intimate nature¹. Relationship Violence may include any form of prohibited conduct under this policy, including Sexual Assault, Stalking, and Sexual Exploitation, as well as acts of physical assault². For purposes of this Policy, Relationship Violence does not include acts that meet the definition of domestic violence under Vermont law [15 V.S.A. § 1101(2)] that are based solely on cohabitation (e.g. roommates).

Sexual Assault: A sexual act that occurs (1) without consent of the other person, or (2) by threatening or coercing the other person, or (3) by placing the other person in fear that any person will suffer imminent bodily injury.

Sexual Act: Conduct between persons consisting of contact between the penis and the vulva, the penis and the anus, the mouth and the penis, the mouth and the vulva, or any intrusion, however slight, by any part of a person's body or any object into the genital or anal opening of another.

Sexual Exploitation: Non-consensual use of another individual's nudity or sexuality, other than Sexual Harassment, Sexual Assault, Relationship Violence, and Gender-Based Stalking. Examples of Sexual Exploitation include, but are not limited to, purposely or knowingly:

- Touching the sexual or other intimate parts of a person, or causing such person to touch your sexual or other intimate parts, including intentional touching of the breasts, buttocks, groin, or genitals, whether clothed or unclothed, or intentionally touching another with any of these body parts, and making another touch you or themselves with or on any of these body parts without consent;
- Exposing one's genitals to another person without consent;
- Causing the incapacitation of another person (through alcohol, drugs, or any other means) for the purpose of compromising that person's ability to give consent to sexual activity;
- Engaging in voyeurism (e.g. watching or taking pictures, videos, or audio recordings of another person engaging in a sexual act, in a state of undress, or in a place and time where such person has a reasonable expectation of privacy, such as a changing room, toilet, bathroom, or shower, without the consent of all parties);

¹ Relationship Violence includes "dating violence" and "domestic violence", as defined by VAWA. Consistent with VAWA, the University will evaluate the existence of a romantic or intimate relationship based upon the Complainant's statement(s) and taking into consideration the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

² For purposes of this Policy, "physical assault" requires the actor to purposely, knowingly or recklessly cause bodily injury to another, where bodily injury means physical pain, illness or any impairment of physical condition, including strangulation.

- Disseminating, streaming, or posting images or video of private sexual activity and/or a person's intimate parts (including breasts, buttocks, groin, or genitals) without consent;
- Compelling a person through force, fraud, or coercion to engage in a commercial sexual act (e.g. prostitution);
- Possession of sexual materials that are illegal under federal or state law;
- Knowingly exposing another person to a sexually transmitted infection or virus without the other individual's knowledge;
- Incest as defined by Vermont Law; or
- Luring a child under 16, or a person believed to be under 16, by any means, including in-person, over the phone, or through electronic communication, to engage in a sexual act or touch the intimate part of the person or child whether clothed or unclothed. This does NOT apply if an actor is younger than 19 and the child is at least 15 and the contact is consensual.

Sexual Harassment: A type of Harassment, as defined above, characterized by unwelcome sexual advances, requests for sexual favors, and other unwanted verbal, written, visual, or physical conduct of a sexual nature.

Harassment: A form of discrimination that encompasses an incident or incidents of verbal, written, visual, or physical communications and/or conduct based on or motivated by an individual's membership in a legally protected category. Harassment may include the use of epithets, stereotypes, slurs, comments, insults, derogatory remarks, gestures, threats, graffiti, display, or circulation of written or visual material, taunts, and negative references related to any of these protected categories. There are two types of Harassment:

- **Hostile Environment:** A hostile environment exists when the conduct is sufficiently severe, persistent, or pervasive* that it unreasonably interferes with, limits, or deprives an individual from participating in or benefitting from the University's educational or employment programs and/or activities. Conduct must be deemed severe, persistent, or pervasive from both a subjective and objective perspective. In evaluating whether a hostile environment exists, the University will consider the totality of known circumstances, including, but not limited to:
 - The frequency, nature, and severity of the conduct;
 - Whether the conduct was physically threatening;
 - The effect of the conduct on the Complainant's mental or emotional state;
 - Whether the conduct was directed at more than one person;
 - Whether the conduct arose in the context of other discriminatory conduct;
 - Whether the conduct unreasonably interfered with the Complainant's educational or work performance and/or University programs or activities; and
 - Whether the conduct implicates concerns related to academic freedom or protected speech.

