



PUBLIC SAFETY AT THE UNIVERSITY OF VERMONT

A guide for current and prospective students and employees prepared in
compliance with the Jeanne Clery Disclosure of Campus
Security Policy & Crime Statistics Act

Issued September 24, 2014

2013 Annual Fire Safety Report for Student Housing at UVM:
<http://www.uvm.edu/police/reports/clery/fire-safety-report.pdf>

MESSAGE FROM CHIEF OF POLICE, LIANNE M. TUOMEY, MSW

On behalf of the UVM Department of Police Services I extend our warmest greetings. This guide exists to provide you essential information on UVM's public safety related services, programs, policies, and statistics concerning crime on campus. We exist to facilitate a crime free environment for our campus, the surrounding community and the greater Burlington area. We do this through the highest quality of policing services.

We pride ourselves on a mission-driven focus modeling progressive education and aggressive law enforcement. To this end we are educators, providing law enforcement services in alignment with the mission of the University of Vermont. Every contact with a student, faculty, staff, and guest is an opportunity to educate about the responsibilities of living in a learning community. We take the issue of campus safety seriously, and as such, the University of Vermont and State Agricultural College is committed in its efforts to assure that the campus remains safe and secure. To do so requires the cooperation and understanding of everyone at UVM. We ask that you do your part to help protect yourself and others. I encourage you to carefully review this information, especially the crime prevention tips, towards that end. Personal safety is a responsibility each and every one of us bears, and we at Police Services need your assistance to make our campus a safe environment in which to learn, live, and grow. If you have any questions or suggestions about campus safety, law enforcement at UVM, or how to improve this guide, please feel free to contact Police Services directly at 656-2027 or Police@uvm.edu.

In the event of an emergency, always call 911

On-Campus Resource Contacts:

UVM Police Services Non-Emergency Line / TDD	656-3473
TEXT Tips (Keyword: UVM):	847411
UVM Rescue (Non-Emergency)	656-4287
UVM Student Health Center (<i>confidential</i>)	656-3350
After Hours Medical Consultation	1-866-878-2485
UVM Counseling & Psychiatry Services (<i>confidential</i>)	656-3340
24-Hour Hotline	802-656-3340 (VM #2)
LifeScope Employee Assistance Program (<i>confidential</i>)	1-800-828-6025
Campus Victim's Advocate (<i>confidential</i>)	656-7892
Title IX Coordinator / Affirmative Action & Equal Opportunity	656-3368
Dean of Students Office	656-3380
UVM Center for Student Ethics and Standards	656-4360

Community Resource Contacts:

Chittenden Unit for Special Investigations (CUSI)	652-6800
FAHC (Medical Center) Security	656-2822
FAHC Emergency Department	847-2434
VT Victim Services	1-800-750-1213
State's Attorney Victim and Witness Advocate	863-2865
Vermont Adult Crisis Hotline	488-6400
New England Poison Center	1-800-222-1222
Safe Space Support Line for LGBTQA Survivors (hosted by PRIDE Center of VT)	
Local Support Line	863-0003
Toll-Free Support Line	1-866-869-7341
H.O.P.E. Works (formerly the Women's Rape Crisis Center)	
Local 24-Hour Hotline	863-1236
24-Hour Toll Free Hotline	1-800-489-RAPE
Women Helping Battered Women Hotline	658-1996
Planned Parenthood	863-6326
National Suicide Prevention Lifeline	1-800-273-TALK

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STATEMENT OF COMPLIANCE: JEANNE CLERY DISCLOSURE OF CAMPUS SECURITY POLICY AND CRIME STATISTICS ACT

Enacted in 1990, The Crime Awareness and Campus Security Act was designed to assist students in making decisions which affect their personal safety and to ensure institutions of higher education provide current and prospective students, staff, and faculty the information they need to avoid becoming victims of campus crime. The Act was renamed the “Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act” (hereafter the Clery Act) in 1991 in honor of Jeanne Clery, a Lehigh University freshman, who was raped and murdered by a fellow student on April 5, 1986 in her dorm room. Before Jeanne’s death, there were no uniform laws mandating that colleges report crimes on campus to students, employees, potential students or their parents.

