Title: Equal Opportunity in Educational Programs and Activities and Non-Harassment

Policy Statement

The University of Vermont and State Agricultural College is committed to a policy of equal educational opportunity. The University therefore prohibits discrimination on the basis of unlawful criteria such as race, color, religion, national or ethnic origin, age, sex, sexual orientation, marital status, disability, or gender identity or expression, as those terms are defined under applicable law, in admitting students to its programs and facilities and in administering its admissions policies, educational policies, scholarship and loan programs, athletic programs, and other institutionally administered programs or activities made available to students at the University. The University also prohibits harassment, as defined in the Vermont Statutes at Title 16, section 11(a)(26). Unlawful harassment is a form of discrimination and is therefore prohibited.

Sources: Title VI of the Civil Rights Act of 1964; Title IX of the Education Amendments of 1972; the Age Discrimination Act of 1975; Section 504 of the Rehabilitation Act of 1973; the Americans with Disabilities Act of 1990; the Vermont Public Accommodations Act; and such other federal, state, and local non-discrimination laws as may apply.

Note: This Statement of Policy is the official University of Vermont Equal Educational Opportunity Policy Statement and supersedes all prior statements regarding its subject matter. It may be modified only by written statement issued by the President as Chief Executive Officer of the University or by formal action by the University of Vermont and State Agricultural College Board of Trustees. This Policy Statement is designed to express the University’s intent and commitment to comply with the requirements of federal, state, and local non-discrimination laws. It shall be applied co-extensively with those non-discrimination laws and shall not be interpreted as creating any rights, contractual or otherwise, that are greater than exist under those laws.
Contacts

Questions concerning the daily operational interpretation of this policy should be directed to the following (in accordance with the policy elaboration and procedures):

<table>
<thead>
<tr>
<th>Title(s)/Department(s):</th>
<th>Contact Information:</th>
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</table>
| Dean of Students        | 41-43 South Prospect Street  
                          | Burlington, VT 05405  
                          | (802) 656-3380 |
| Or                      |                      |
| Director, Office of Affirmative Action and Equal Opportunity | 428 Waterman Building  
                              | Burlington VT, 0405  
                              | (802) 656-3368 |

Questions may also be directed to government agencies having oversight and enforcement authority with respect to the referenced laws. A complete listing of those agencies may be obtained from the Office of Affirmative Action and Equal Opportunity.

Questions about policies related to Title IX, including sex discrimination, sexual harassment, and all forms of sexual violence

| Title IX Coordinator  | Nick Stanton  
                        | (802) 656-3368 |
| Office of Affirmative Action and Equal Opportunity |  

Questions about disability related issues

| Student Accessibility Services | Sharon Mone  
                               | (802) 656-4075 |
| ADA/Section 504 Coordinator   | Amber Fulcher  
                               | (802) 656-0945 |
| Office of Affirmative Action and Equal Opportunity |  

Related Documents/Policies

- Discrimination, Harassment, and Sexual Misconduct Policy
- Equal Employment Opportunity/Affirmative Action Policy Statement
- Handling and Resolving Discrimination, Harassment, and Sexual Misconduct Complaints

Regulatory References/Citations

- Age Discrimination Act of 1975
- Americans with Disabilities Act of 1990
- Section 504 of the Rehabilitation Act of 1973
- Title VI of the Civil Rights Act of 1964
- Title IX of the Education Amendments of 1972
- Vermont Public Accommodations Act
- Vermont Statutes at Title 16, section 11(a)(26)

About This Policy

<table>
<thead>
<tr>
<th>Responsible Official:</th>
<th>Approval Authority:</th>
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<tbody>
<tr>
<td>Vice President for Finance and Administration</td>
<td>President and the Chair of the Board of Trustees</td>
</tr>
<tr>
<td>Policy Number:</td>
<td>V. 4.24.11</td>
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| Revision History: | • V. 7.0.5.1 effective April 7, 2006  
• V. 7.0.5.2 effective September 5, 2008  
• V. 7.0.5.3 effective April 13, 2009  
• V. 7.0.5.4 effective March 8, 2010  
• V. 7.0.5.5 effective May 22, 2011  
• V. 7.0.5.6 effective May 19, 2012  
• V. 7.4.7/V. 7.0.5.7 effective February 9, 2013  
• V. 7.4.8 effective February 8, 2014  
• V. 7.4.9 effective February 7, 2015  
• V. 7.4.10 effective February 6, 2016  
• V. 7.4.11 Reaffirmed as revised by the President and the Chair of the Board of Trustees: February 3, 2018 and March 6, 2019  
• V. 7.4.11 Reaffirmed by the President February 3, 2020, February 9, 2021 and the Chair of the Board of Trustees January 30, 2020, February 8, 2021  
• Responsible official officially changed from the Vice President for Human Resources, Diversity and Multicultural Affairs to the Vice President for Finance and Administration on May 1, 2020 |