* For alleged incidents of sexual harassment that are Title IX Offenses, as defined herein, the relevant standard is "sufficiently severe, persistent, **and** pervasive that it unreasonably interferes with, limits, or

deprives an individual from participating in or benefitting from the University's educational or employment programs and/or activities." (emphasis added)

- **Quid Pro Quo:** a Latin phrase meaning "This for That", where an employee or student's submission to or rejection of unwelcome treatment based on a protected category is made, either explicitly or implicitly, a term or condition of their employment, academic standing, or participation in any University programs or activities, or is used as the basis for University decisions affecting the individual.
 - Allegations of Sexual Misconduct must be evaluated consistent with the following additional definitions:
 - **Coercion:** Conduct, including intimidation and express or implied threats of immediate or future physical, emotional, reputational, financial, or other harm to the Complainant or others that would reasonably place an individual in fear, and that is employed to compel someone to engage in sexual activity.
 - **Consent:** A person's willingness to engage in a specific sexual act or form of sexual contact.
 - Consent is an understandable exchange of affirmative words or actions, which indicate a willingness to participate in mutually agreed upon sexual activity, in the context of all the circumstances. Consent may be revoked or withdrawn at any time.
 - Consent is specific to a particular sexual activity and is absent when the activity in question exceeds the scope of consent given. It is the responsibility of the person who wants to engage in the sexual activity to ensure that they have consent from any other person engaging in sexual activity or contact. The existence of a dating relationship or a past sexual relationship between the persons engaging in sexual activity or contact is not a sufficient basis to assume consent.
 - Consent cannot be gained by threat, force, coercion, or intimidation, or by ignoring words or actions that indicate a lack of consent or objection to the activity. Consent cannot be gained by taking advantage of the incapacitation of another where the Respondent knows or reasonably should have known of such incapacitation.
 - An essential element of consent is that it be freely given. Freely given consent may not be present or possible in relationships of a sexual or intimate nature between individuals where one individual has power, supervision, or authority over another.
 - Individuals under the age of 16 are incapable of providing consent to sexual activity under this Policy.

- **Facilitation:** An act taken with the purpose of aiding, promoting, or encouraging the commission of an act prohibited by this Policy by another person.
- **Incapacitation:** A mental or physical state where a person is rendered temporarily or permanently incapable of making decisions for any reason or is otherwise unable to give clear consent.
 - Mental incapacitation means that a person is temporarily or permanently incapable of appreciating or controlling their conduct or understanding the nature or consequences of their conduct. Such incapacity may be the result of the influence of a controlled or intoxicating substance.
 - Physical incapacitation means a person is unconscious, asleep, unaware, or otherwise physically unable to communicate consent and also includes physical incapacity or inability to resist unwanted sexual advances regardless of the cause for that inability.
 - Consumption of alcohol or drugs alone is insufficient to establish incapacitation. Alcohol-related incapacity results from a level of alcohol or drug ingestion that is more severe than mere impairment, being under the influence, drunkenness, or intoxication.
 - The question of incapacitation is determined on a case-by-case basis using both objective and subjective standards and includes an analysis of the objective behaviors of the Complainant and whether the Respondent knew or reasonably should have known that they were incapacitated. Whether the Respondent knew or reasonably should have known the Complainant was incapacitated will be assessed by considering whether a sober, reasonable person in like circumstances would have believed them to be incapacitated. Intoxication of the Respondent is not a defense.
 - The following are some objective physical indications of incapacity: slurred speech, difficulty walking or standing, vomiting, unconsciousness and/or losing consciousness, and marked mood swings.

REPORTING, SUPPORT, AND RESOLUTION

[REPORT FORM \(LINK\) →](#)

Reporter: The person who submitted the report to the Office of Equal Opportunity. The Reporter may be a person who is designated as a UVM Reporter, or may be a friend, family member, witness, or the Complainant themselves.

Complainant: The person who experienced the alleged misconduct.

Respondent: The person accused of committing the alleged misconduct.

Reporting: To file a report with the Office of Equal Opportunity, you can email TitleIX@uvm.edu or fill out a [Bias, Discrimination & Harassment Incident Reporting Form](#). Should you choose to report in person or via telephone, the Office of Equal Opportunity is located in Waterman 428 and the phone number is (802) 656-3368.

