

From: On Behalf Of Broadcast Center

Sent: Wednesday, May 19, 2021 4:40 PM

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

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

ATTACHMENT: [Update Response to Students on Title IX issues \(05/19/2021\)](#)

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 independent investigation into the UVM's Affirmative Action and Equal Opportunity 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 advertise to UVM students that the Title IX Office can help students outside of a formal reporting process.	We agree to enhanced advertising of the Title IX Office and its services for students.	Nick Stanton/ Taryn Moran, Kate Strotmeyer	Prior to Fall Semester
The UVM administration hires between three-four more Campus Victims' Advocates to serve as confidential counselors to all undergraduate student survivors of sexual misconduct effective Fall 2021. UVM create a 24/7, 365 day-a-year	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	Nick Stanton	Prior to Fall Semester

<p>hotline specifically for student survivors of sexual violence and harassment.</p>	<p>24/7, 365 day-a-year hotline are available to our students.</p>		
<p>UVM administration seeks to review a diverse pool of Campus Victims' Advocates, as sexual violence affects all UVM students including BIPOC, AAPI, LGBTQ+, and male-identifying individuals on our campus.</p>	<p>Yes, as part of our partnership with HOPE Works, we will ensure that we can offer a more diverse group of advocates.</p>	<p>Nick Stanton</p>	<p>Prior to Fall Semester</p>
<p>UVM establish a Sexual Violence Response Team 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.</p>	<p>The university supports a team approach and will appoint a CHWB representative to the existing and multi-disciplinary Institutional Interest Committee (IIC).</p>	<p>Nick Stanton</p>	<p>Prior to Fall Semester</p>
<p>Every counselor employed through UVM Counseling and Psychiatric Service (CAPS) undergo annual training on how to support survivors of sexual abuse, violence, and harassment.</p>	<p>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.</p>	<p>John Paul Grogan, Michelle Paavola, Nick Stanton</p>	<p>Annual training plan and initial training will be in place by August 15</p>
<p>All those employed by UVM Police are required to undergo annual training 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.</p>	<p>We agree to continue our comprehensive training for UVM police.</p>	<p>Tim Bilodeau</p>	<p>Annual training plan and initial training will be in place by August 15</p>
<p>UVM's Department of Residential Life requires all Residential Advisors to undergo sexual violence and harassment training each semester to understand how to effectively support students and</p>	<p>We agree to continue comprehensive training for RAs and professional Res Life staff.</p>	<p>Raf Rodriguez</p>	<p>Annual training plan will be in place by August 1 with fall semester training</p>

<p>to be able to effectively communicate on-campus resources available to students at the University.</p>			<p>completed by August 27</p>
<p>We encourage UVM to research, review, and create an internship or volunteer program 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 & 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 UVM LiveSafe App 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 review every survey response 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 training once each semester, and report their chapter attendance rates 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</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; a training plan will be in place by August 27; training will be completed by October 1</p>

Fraternity on probation effective immediately.			
Director of Athletics, Jeff Schulman, require all UVM sports teams to attend sexual violence, harassment, or healthy relationship training at least once each semester.	We agree to continue comprehensive training for UVM Athletics.	Jeff Schulman	Annual training plan will be in place by August 1 and initial training will be completed upon team resumption
Student Government Association , henceforth referred to as SGA, attend sexual violence, harassment, and/or healthy relationship training at least once each semester.	We agree.	Daphne Wells	Training plan will be in place by August 1 and training will be completed by October 1
UVM SGA requires all SGA clubs and organizations to complete sexual violence, harassment, and/or healthy relationship training annually to retain SGA recognition.	We agree to work with SGA leadership to enhance training requirements and accountability.	Daphne Wells	Annual training plan will be in place by August 1 and initial training will be completed by October 1
The UVM Title IX Advisory Committee continue to meet 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 prevention and healthy relationship education efforts and recommend enhancements, including enhancements that extend beyond students' first year.	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 charge of the AAEO centered advisory committee, we will establish a committee focused on prevention.	Erica Caloiero Nick Stanton	Prevention committee structure will be in place by August 1; Committee will be engaged throughout the year to create a multi-year prevention curriculum
UVM GSS requires all senators, the executive council, GSS clubs, and GTAs/GRAs/GAs to complete sexual violence, harassment, and/or healthy relationship training annually.	We agree to work with GSS leadership to enhance training requirements and accountability.	Cindy Forehand	Annual training plan will be in place by August 1 and training will be completed by October 1

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.