To promote safety and security at the University of Vermont, and compliance with the Clery Act, UVM has adopted a Campus Safety and Security: Clery Act Policy, which is available at <http://www.uvm.edu/policies/riskmgm/clery.pdf>. In pertinent part, as detailed in the Policy, the University annually:

1. **Compiles and submits crime statistics to the United States Department of Education.** Each year, the University submits crime statistics for Clery Act crimes by type, location and year to the U.S. Department of Education.
2. **Maintains a daily crime log of alleged criminal incidents that is open to public inspection.** *(see page 24)*
3. **Issues campus alerts.** The University of Vermont issues a timely warning to the University community when there is information that a Clery crime has occurred that represents a serious or ongoing threat to campus safety. *(see page 11)*
4. **Issues emergency notifications.** The University issues an emergency notification upon the confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or employees occurring on the campus. The University tests the emergency notification procedure bi-annually. *(see page 11)*
5. **Publishes and maintains an Annual Security Report containing safety- and security- related policy statements and statistics of Clery Act crimes occurring on University property, adjacent property, and non-University property owned or controlled by the University.**
6. **Maintains and enforces a missing student policy and notification procedure.** *(see page 9)*

Compiles and submits fire statistics by type and location to the United States Department of Education. See also the University’s Annual Fire Safety Report for Student Housing at: <http://www.uvm.edu/police/reports/clery/fire-safety-report.pdf>, which includes fire safety policy statements and statistics, as well as information about how to access UVM’s daily fire log.

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OVERVIEW OF POLICE SERVICES AT UVM

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The Department of Police Services provides comprehensive law enforcement and security services to all components of the University of Vermont and State Agricultural College. The Department has 35 authorized positions including 23 State certified Sworn Police Officers, 5 non-commissioned Service Officers, 5 dispatchers, and 2 administrative support personnel. Police Officers must successfully complete the basic training program for full-time police professionals as prescribed by the Vermont Criminal Justice Training Council. On-duty 24 hours/day, 7 days/week, Police Services performs both law enforcement and service functions.

UVM Police Officers have statewide law enforcement authority as enacted by the General Assembly of the State of Vermont: Title 16 VSA § 2283, with primary patrol jurisdiction over all property and landholdings of the University located in Burlington, Vermont, which is commonly referred to as the University's core or main campus, and also corresponds to the University's "Campus Property" as defined by the Clery Act. In addition to holding primary jurisdiction over the UVM Campus, UVM Police Services also regularly assists area law enforcement agencies upon request at locations not considered Campus Property. Towards that end, Police Services has excellent working relationships, to include a county MOU phased response plan with every county police agency in the state of Vermont; the City of Burlington Police Department; City of South Burlington Police Department; City of Winooski Police Department; Chittenden County Sheriff's Department; Vermont State Police; the local field office of the Federal Bureau of Investigation (FBI); and various other state and federal law enforcement agencies. Additionally, UVM Police Services has task force agreements with the U.S. Marshall's Service, the Chittenden Unit for Special Investigations (CUSI), and intermittent assignment to the Drug Enforcement Administration (DEA). UVM Police's working relationships provide for task force participation, joint noise initiatives, and regular interactions with both shift agency assists and human resource capacity, as requested. These relationships are maintained through periodic communication among agency administrators as well as mutual aid standard response protocols, in addition to frequent contact between line officers and investigators cooperating on specific cases. These strong working relationships are evidenced by the hundreds of Police Agency assists every year. For example in calendar year 2013, Police Services assisted area public safety agencies on more than 390 occasions.

As a participant in the State of Vermont's telecommunications and information systems, UVM Police Services has sophisticated communications and computer systems to provide for instant communication with the National Crime Information Center (NCIC), and local and state agencies in times of emergency. In fact, Police Services operates the only non-state run E-911 Call Center in accordance with VT E-911 Board policies.