Outreach: When the Office of Equal Opportunity receives a disclosure that a member of the University community (student, staff, faculty, or other affiliate) has experienced sexual harassment or misconduct, a Support Coordinator with the Office of Equal Opportunity will contact the Complainant to offer to meet. The Support Coordinator shares information about support resources and options for resolution, both at UVM and in the greater community.

Support Measures: Complainants can receive support measures regardless of whether they choose to participate in a resolution process through the Office of Equal Opportunity. Support measures are also available to Respondents. The Support Coordinators will work with each individual to determine their specific needs. Examples of support measures can include connecting individuals with counseling, engaging in safety planning, including implementing No Contact Orders, changing on-campus housing, and requesting academic or work schedule flexibility.

Investigative Resolution Process: Complainants have the option of participating in an investigatory resolution if the alleged sexual harassment or misconduct was committed by a member of the UVM community.

A step-by-step description of the investigation process is available [here](#). The process most often begins with an interview with the Complainant. After the interview, the Title IX Coordinator will evaluate whether there is jurisdiction to offer an investigatory resolution. In other words, the Title IX Coordinator must determine that the conduct alleged is covered by the Discrimination, Harassment and Sexual Misconduct Policy. If jurisdiction is found, an investigator will then interview witnesses, collect evidence, etc. Depending on whether the reported conduct constitutes a “Title IX Offense”³, either (1) the investigator will write a report and make a determination as to whether there is sufficient evidence to conclude UVM policy was violated or (2) the investigator will provide all information collected to a hearing officer who will hold a hearing and make a determination as to whether there is sufficient evidence to conclude UVM policy was violated. These determinations (1 and 2) are made using a preponderance of the evidence standard.

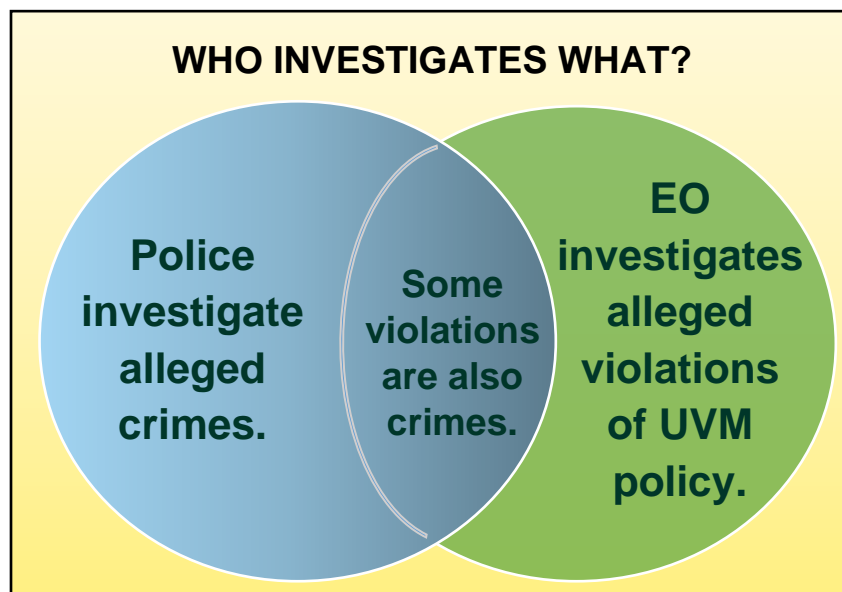
³ Title IX offenses include sexual harassment (quid pro quo or hostile environment), sexual assault, relationship violence, gender-based stalking, and certain forms of sexual exploitation that occur on or after August 14, 2020, in the context of a UVM educational program or activity, against a person in the United States, where a Formal Complaint has been filed.

Alternative Resolution Process: In many situations, members of the UVM community may be eligible to pursue a restorative resolution as an alternative to investigatory resolution – this is referred to as an “Alternative Resolution.” If a Complainant would like to pursue an Alternative Resolution, the process begins with an interview with the Complainant. After the interview, the Title IX Coordinator will evaluate whether there is jurisdiction to proceed, as described in the Investigative Resolution section, as well as whether the matter is appropriate for an alternative resolution. If both are resolved in the affirmative, the Office of Equal Opportunity then sends Notice of the Complaint to the Respondent and if the Respondent agrees to the Alternative Resolution, Office of Equal Opportunity staff will work with the parties to create an agreement. Through negotiation of the agreement, the parties will explore the harm caused and design measures to both prevent future harm and remedy the current harm. Examples of measures that could be part of such a resolution may include respondent education, counseling, impact statements, or similar terms.

