

From: UVM Faculty & Staff <UVMFACULTYSTAFF@LIST.UVM.EDU> **On Behalf Of** Broadcast Center
Sent: Tuesday, May 4, 2021 3:20 PM
To: UVMFACULTYSTAFF@LIST.UVM.EDU
Subject: Next Steps Regarding Sexual Assault and Misconduct Prevention, Reporting, and Services



Dear UVM community,

Over the past week, we have heard and seen the raw emotion and deep scars caused by sexual assault and misconduct. It is now time for action. We have [agreed to the requests made by student organizers](#) and I have directed administrative leaders to move as quickly and responsibly as possible on the implementation of these changes. Work will start immediately; our deadline is fall semester.

I also want to acknowledge the gravity of this moment and the difficulties of the past year. Students have been through immense challenges, including required distancing from each other, testing and quarantining. Many of us feel isolated and weary. All of this is in addition to maintaining an academic focus and experiencing day-to-day stressors.

As we look to end-of-semester exams and, for some, commencement and the completion of their studies at UVM, please take time to care for yourselves and your friends. [Confidential support and resources are available.](#)

Finally, I want to acknowledge and thank the group of student leaders who are working with us to review and improve how we prevent and address sexual assault and misconduct. Their partnership and thoughtful input make me optimistic for the future.

Sincerely,

Suresh
Suresh Garimella, President

From: LCOM Office of the Dean <COMOfficeOfTheDean@med.uvm.edu>

Sent: Tuesday, May 4, 2021 2:57 PM

To: Gilwee, Vicki M <vicki.gilwee@med.uvm.edu>

Subject: UPDATED: MESSAGE FROM LCOM DEANS -- Statement on Sexual Misconduct Prevention, Reporting and Survivor Support

Content Warning: Sexual Assault

Dear Larner Community,

In light of the concerns voiced by students across campus over the past week regarding the University's sexual assault prevention, reporting and survivor support services, we wish to underscore the University's clear position that sexual harassment, sexual assault, gender-based stalking, relationship violence, and all other forms of sexual misconduct are prohibited at UVM and at the Larner College of Medicine.

UVM's Provost, Vice Provost for Student Affairs, and Title IX Coordinator have committed to working directly with students to enhance prevention measures and skilled support resources, as outlined in the attached. LCOM's students can play a pivotal role in these conversations and actions, and we look forward to facilitating that engagement.

We wish to assure our community that if there are specific connections to the College that come to light, we are committed to providing a full range of support and information about response options available to the affected parties. We are further committed to respecting the individual agency of those involved in determining how they wish to move forward. We are, as physicians and biomedical scientists, committed to healing, and helping individuals impacted by sexual misconduct with care and support. This is consistent with our College being signatory to TIMES UP Health Care, and our collective commitment to Our Common Ground.

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

If you or anyone you know has experienced or witnessed sexual misconduct, please know that there are resources available to support you, including:

University of Vermont Resources:

[Office of Affirmative Action and Equal Opportunity](#): (Reporting and support information)

[UVM Police Services](#): (Reporting and safety planning)

Confidential Resource: Campus Victim's Advocate - Judy Rickstad judy.rickstad@uvm.edu

Confidential Resource: UVM CAPS on-call counselor: 802-656-3340

Larner College of Medicine Resources (Reporting and support information):

[Report your concern via our LCOM confidential* web-based Learning Environment Reporting form](#) *Please note: all reports of sexual misconduct will be shared with AAEO per policy).

