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To: [Kiersten Tavares \(she/her\)](#)
Subject: Review of AAEO Delivered Today
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OFFICE OF THE PRESIDENT

October 25, 2021

Dear Members of the UVM Community,

In response to some of the concerns raised by students last spring, I commissioned Grand River Solutions to conduct an independent external review of our Office of Affirmative Action and Equal Opportunity's handling of sexual misconduct allegations.

Grand River Solutions delivered their findings to me today. I have directed the AAEO office to implement all recommendations immediately or as soon as is practical. Interested members of the community are invited [to read the report at this link](#). The university will continue to provide periodic updates on our progress. Previous updates are linked below.

I hope the forthcoming changes in AAEO along with many others already in progress demonstrate UVM's unwavering commitment to continually review and improve our efforts to prevent and to appropriately address allegations of sexual misconduct.

Suresh V. Garimella
President

[Previous Updates on Actions Related to Sexual Misconduct](#)

[Sexual Misconduct Prevention and Response Action Plan Status Report – October 14, 2021](#)

[Sexual Misconduct Prevention and Response Action Plan Status Report – August 31, 2021](#)

[Sexual Misconduct Prevention and Response Action Plan Status Report – July 29, 2021](#)

[Next Steps Regarding Sexual Assault and Misconduct Prevention, Reporting, and Services – May 4, 2021](#)

Follow-up to Student Concerns Regarding the University's Response to Sexual Assault and Misconduct – May 3, 2021