CRIMINAL VS. NON-CRIMINAL (EQUAL OPPORTUNITY) RESOLUTION

A UVM affiliate who has experienced sexual harassment, gender-based stalking, relationship/interpersonal violence or any other form of sexual misconduct may choose to pursue a criminal resolution, a non-criminal (Equal Opportunity) resolution, both, or neither.

- **A criminal investigation is available through law enforcement if the conduct may violate criminal law.** To request a criminal investigation, you can contact UVM Police Services at (802) 656-3473. UVM Police Services staff are trained to work with students and employees who disclose sexual misconduct and relationship violence. Cases of sexual assault are often referred to a special county investigative team called the Chittenden Unit for Special Investigations (CUSI). Several UVM police officers have previously worked as CUSI detectives. Decisions as to whether to charge an individual with violation of criminal law are ultimately left to the State’s Attorney (e.g. prosecutor).
- **A non-criminal UVM resolution process is available through the Office of Equal Opportunity if the conduct may violate UVM policy and the Respondent is a UVM affiliate.**



SUMMARY OF SEXUAL MISCONDUCT DISCLOSURES 2022-2023⁴

In the 2022-2023 year (July 1, 2022- June 30, 2023), the Office of Equal Opportunity received 207 total disclosures of sexual harassment or misconduct. Seventy-five of those disclosures involved an allegation regarding conduct by a named UVM affiliate. The other disclosures either did not name the person accused or the person was not affiliated with UVM.

Whenever the Office of Equal Opportunity receives a disclosure that identifies a UVM affiliate as having experienced sexual harassment or misconduct, a staff member, typically a Support Coordinator, contacts the Complainant to offer to meet and to provide information about support measures, resources, and resolution options. In the 2022-2023 year, 205 of 207 complainants were affiliated with UVM (student, staff, or faculty)⁵ and the Office of Equal Opportunity was provided with the names of 200 of those 205 complainants. **Staff in the Office of Equal Opportunity sent information about support measures, resources, and resolution options to 100% of identified complainants.**

From July 1, 2022-June 30, 2023, 109 Complainants replied to outreach. The current response rate to outreach is 54.5%. The Office of Equal Opportunity is working to improve the response rate⁶ by:

- sending more personalized outreach
- improving the aesthetic of the outreach materials
- following-up with both an email and a text message

The Support Coordinator and other UVM personnel provided individualized support measures at the request of seventy-nine students, staff and faculty, related to their disclosure of sexual harassment or misconduct. **This means that, of those who responded to outreach, 72.5% took advantage of individualized support measures.** Support measures often include safety planning, no-contact orders, requests for academic or work flexibility, and changes in on-campus living situations.

⁴ Based on the reports made to the Office of Equal Opportunity between July 1, 2022, and June 30, 2023. This does NOT mean that the conduct occurred during this timeframe—only that it was reported during that timeframe.

⁵ Please note that in some instances there were multiple complainants in one disclosure.

⁶ UVM uses a trauma-informed approach to sending outreach. In certain instances, the Office of Equal Opportunity is aware of extenuating personal circumstances in which additional follow-up is deemed not appropriate after review by the Sexual Misconduct Response Team.

TYPES OF DISCLOSURES:

This section provides a breakdown of disclosures by type and location as made to the Office of Equal Opportunity. Please note that, unless a Complainant participates in an interview with the Office of Equal Opportunity, disclosures do not always contain information about the date, location, or the exact conduct that occurred. UVM's respect for the autonomy of Complainants is demonstrated in this data. When Complainants make a disclosure, they have the discretion to disclose as much or as little information as they like. For example, a disclosure may state something such as: "I was in an abusive relationship last year." This report would be categorized as "Relationship Violence" with the location "not disclosed."