Contact the [Director of the Learning Environment, Nathalie Feldman, M.D.](#)

Contact an [Associate/Assistant Dean for Students](#)

Contact the [Director of Well-being, Lee Rosen, Ph.D.](#)

Contact the [Senior Associate Dean for Medical Education, Christa Zehle, M.D.](#)

Contact the [Associate Dean for Undergraduate and Graduate Student Education & Postdoctoral Training, Christopher L. Berger, Ph.D.](#)

Contact the [Senior Associate Dean for Research, Gordon L. Jensen, M.D., Ph.D.](#)

Community Resources:

Chittenden Unit for Special Investigations (CUSI) -- (802) 652-6800

H.O.P.E. Works -- 24-Hour Hotline: (802) 863-1236

SafeSpace Anti-Violence Program @ Pride Center of VT - for LGBTQ+ Survivors: (802) 863-0003 or <https://www.resourceconnect.com/pcvtsafespace/chat>

Steps to End Domestic Violence 24-hour Hotline: (802) 658-1996 or <https://www.stepsvt.org/chatline>

From: [UVM Faculty & Staff](#) on behalf of [Broadcast Center](#)
To: UVMFACULTYSTAFF@LIST.UVM.EDU
Subject: Follow-up to Student Concerns Regarding the University's Response to Sexual Assault and Misconduct
Date: Monday, May 3, 2021 11:56:30 AM
Attachments: [iapehldihokalhbc.png](#)



The University of Vermont

Dear UVM community,

Over the past week, we have heard numerous concerns regarding the university's sexual misconduct prevention, reporting and support services. We appreciate the opportunity to engage with our students, and other members of the university community, on these critically important matters.

Meetings with student representatives were held over the weekend, and we will continue to meet in the days to come.

In addition, we have reviewed a list of items submitted by student leaders. The university's response to those requests is outlined below.

We value the perspectives that have been shared with us and commit to developing immediate and long-term solutions to the issues raised.

Sincerely,

Patty Prelock, Provost and Senior Vice President
Erica Caloiero, Interim Vice Provost for Student Affairs

TO: Caroline Shelley, Sydney Ovitt, Juliana Ward, SGA Committee on Diversity, Inclusion, and Equity Chair Maeve Forbes, Vice President Stephens, President Pasqualoni

FROM: Patricia A. Prelock, Provost and Senior Vice President and Erica Caloiero, Vice Provost and Dean of Students Office

DATE: May 3, 2021

SUBJECT: Follow-up to Student Concerns Regarding the University's Response to Sexual Assault and Misconduct

Introduction

We appreciate the engagement over the weekend bringing together student leaders and university leaders for candid and constructive conversations about sexual violence and what we can do to make UVM and our community safer for students. This work is ongoing, and the university commits to a continuous improvement approach that focuses on best practices and trainings that help to ensure we're making progress on this issue.

Outlined below are responses to your requests submitted on April 30, 2021. We understand that some of this work has already taken place in your in-person meetings over the weekend. We suggest a follow-up meeting to discuss these items further.

1. 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.**
2. 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.**
3. 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. **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 this resource is available.**
4. 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. **Yes, as part of our partnership with HOPE Works, we will ensure that we can offer a more diverse group of advocates.**
5. 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. **The university supports a team approach, as you outline.**
6. Every counselor employed through UVM Counseling and Psychiatric Service

(CAPS) undergo annual training on how to support survivors of sexual abuse, violence, and harassment. **The university agrees to ensure that CAPS counselors are trained on how to support survivors of sexual abuse, violence, and harassment.**

7. 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. **We agree to continue our comprehensive training for UVM police.**
8. 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 to be able to effectively communicate on-campus resources available to students at the University. **We agree.**
9. UVM create a 24/7, 365 day-a-year hotline specifically for student survivors of sexual violence and harassment. **We agree and commit to providing this service.**
10. 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. **We will review the Boston University example you reference and explore ways to add to our existing internship offerings through CESS.**
11. 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. **We agree.**
12. 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. **We agree to review the survey responses.**
13. 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 Fraternity on probation effective immediately. **We agree.**

14. 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.**
15. Student Government Association, henceforth referred to as SGA, attend sexual violence, harassment, and/or healthy relationship training at least once each semester. **We agree.**
16. 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.**
17. 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 agree. We are encouraged by the collaboration and progress of recent meetings and will work with students to develop a schedule for ongoing dialogue.**

We recognize the responsibility all of us share for maintaining a safe and healthy campus environment. We believe these measures (and others already in place) will send a clear message to every member of the UVM community that we have a plan for working together. Like you, we believe that continued conversation is essential to create meaningful change.