Essential to our goal of maintaining a safe campus is providing courteous and efficient service to the entire UVM community. If you have questions regarding Police Services, or comments or suggestions about our services, please contact us at 656-3473. You may wish to also visit the department's website at <http://www.uvm.edu/police>. The site includes detailed information about our services and a directory of key department personnel.

MISSION, VALUES, VISION, AND DIVERSITY STATEMENT

The members of UVM Police Services are proud to serve our diverse community through the use of partnerships, law enforcement, and public education to enhance safety. We will demonstrate our commitment to this mission by modeling the values of Respect, Integrity, Service and Pride, in all our professional interactions. Our vision is one in which we will be leaders in the community and the profession in integrated, contemporary, and innovative policing strategies to mitigate crime and increase public safety.

The UVM Department of Police Services recognizes that diversity exists as a driving force in our interactions with people and institutions in the University community. We recognize as well that our authority, and ultimately our institutional existence, is predicated upon the people in our community. In order to provide the highest quality of police service, we must be committed to the recognition and reflection of that diversity and incorporate its realities into our strategic planning and our day to day operations. Moreover, Police Services is committed to the belief that there is an intrinsic worth in all people, an irreducible quality whose protection and benefit is the basis for police service. We believe that the recognition of diversity is no less than the recognition of this worth. A commitment to honor the rights and provide for the needs of all people equally is our expression of this recognition.

PROFESSIONAL STANDARDS

Police Services' relationship with our community ensures that we provide excellent service. This relationship is vital to achieving our overall mission of safety, security and education. All members of the University community can expect to be treated in a courteous and professional manner. Police Services does not tolerate an employee who acts unprofessionally or rudely, or who does not provide an appropriate level of service.

We also wish to recognize instances where our staff have been especially helpful or have exceeded your expectations in the service they provided. To this end, the quality of our service is dependent in part on feedback from our community. We have an extensive professional standards policy in place to respond to citizen praise, complaints and concerns. The Department has various ways in which we are able to recognize outstanding performance by our employees.

Please help us improve our Department by bringing both your complaints and compliments to the attention of **any** of the following individuals in a timely manner:

1. Request the on-duty supervisor by calling 656-3473
2. During business hours, contact the Deputy Chief at (802) 656-2027
3. Address written correspondence to:

Chief of Police Lianne M. Tuomey, MSW UVM Police Services
284 East Ave
Burlington, VT 05405

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INCIDENT REPORTING PROCEDURES AT UVM

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It is an essential goal of the University of Vermont to promote and seek to provide a safe learning, living, working, and campus environment for its community members and visitors. Threats or acts of violence involving persons or property are therefore prohibited and constitute cause for removal from campus, discipline through appropriate channels, and/or civil or criminal prosecution. The University's full policy on Personal Safety and Security can be found at http://www.uvm.edu/policies/general_html/personalsafety.pdf.

The official reporting entity for criminal offenses and public safety related incidents that occur at UVM is the **Department of Police Services**. Reporting incidents to UVM Police Services will aid in providing timely warning notices to the community, aid in any investigation of criminal conduct, and will ensure inclusion of required incidents in the annual disclosure of crime statistics for the institution (see pages 35-42). UVM Police Services strongly promotes the prompt reporting of all incidents to include criminal activity, missing persons, and hate/bias incidents to the appropriate police agencies.

