

TO: UVM Community

FROM: Patricia A. Prelock, Provost and Senior Vice President  
Erica Caloiero, Interim Vice Provost for Student Affairs

DATE: May 19, 2021

SUBJECT: Follow-up on Action Plans related to Student Concerns Regarding the University’s Response to Sexual Assault and Misconduct

As a follow-up to our discussion about prevention of and responses to sexual assault and misconduct on campus, we have outlined the administrative leader charged with overseeing each action and the timeline within which we expect the action to be completed (see table below). Each administrative leader listed below has accepted the responsibilities assigned and has begun movement on their action plan. We appreciate the conversation we have had with our students and other campus partners and wanted to reach out with an update as we implement these actions.

<u>Request</u>	<u>Response</u>	<u>Admin Leader</u>	<u>Deadline</u>
UVM conduct an <b>independent investigation</b> into the UVM’s <b>Affirmative Action and Equal Opportunity (AAEO)</b> Title IX Office, including the Title IX Coordinator, Deputy IX Coordinator, Title IX Intake and Outreach Coordinator, and all investigators to restore the UVM student body’s trust.	We agree to conduct an independent audit of the office.	Office of General Counsel (OGC)	Prior to Fall Semester
The Title IX Office seeks to better and more effectively <b>advertise</b> to UVM students that the Title IX Office can help students outside of a formal reporting process.	We agree to enhanced advertising of AAEO and its services for students.	Nick Stanton/ Taryn Moran, Kate Strotmeyer	Prior to Fall Semester
The UVM administration hires between three-four <b>more Campus Victims’ Advocates</b> to serve as confidential counselors to all undergraduate student survivors of sexual misconduct effective Fall 2021.	The university agrees that there should be victims’ advocates available 24/7/365 to provide support for students. We are developing a partnership with HOPE Works to be sure both counseling services and a 24/7, 365 day-a-year	Nick Stanton	Prior to Fall Semester
UVM create a <b>24/7, 365 day-a-year hotline</b> specifically for			

student survivors of sexual violence and harassment.	hotline are available to our students.		
UVM administration seeks to review a <b>diverse pool of Campus Victims' Advocates</b> , as sexual violence affects all UVM students including BIPOC, AAPI, LGBTQ+, and male-identifying individuals on our campus.	Yes, as part of our partnership with HOPE Works, we will ensure that we can offer a more diverse group of advocates.	Nick Stanton	Prior to Fall Semester
UVM establish a <b>Sexual Violence Response Team</b> as a part of the University's Student Health Services Department. The Sexual Violence Response Team must include 5 employees including a Director, an Assistant Director, and three to four Campus Victims' Advocates effective fall 2021.	The university supports a team approach and will appoint a CHWB representative to the existing and multi-disciplinary Institutional Interest Committee (IIC).	Nick Stanton	Prior to Fall Semester
Every counselor employed through UVM <b>Counseling and Psychiatric Service (CAPS)</b> undergo <b>annual training</b> on how to support survivors of sexual abuse, violence, and harassment.	The university agrees to ensure that CHWB staff receive comprehensive training on sexual violence, including trauma informed support and how to effectively communicate on- and off-campus resources to students.	John Paul Grogan, Michelle Paavola, Nick Stanton	Annual training plan and initial training will be in place by August 15
All those employed by <b>UVM Police</b> are required to undergo <b>annual training</b> on sexual violence, domestic violence, gender-based violence, sexual harassment, and stalking in order to better support all student survivors at UVM, annual training should result in all members of the UVM Police to be able to effectively communicate on-campus and off-campus resources available to students at the University.	We agree to continue our comprehensive training for UVM police.	Tim Bilodeau	Annual training plan and initial training will be in place by August 15
UVM's Department of Residential Life requires all <b>Residential Advisors</b> to undergo sexual	We agree to continue comprehensive training for RAs and	Raf Rodriguez	Annual training plan will be in place by August 1