From: LCOM Office of the Dean

Sent: Friday, May 14, 2021 4:35 PM

Subject: On Behalf of Deans Page, Zehle, Jensen, Tandoh and Berger - Leadership Response to Student Statement on Sexual Violence

Content Warning: Sexual Assault

Dear Larner Community,

As our community continues to respond to concerns regarding sexual violence prevention and education, support of survivors of sexual violence, and responsiveness to sexual misconduct allegations, we are grateful for the engagement of our students, staff and faculty in addressing these important issues. Earlier this week, after our community was affiliated with anonymous allegations of sexual harm on social media, student leaders within our community [shared a statement on sexual violence with us](#). The statement identified important specific items for attention and action.

We would like to recognize and thank the students in the Social Justice Coalition, Student Education Group, Medical and Graduate Student Councils, the Wellness Committee, and members of our student affinity groups for compiling this statement and have included their requests in italics below. We are sharing our response to these items with the community so that we can work collectively to continue to address these important issues.

Education within the Curriculum:

- *Reviewing and supplementing, as necessary, relevant integrated curricular training across all levels of the curriculum, including but not limited to:*
 - *[Trauma-Informed Care \(TIC\) curricula](#) including [1] recognition of sexual violence as a public health crisis, [2] discussion the long-term mental and physical impact of those who have experienced sexual trauma, and [3] development of clinical skills placing emphasis on TIC including informed physical exam techniques, sexual history taking, intimate partner violence screening, etc.*
 - *History of sexual violence within the medical profession.*
 - *Strategies to support persons who have experienced sexual violence, including patients and peers.*
- *Creating and enforcing clear expectations for content warnings in class sessions discussing sexual assault and other forms of violence.*

While our curriculum currently contains important elements focusing on sexual health, trauma informed care and intimate partner violence, we recognize and appreciate this as an opportunity to review curriculum content, identify gaps and ensure we provide a comprehensive sexual violence prevention and response curriculum.

We commit to establishing a Medical Curriculum Committee Sexual Violence Working Group to review sexual violence content throughout the curriculum to identify opportunities for additional engagement on Trauma-Informed Care, the history of sexual violence within the medical profession, and strategies to support patients impacted by sexual violence. We will work with Associate Dean Berger to adapt our curriculum for graduate students that includes training for teaching assistants to know how to respond to reports of sexual violence. In addition, we will incorporate strategies to support peers who have experienced sexual violence in our biannual

training (more detail below). When sharing mental health resources with the community, we will also identify those resources with specific applicability for survivors of sexual assault and violence.

We will have our curriculum level subcommittees review curriculum content and work with the curriculum coordinators to provide content warnings for curriculum content and sessions discussing sexual assault and other forms of violence as part of our curriculum standard operating procedures.

Policies:

- *Create an institutional policy for Larner College of Medicine students (at all teaching sites) with specific sanctions to prohibit learners from [performing pelvic exams under anesthesia](#) without prior, clear, and explicit consent from the patient unless clinically indicated and necessary (see UVMMMC policy ETH17). Consider implementation of verbal consent requirement in addition to written consent for these exams.*
- *Review and clarify policies governing fitness committee's ability to dismiss UVM Larner Med students secondary to appropriate and independent institutional investigation finding that a respondent has committed an act of sexual violence.*

While our hospital affiliations have policies regarding consent for examination under anesthesia, we agree that a LCOM policy specific for medical students that applies to all clinical settings is important. This policy is in draft form and, once in final draft form, will be reviewed by the curriculum level subcommittees, and then reviewed and approved by the Medical Curriculum Committee, as is the standard process.