WHAT TO DO IN A POSSIBLE OR ACTUAL EMERGENCY SITUATION

IN A POSSIBLE OR ACTUAL EMERGENCY SITUATION, including administrators, faculty, and staff ("employees") must immediately report threats or acts of violence to UVM Police Services. Students are also strongly encouraged to make such reports. This can be done in several ways:

- **Call 911 from a personal or cellular phone.** Calls placed from a cellular phone are answered by a Vermont **911** Call Center and forwarded to Police Services. Police Services protocols require an immediate response to emergency calls. We work closely with the full range of City and County emergency resources to assure a complete and timely response to all emergency calls.
- **Call 911 from a campus phone or blue-light call box.** Calling **911** from a campus phone or blue-light call box will directly reach UVM Police Services from every UVM phone exchange, 24 hours a day, 7 days/week. Priority response is given to crimes against persons and personal injuries. There are campus phones and blue-light call boxes located around the campus and in various buildings.
- **Call UVM Police Services' Dispatch directly at 802-656-3473.**

UVM Police Services will respond as quickly and safely as possible to any request for assistance, whether it is an emergency or not. Response time is based on current activity and severity of the call. Crimes in progress, alarms, traffic accidents with injuries, and medical assists have a higher priority than other types of calls. University Police and Security officers in vehicles or on foot are eager to be of assistance and may be contacted directly.

HOW TO MAKE ANONYMOUS CRIME REPORTS TO POLICE SERVICES

IN A NON-EMERGENCY (NOT IN PROGRESS) SITUATION ONLY, members of the campus community may choose to report crimes, suspicious activity/persons, and criminal activity to Police Services anonymously through one of the following forums:

- **Anonymous Police Services' Tip Line via Telephone: 656-TIPS.**
- **Anonymous Police Services' TEXT Tip text (Keyword: UVM): 847411.** UVM Police Services' Dispatchers can interact with the texter but will not know the texter's number or any identifying information unless the tipster provides it.
- The **Silent Witness** program is a tool on the Police Services Web Site (<http://www.uvm.edu/police/>) which allows for the transmission of information anonymously, as it removes the sender's identifying information before it transmits the tip via email. If the person is willing to be contacted by an officer they have the opportunity to provide the necessary contact information before submitting - it is the tipster's choice.
- Police Services also works with **Champlain Valley Crimestoppers (802-864-6666** or toll-free at **800-472-8477**).
- You may also choose to make a disclosure to a **Campus Security Authority**, such as the Dean of Students (656-3380), Campus Victim's Advocate (656-2604), or Director of Affirmative Action and Equal Opportunity (656-3368), who can assist you in filing an anonymous crime report, as well as direct you to available campus and community resources, as described further on page 21.

If you are the victim of a crime and do not want to pursue action within the Criminal Justice System or the University's campus discipline process, you may still want to consider making an anonymous report to the UVM Police as outlined above. The purpose of this type of report is to comply with your wish to keep the matter confidential, while taking steps to ensure the future safety of yourself and others. With such information, the University can track an accurate record of the number of criminal incidents occurring on or near campus, determine where there is a pattern of crime with regard to a particular location, method, or assailant, and alert the college community to potential danger. Reports filed in this manner are counted and disclosed in the annual crime statistics for the institution (see pages 35-42).

Please understand that an anonymous report of a crime makes it very difficult to provide you or other possible victims with many forms of recourse or warning of possible nefarious acts. Providing as much information as possible upon initial report will enable you to change your mind should you decide in the future to seek University and/or Criminal Justice System involvement.

CAMPUS SECURITY AUTHORITY (CSA) REPORTING PROCEDURE

The University encourages all members of the campus community to contact UVM Police Services when they have been the victim of or have witnessed criminal actions. However, under the Clery Act, certain individuals designated as Campus Security Authorities (CSAs) are required to promptly report statistical information about Clery qualifying crimes that occur on or near University property to UVM Police Services for inclusion in this Report.

It is the responsibility of the University's Clery Coordinator, in cooperation with the Vice Provost for Student Affairs and the Title IX Coordinator, to annually identify who, as a result of their job duties at the University, constitutes a CSA, within the following parameters:

- Members of the University of Vermont Department of Police Services;
- Any individual responsible for security who is not a member of the UVM Department of Police Services (for example, individuals responsible for monitoring entrances to buildings or specified areas are responsible for security, as well as event security personnel contracted by the University);
- A University official who has significant responsibility for student and campus activities, including, but

not limited to, student housing, student discipline and campus judicial proceedings, coaches and coaching staff, advisors to recognized student organizations; and

- Any additional individuals meeting the definition of a “Responsible Employee” under Title IX of the Education Amendments of 1972, and defined in the University’s [Sexual Misconduct Policy](#).

