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Director, Office of Affirmative Action and Opportunity

The Mission of the Office of Affirmative Action and Equal Opportunity (AAEO) is to ensure compliance with state and federal laws and university policies related to discrimination through:

- Thorough and impartial **investigation** of all discrimination, harassment and sexual misconduct-related complaints;
- The effective development of, and compliance with, an **affirmative action plan** for recruitment, hiring, and retention of employees; and
- Campus-wide **education and outreach** about laws, policies, and goals related to AAEO and diversity.

**Vision:** To ensure that every member and prospective member of the campus community receives fair and equal treatment and opportunity, and experiences an inclusive environment.



# How can AAEO be a resource for you?

- AAEO is a resource for students, staff, and faculty: [www.uvm.edu/aaeo](http://www.uvm.edu/aaeo)
- We provide assistance with sexual harassment and misconduct reports involving students and/or employees.
- We provide assistance 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).
- AAEO can facilitate reasonable accommodations for employees with disabilities
- AAEO conducts formal investigations, but also provides informal assistance when appropriate
- New faculty will be assigned an online course entitled “Preventing Discrimination and Harassment”



## Please be aware of basic resources on campus:

- Confidential Support and Advocacy:
  - CAPS Counseling for students
  - Campus Victim's Advocacy: HOPE Works (24 hour hotline)
  - Employee Assistance Program
- Reporting Options
  - AAEO (UVM Student and Employee Conduct)
  - UVM Police (Criminal process and safety planning)




- 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 AAEO by emailing [TitleIX@uvm.edu](mailto:TitleIX@uvm.edu) or [aaeo@uvm.edu](mailto:aaeo@uvm.edu) (an online form is also available). We can help walk you through this process.
- AAEO 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/aaeo](http://www.uvm.edu/aaeo)



AAEO is available for consultation – we are located at 428 Waterman.  
Contact us at 656-3368 or visit [www.uvm.edu/aaeo](http://www.uvm.edu/aaeo)

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## AFFIRMATIVE ACTION AND EQUAL OPPORTUNITY



GET HELP →

FILE A REPORT →

SUPPORT RESOURCES →

### Title IX and Sexual Misconduct

The University of Vermont takes sexual and relationship violence very seriously, and is committed to providing a safe and healthy learning and working environment. Sexual misconduct and assault, dating and relationship violence, stalking, and other forms of gender-based harassment or discrimination are incompatible with our community's values, and will not be tolerated.

- POLICIES & PROCEDURES
- TITLE IX: COORDINATORS
- TITLE IX: PROCESS ADVISORS
- MANDATORY REPORTERS & CSA'S