We will ask the Fitness Committee to review current LCOM policies related to sexual misconduct reports for clarification and improvements. However, we also want to be sure the community understands the current landscape. Any reports of discrimination, harassment, or sexual misconduct that come to the attention of LCOM faculty, staff and administrators are promptly referred to the Office of Affirmative Action and Equal Opportunity (AAEO) for responsive action and processing in accordance with University procedures. In addition to and following the resolution of the University process, the Fitness Committee considers the facts established and recommends appropriate action if a student's behavior brings into question their fitness for a career in medicine. Among other actions, the Committee has the ability to dismiss medical students secondary to appropriate and independent institutional investigation outcomes for an act of sexual violence. Recommended changes to LCOM policies will be centrally reviewed and then presented for review and approval by the Medical Curriculum Committee. Current LCOM and UVM policies are listed below for reference.

- LCOM - [Fitness Committee](#)
- LCOM - [Review of Professional Performance](#)
- UVM - [Discrimination, Harassment, and Non-Title IX Sexual Misconduct Sanctioning Procedures for Student Respondents](#)
- UVM - [Hearing Procedures for Title IX Offenses Involving Student Respondents](#)

The Gender Equity Steering Committee will also meet with senior leadership to discuss these issues and make recommendations for additional ways we can address them.

Education regarding reporting and resources:

- *Provide bi-annual training for Larner College of Medicine students to ensure survivors are aware of the options they have for reporting and seeking help.*
- *Clearly identify mandatory reporters and their obligations to report so that students have agency to decide whether to pursue reporting to the Title IX Office while still receiving institutional support.*

Graduate students, including medical students, are currently required to participate in Sexual Assault Prevention training upon matriculation, which includes an online training, exam with a minimum passing score and a

required debrief session. In addition, medical students are required to complete annual sexual harassment training during the clinical curriculum. We will increase our current requirements to reflect biannual training / engagement, with an effort to align trainings with relevant curriculum content and ensure content is reinforced during in-person sessions in the context of sharing resources and reporting methods.

Having access to resources, reporting, and accurate process information is critically important. Within LCOM, all faculty are trained to support individuals who have experienced sexual assault and violence and are available to meet with students for urgent issues or drop-in meetings per the links below. When a student shares their story with an LCOM faculty or staff member, they are required to share this information with the Office of Affirmative Action and Equal Opportunity (AAEO) and the Title IX Coordinator for institutional response. However, we recognize that not every person who experiences violence will want to disclose or share their story with the University, and it is critically important that students are aware of available confidential resources. Confidentiality exists in the context of laws that protect certain relationships, including with medical and clinical care providers acting within the scope of their license, and those who provide administrative services related to the provision of medical and clinical care, mental health providers, counselors, and ordained clergy, all of whom may engage in confidential communications under Vermont law when a disclosure is made to them while serving in that capacity. Confidential support is available at the University through UVM Counseling and Psychiatry Services, HOPE Works, Campus Victim's Advocate, UVM Student Health Services and the Emergency Department and Sexual Assault Nurse Examiner at UVM Medical Center, and the Employee Assistance Program for UVM employees.

LCOM is fully aware of campus-wide concerns regarding reporting and response processes and will continue to work with AAEO to improve communication to the LCOM community about available resources and response processes through trainings, written and web-based materials. AAEO and the staff in that office are dedicated to facilitating support measures for those impacted, that allow them to fully access the benefits of their education and the campus, provide accurate information about the on and off-campus response options, and agency in determining whether and what type of response they would like to engage in.

Once again, we would like to thank our graduate and medical students for working collaboratively and collectively with us to identify actions we can take to address prevention and improve education for providing survivor support and medical care. As educators, we are committed to ensuring a supportive environment at the Larner College of Medicine.

Sincerely,

Richard L. Page, M.D.

Dean

Christa H. Zehle, M.D.

Senior Associate Dean for Medical Education

Gordon L. Jensen, M.D., Ph.D.

Senior Associate Dean for Research

Margaret A. Tandoh, M.D.

Associate Dean for Diversity, Equity and Inclusion

Christopher L. Berger, Ph.D.

Associate Dean for Undergraduate and Graduate Education & Postdoctoral Training