2022-2023 DISCLOSURES			
	ON CAMPUS	OFF CAMPUS	LOCATION NOT DISCLOSED
SEXUAL ASSAULT	17	16	26
SEXUAL EXPLOITATION	12	11	2
SEXUAL HARASSMENT	18	9	3
RELATIONSHIP VIOLENCE	3	6	3
STALKING	6	3	0
OTHER CONDUCT OF CONCERN	20	18	10

For definitions of above terms, see the Definitions and Terms section of this report on pp. 5-8
*indicates off campus and/or social media

In addition to these cases, the Office of Equal Opportunity received fifteen disclosures about experiences complainants had prior to coming to UVM. In these matters, staff provided outreach to the Complainants regarding support, but could not offer internal resolution options.

The Office of Equal Opportunity also received requests for information for or on behalf of nine UVM affiliates who self-identified as being accused of sexual misconduct but were not otherwise the subject of disclosures to the office. In those cases, a staff member provided information about resources, support measures and UVM policy and procedures.

INFLUENCE OF DRUGS AND ALCOHOL:

Because UVM respects the autonomy of Complainants, they have the discretion to disclose as much or little information as they choose.⁷ The information about drugs and alcohol being involved in a matter reported to the Office of Equal Opportunity is only compiled when it is specifically included in a disclosure or revealed during a resolution process. From July 1, 2022, through June 30, 2023, there were 33 reports which disclosed use of drugs and/or alcohol by one or multiple parties in an incident.

UVM policy provides amnesty for personal alcohol or drug use, so that parties and witnesses are free to share information without fear of policy violations relating to substance use.

CORRELATION TO STUDENT ORGANIZATION AFFILIATION:

Because UVM respects the autonomy of Complainants, they have the discretion to disclose as much or little information as they choose.⁸ The information about a Complainant, Respondent, or location of an incident being connected to a student organization in a matter reported to the Office of Equal Opportunity is only compiled when it is specifically included in a disclosure or revealed during a resolution process. From July 1, 2022, through June 30, 2023, there were fewer than 5 disclosures that involved an organization recognized as part of Fraternity and Sorority Life and UVM Athletics combined, and seven disclosures that involved other recognized student groups.

RESOLUTION DATA:

Between July 1, 2022, and June 30, 2023, the Office received 207 disclosures related to sexual harassment and misconduct; however in only seventy-five of those cases the person accused was reported to be a named UVM student, staff or faculty member. The Office of Equal Opportunity cannot engage in a resolution process unless a respondent has been named and the conduct alleged is covered by the Discrimination, Harassment and Sexual Misconduct Policy. Further, absent other factors, the Office of Equal Opportunity will only proceed with a resolution process when a Complainant requests either an investigation or an alternative resolution.

Due to all of these factors, from July 1, 2022, through June 30, 2023, the Office of Equal Opportunity facilitated seven resolution processes. Four were investigatory resolutions, and UVM found the person accused (Respondent) violated UVM Policy in three of those cases. Appropriate disciplinary action was taken in those three cases. In an additional three cases, both parties voluntarily elected to proceed with and successfully completed an Alternative Resolution, which is a restorative process that seeks to repair the harm done through the use of education, skill-building, and reflection.

⁷ Unless they participate in an interview, which is only required if a Complainant requests that UVM proceed with either an investigative or alternative resolution process.

⁸ Unless they participate in an interview, which is only required if a Complainant requests that UVM proceed with either an investigative or alternative resolution process.

EDUCATION AND PREVENTION INITIATIVES

- In February 2022, UVM hired Dr. Elliot Ruggles to serve as its inaugural Sexual Violence Education & Prevention Coordinator
- In August of 2023, UVM hired Dr. Jennifer Demers as a Clinical Assistant Professor of Sexual Violence Prevention in the College of Nursing and Health Sciences
- In fall 2023, UVM hired Evan Cuttitta as Coordinator of the Men and Masculinities Program within the Women and Gender Equity Center (WAGE)
- Annual online training for all incoming First Year students
- Annual in-person training for all incoming First Year students during orientation
- Annual online training for all faculty and staff

Support
resources are
always
available, no
matter the
path you
choose.