<p>violence and harassment <b>training each semester</b> to understand how to effectively support students and to be able to effectively communicate on-campus resources available to students at the University.</p>	<p>professional Res Life staff.</p>		<p>with fall semester training completed by August 27</p>
<p>We encourage UVM to research, review, and create an <b>internship or volunteer program</b> for undergraduate students in the College of Education and Social Services who are interested in gaining experience in the field of sexual violence advocacy and hope to support student survivors. We encourage UVM administrators to refer to Boston University Sexual Assault Response &amp; Prevention Center which provides undergraduate students with these opportunities.</p>	<p>We will review the Boston University example you reference and explore ways to add to our existing internship offerings through CESS.</p>	<p>Patty Prelock, Jennifer Dickinson</p>	<p>A report of this review and recommendations for internship program development in this area will be completed by August 15</p>
<p>UVM continues to fund, support, and advertise the <b>UVM LiveSafe App</b> throughout Academic Year 2022 as the App allows students to report sexual violence or harassment privately from their phone with the option to attach videos, audio files, and pictures if they choose.</p>	<p>We agree.</p>	<p>Gary Derr</p>	<p>Ongoing</p>
<p>The Vice Provost for Student Affairs and UVM Title IX Director <b>review every survey response</b> given by UVM Students in the survey created by Explain The Asterisk founder and Title IX Student Advisory Committee member, Sydney Ovitt, in order to effectively understand the University's systemic failure to support survivors of sexual violence on our campus thus far.</p>	<p>We agree to review the survey responses.</p>	<p>Nick Stanton, Erica Caloiero</p>	<p>Within 30 days of receipt from Sydney Ovitt</p>
<p>The Director of Fraternity and Sorority Life enforce every recognized UVM Fraternity to attend sexual violence, harassment, or healthy relationship <b>training once each</b></p>	<p>We agree to work with the governing bodies to enhance training requirements and accountability.</p>	<p>Daphne Wells, Cristina Vega</p>	<p>Recognition standards will be updated by August 1; an annual training plan will be in place by</p>

<p><b>semester</b>, and report their <b>chapter attendance rates</b> on the UVM lynx. Should Fraternity attendance rates fall below 70% for 2 consecutive semesters, we demand that the Director of Fraternity and Sorority Life place said Fraternity on probation effective immediately.</p>			<p>August 27; initial training will be completed by October 1</p>
<p>Director of Athletics, Jeff Schulman, require all UVM <b>sports teams</b> to attend sexual violence, harassment, or healthy relationship <b>training at least once each semester.</b></p>	<p>We agree to continue comprehensive training for UVM Athletics.</p>	<p>Jeff Schulman</p>	<p>Annual training plan will be in place by August 1 and initial training will be completed upon team resumption</p>
<p><b>Student Government Association</b>, henceforth referred to as SGA, attend sexual violence, harassment, and/or healthy relationship <b>training at least once each semester.</b></p>	<p>We agree.</p>	<p>Daphne Wells</p>	<p>Annual training plan will be in place by August 1 and initial training will be completed by October 1</p>
<p>UVM SGA requires all <b>SGA clubs and organizations</b> to complete sexual violence, harassment, and/or healthy relationship <b>training annually</b> to retain SGA recognition.</p>	<p>We agree to work with SGA leadership to enhance training requirements and accountability.</p>	<p>Daphne Wells</p>	<p>Annual training plan will be in place by August 1 and initial training will be completed by October 1</p>
<p>The <b>UVM Title IX Advisory Committee continue to meet</b> throughout the Summer and Fall of 2021 with the Title IX Intake and Outreach Coordinator and Vice Provost for Student Affairs to assess current sexual violence <b>prevention and healthy relationship education</b> efforts and recommend enhancements, including enhancements that extend beyond students' first year.</p>	<p>We are encouraged by the collaboration and progress of recent meetings and will work with students to develop a schedule for ongoing dialogue. In addition to the existing charge of the AAEO centered advisory committee, we will establish a committee focused on prevention.</p>	<p>Erica Caloiero Nick Stanton</p>	<p>Prevention committee structure will be in place by August 1; Committee will be engaged throughout the year to create a multi-year prevention curriculum</p>
<p>UVM <b>GSS</b> requires all senators, the executive council, GSS clubs, and <b>GTAs/GRAs/GAs</b> to complete sexual violence, harassment, and/or healthy relationship <b>training annually.</b></p>	<p>We agree to work with GSS leadership to enhance training requirements and accountability.</p>	<p>Cindy Forehand</p>	<p>Annual training plan will be in place by August 1 and initial training will be completed by October 1</p>

We all want a safe and healthy campus environment. We believe these actions and others already in place will send a clear message to every member of the UVM community that we are committed to and have a plan for working together to address the concerns all of us share.