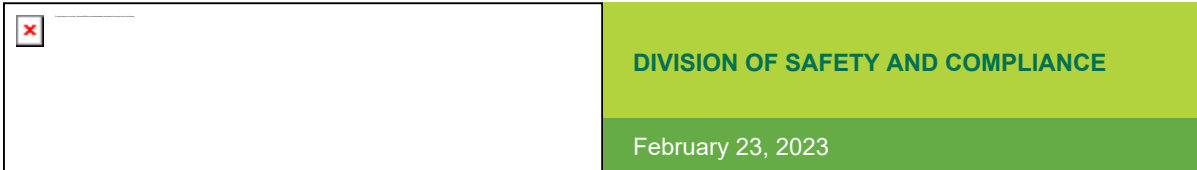


## StudentCOMServices

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**From:** Michael Schirling, Chief Safety and Compliance Officer <no-reply@uvm.edu>  
**Sent:** Thursday, February 23, 2023 11:22 AM  
**To:** Kiersten Lael Tavares (she/her)  
**Subject:** New Resources for Safety and Threat Assessment and Reporting



Dear UVM Community,

The safety and care of our students, faculty, and staff is UVM's highest priority. Threats on campus and in the broader community are a possibility for which we must all be prepared.

Over the past several days, two flyers found on campus contained messages of hate. Several emails conveying similarly hateful rhetoric were received by faculty and staff. Hate directed at the beliefs and identities of members of our campus community is abhorrent and completely at odds with the university's [Our Common Ground](#) values.

It is UVM's practice to not amplify hateful rhetoric by publicizing its content or naming its authors. We should also take care to protect our information security and systems integrity by not clicking links or opening attachments in email, and to use the tools described below to report to UVM Police any concerning messages or information for assessment and investigation.

In light of these recent messages, we have accelerated the planned rollout of our updated Personal Safety and Threat Assessment Policy and our Threat Recognition and Reporting information webpage. These are new online tools that the campus community can use for support and assurance that our campus is, and remains, safe and secure for all.

Personal safety and threat assessment are covered in [this campus-wide policy \(pdf\)](#). The purpose of the policy is to establish protocols for identification and assessment of risk resulting from threats of violence to protect the health, safety, and welfare of university community members and campus visitors and to preserve the safety of campus and university facilities.

Our teams have spent considerable time in the last few months updating resources to assist with threat recognition and reporting. Sharing any and all information, observations, and concerns about threats is among the most important steps in ensuring the safest possible environment. Each of us has a vital role to play in the reporting process. Details can be found [on this web](#)

page.

### What You Can Do—Top Takeaways

1. Be mindful that each of us has a role in campus safety.
2. See something—say something. Reports are not viewed as a means to “get someone in trouble.” Rather, they provide an opportunity to help someone—and the broader campus community—before trouble occurs. Early recognition and intervention are the best options.
3. **Download** and familiarize yourself with the **LiveSafe app**.
4. Visit our [detailed web page](#) regarding threat recognition and reporting.
5. Share this information, and [the link to this site](#), with your friends and colleagues.

We all serve as the eyes and ears of the university when it comes to safety. If you see something, say something. It is also important to bring concerns, observations, and information directly to UVM Police Services first, so any potential threat can be assessed and necessary action can be taken.

Hate has no place on this campus. UVM’s [Our Common Ground](#) values of Respect and Justice establish that we care for one another and unite against and challenge all forms of injustice toward any member of our community.

Together, we can help keep each other safe.

Sincerely,

Michael Schirling  
Chief Safety and Compliance Officer  
The University of Vermont