*see resources on p.17

New programs for the 2023-24 academic year include:

- Research-informed peer education in collaboration with the College of Nursing and Health Sciences
- Implementation of trainings for best practices in “first response” to sexual violence disclosures in collaboration with the UVM Clinical Simulation Laboratory
- Request for Proposals (RFP) for continuation and enhancement of campuswide online sexual violence prevention education
- Science-based Treatment, Accountability and Risk Reduction for Sexual Assault (STARRSA) “respondent education” training program to be implemented as possible outcome for students found responsible for engaging in sexual misconduct or as an alternative resolution term option
- “Foundational RJ Training for Campus Sexual Harm (Title IX)” for Office of Equal Opportunity facilitators through the University of San Diego’s Center for Restorative Justice

Ongoing efforts include:

- Annual online training for all first time first year students (undergraduate, graduate and medical) on topics of sexual violence prevention, alcohol and other drugs, mental health and diversity equity and belonging.
- Available training for faculty and staff on UVM policies and procedures, best practices for receiving disclosures of sexual violence, and support options
- Healthy sexuality and consent education for all students participating in club sports
- Healthy sexual communication and consent education for all incoming NCAA athletes
- Sexual Violence Summit for all Fraternity and Sorority-involved students
- Alcohol and consent health communications campaign
- Passive education on consent and healthy relationships in residence halls

ANNUAL SECURITY VS. SEXUAL MISCONDUCT REPORT DATA

The data presented in this report is different from the data in the Annual Security Report. The data from these two reports use different definitions, different timeframes, and different geography.

The University of Vermont’s [Public Safety Report \(PDF\)](#) (“Annual Security Report”) is prepared in compliance with the Clery Act. The document is produced by Police Services. The Sexual Misconduct Report reports data exclusive to sexual misconduct both on- and off-campus and is prepared by the Office of Equal Opportunity.

	SECURITY REPORT (Clery Act)	SEXUAL MISCONDUCT REPORT
Time Period	Calendar Year 2022 (Issued September 28, 2023)	July 1, 2022 – June 30, 2023
Conduct Reported	Reports to UVM Police Services of certain alleged crimes	Reports to Office of EO re: possible sexual misconduct
Location	Specific locations on campus or within UVM’s control	Any location, on or off campus

MORE ABOUT THE CLERY ACT

The Clery Act requires UVM to report statistics for certain (alleged) crimes reported to have occurred on and around campus and at other properties owned or controlled by the institution that are frequently used by students in support of an educational program. In addition to crime report statistics, the University also must report statistics for certain crimes alleged to be motivated by bias or hate (hate crimes), as well as certain arrests and disciplinary referrals to the campus judicial process.

Over the years, the Clery Act has been amended, most recently by the Violence Against Women Reauthorization Act of 2022, which expanded reporting and prevention requirements for certain sex crimes. To promote safety and security at the University of Vermont, and in compliance with the Clery Act, UVM has adopted a [Campus Safety and Security: Clery Act Policy](#).

The Annual Security Report is distributed annually to all students and employees of the University and is available to prospective employees through Human Resource Services and to prospective students through the Office of Admissions. A hard copy of the Annual Security Report may be obtained through University Police Services at (802) 656-2027.

SUPPORT RESOURCES FOR FACULTY, STAFF, AND STUDENTS

■ Confidential On-Campus Support Services:

Sexual Violence Support & Advocacy:

Living & Learning Room 215

Drop-In Office Hours – <https://www.uvm.edu/health/sexual-violence-support-and-advocacy>

By Appointment - 1-802-863-1236

UVM Counseling & Psychiatry Services: 1-802-656-3340

Student Health Center: 1-802-656-3350

Invest EAP (Employee Assistance): 1-866-660-9533

Support measures often include safety planning, no-contact orders, changes in academic or work assignments, and changes in on-campus living situations, and resource referrals.

■ Confidential Community Support Services:

Hope Works: 1-800-489-7273 (24-hour hotline)

Steps to End Domestic Violence: 1-802-658-3131

SafeSpace (Pride Center of Vermont): 1-802-860-7812

National Sexual Assault Hotline (RAINN): 1-800-656-4673

■ Support Measures:

The Office of Equal Opportunity can assist with support measures to address any impact that the reported incident may have had on you. This is true regardless of whether you file a formal complaint or wish to pursue a resolution process. Individual needs vary significantly, and we can work with you to determine the kinds of services that would be most helpful.

Contact the Office of Equal Opportunity:

Phone: 1-802-656-3368

Email: TitleIX@uvm.edu

Fill out this Online Form



The University of Vermont