

Resources and Reporting: Sexual Misconduct and Equal Opportunity

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Welcome to UVM!

Office of Equal Opportunity

- The Office of Equal Opportunity is a resource for all campus community members. Our functions include:
 - Thorough and impartial investigations for reports of discrimination, harassment and sexual misconduct.
 - Facilitating the UVM affirmative action plan for recruitment, hiring, and retention of employees; and
 - Campus-wide assistance and education relating to accessibility and equal opportunity.

How can the Office Equal Opportunity be a resource for you?

- We are a resource for students, staff, and faculty: www.uvm.edu/equal-opportunity
- We assist with sexual harassment and misconduct reports involving students and/or employees.
- We assist with reports of discrimination and harassment based on protected categories (including race, ethnicity, national origin, disability status, gender, sexual orientation, religion, age, and veteran status).
- We facilitate reasonable accommodations for employees with disabilities.
- We conduct formal investigations, but also provide informal assistance when appropriate
- New faculty will be assigned an online course entitled “Preventing Discrimination and Harassment”

Resources to be aware of:

Please be aware of a few resources on campus:

Confidential Support and Advocacy:

CAPS Counseling for students	(802) 656-3340
Invest EAP Confidential Counseling for Employees:	(866) 660-9533
Campus Victim's Advocacy: HOPE Works, 24/7	(802) 863-1236

Reporting Options

Equal Opportunity (UVM Student and Employee Conduct)	uvm.edu/equal-opportunity
UVM Police (Criminal process and safety planning)	uvm.edu/police
UVM Compliance and Ethics Reporting Hotline	uvm.edu/compliance

All faculty are mandatory reporters

- All faculty are considered “UVM Reporters” under UVM policies prohibiting discrimination and harassment, including sexual misconduct. If you become aware of conduct that would violate UVM policies on discrimination, harassment, or sexual misconduct, the faculty must report to EO by emailing TitleIX@uvm.edu or EqualOpportunity@uvm.edu (an online form is also available). We can help walk you through this process.
- We can implement support measures even if there is no formal investigation. This could entail class changes, changes in living space, and changes in supervision.
- If you experience a bias-related incident, discrimination, or harassment, you will have support resources and reporting options available – contact AAEO with any questions. AAEO offers online reporting at www.uvm.edu/equal-opportunity

Please reach out anytime...

Thank you!

Nicholas Stanton, Director

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