From: [UVM Faculty & Staff](#) on behalf of [Broadcast Center](#)
To: UVMFACULTYSTAFF@LIST.UVM.EDU
Subject: Further Information Regarding Update on Sexual Misconduct Prevention, Reporting, and Support Services
Date: Friday, April 30, 2021 5:33:56 PM
Attachments: [iapehldihokalhbc.png](#)



The University of Vermont

Dear UVM Community,

We recognize that many of you are seeking further information and an immediate response regarding the university's position and actions related to sexual misconduct prevention, reporting, and support services.

Firstly, we want to underscore how very seriously the university views these issues—the safety and wellbeing of our community is of paramount importance. We have been closely reviewing your messages with special attention given to those signaling the need for immediate assistance. Please know that there are [support services](#) available on a 24/7 basis. If you are in need, or know of someone who is, we urge you to reach out.

Also, we want to be sure you are aware of [the update](#) (below) distributed to our community yesterday. The efforts outlined, particularly new initiatives, prioritize the direct involvement of, and partnership with, our students.

Tomorrow, a working group of students and staff will meet to further define meaningful next steps, both short- and long-term. We will be sure to keep you informed of our plans and progress via [our website](#), as well as email and social media.

Sincerely,

Nick Stanton, Title IX Coordinator
Erica Caloiero, Interim Vice Provost for Student Affairs

April 29, 2021

Dear UVM Community,

We are writing regarding student concerns about the sexual misconduct reporting process and support services. We hear you, and we recognize that giving voice to incidents of sexual misconduct is difficult. We commend those who have stood up and shared their stories.

To be absolutely clear, the University of Vermont does not tolerate sexual misconduct in any form, including sexual assault, relationship violence, gender-based stalking, sexual exploitation and sexual harassment, and is committed to responding in a holistic manner when such incidents are disclosed. We respect the rights of both parties to be fully and fairly heard, and to be supported as campus community members without pre-judgment.

We recognize the importance of listening to and addressing community concerns. As the University's Title IX Coordinator and as the Vice Provost for Student Affairs, we are reinforcing current actions and implementing new efforts immediately. These include:

- Formalizing recognition of the current AAEO Student Advisory Committee, which was started earlier this academic year as a partnership between AAEO and interested members of the student body. This committee is chaired by the Deputy Title IX Coordinator for Intake and Outreach. Its purpose is to gather the student perspective relating to sexual harassment and misconduct process and prevention efforts, and to apply the feedback received to create meaningful change. This committee has already provided valuable perspectives, many of which are reflected in the actions outlined here.
- Establishing a summer study committee led by the 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.
- A broad assessment of the scope and effectiveness of support and advocacy services available to UVM community members, with a focus on confidential advocacy and the needs of a diverse community.
- Enhancement of the already required annual training on trauma-informed practices for UVM investigators and others involved in the sexual misconduct resolution process, and regular monitoring of response timelines.
- Annual training on trauma-informed support for confidential support staff at

UVM.

- A comprehensive review of current communications, policies and procedures to ensure all members of the campus community are made aware of the resources, supports, and reporting options available to them in a proactive manner.

A variety of support and reporting options are available to those impacted by sexual misconduct, including confidential counseling, advocacy, support measures, campus-based reporting and resolution, and criminal reporting and resolution. Information about the range of support services and reporting options for sexual misconduct and harassment is available [here](#). UVM strongly encourages anyone with concerns about sexual harassment or misconduct to make a report to AAEO or UVM Police Services.

Sincerely,

Nick Stanton, Title IX Coordinator
Erica Caloiero, Interim Vice Provost for Student Affairs