Based on the list compiled by the Clery Coordinator, a notice is distributed to all CSAs informing them of their responsibilities under the Clery Act, Title IX, and University policy annually. Additionally, the University strongly encourages all CSAs to annually complete a training program to familiarize themselves with their legal obligations.

Professional counselors employed by the University, whose official responsibilities include providing mental health counseling to members of the campus community, are exempt from the definition of a CSA when acting within the scope of their license. However, while not required by law or policy, these individuals are encouraged to discuss with their patients and clients the possibility of filing a voluntary (confidential) report with Police Services, other area Police Departments, or report a sexual assault to CUSI (the Chittenden Unit for Special Investigations), in addition to supporting them in accessing both on-campus and community resources.

All CSAs are required to report certain (alleged) crimes, including hate crimes, of which they become aware to UVM Police Services for inclusion in the University’s Annual Campus Security Report, in compliance with the Clery Act. CSA Reporting Forms are used to help to inform whether a timely warning or emergency notification to the campus community is warranted; to allow Police Services to optimize the safety of our campus community; to ensure proper statistical inclusion of reported crimes in the University’s Annual Report, in compliance with federal law; to facilitate and ensure appropriate support and institutional response in cases of gender based violence under Title IX.

- **Step 1:** Call **9-1-1** immediately if a crime or other emergency is in progress, if at any time there is an imminent or continuing threat of harm to persons or property, so the University can appropriately notify the campus community via **CatAlert** or other means.
 - o Note: it is the policy of the University that incidents of domestic violence and stalking are presumed to pose “a continuing threat of harm”.
- **Step 2:** If calling Police was not required under Step 1, the CSA should ask the victim or third party they are in contact with if they would like to file a police report with UVM Police Services:
 - o **If yes**, contact UVM Police Services at (802) 656-3473 (656-FIRE). Crimes may also be reported anonymously to Police Services via the Tip Line at (802) 656-8477(TIPS) or by text to 847411 (type “UVM” and your tip). Police Services is located at 284 East Avenue.
 - o **If no**, the University must respect the decision of a victim not to report an incident to Police Services for criminal investigation, unless otherwise required by law (*see* Reporting Abuse and Neglect of Minors). However, CSAs must still file a Reporting Form as outlined in Step 3 below.
- **Step 3:** The CSA must **promptly** file an electronic Campus Security Authority Reporting Form using the CSA Information Portal (www.uvm.edu/police/csa), regardless of whether the victim chooses to file a police report, as outlined above. The name of the victim(s) should not be included in the CSA Report Form unless given permission to do so. CSAs are not responsible for determining authoritatively whether a crime took place. A report should be made based solely on the information currently available to the CSA, including location, name(s) of alleged perpetrators or witnesses, and incident description.
- **Step 4:** If the (alleged) incident involves a sex offense, the CSA **must also** provide the following information to the Campus Victim’s Advocate and the University’s Title IX Coordinator to facilitate appropriate support and

institutional response by sending an email to TitleIX@uvm.edu or Title9@uvm.edu:

- Name(s) of Reporting Party, Victim/Survivor, Alleged Perpetrator, and Witnesses, to the extent known;
- Location of the Incident; and
- Nature of the Incident.

- **Step 5:** CSAs should make the victim or third party they are in contact with aware that UVM makes resources available to the campus community that may be helpful, as outlined on page 21 of this Report.

A copy of the full policy can be found at <http://www.uvm.edu/policies/riskmgm/campussecurity.pdf>.

BIAS, DISCRIMINATION, AND HARASSMENT INCIDENTS

UVM Police Services promotes the prompt reporting of all incidents, including hate and bias incidents, using the reporting mechanisms outlined above.

Reports of bias, discrimination, and harassment may also be reported to the Office of Affirmative Action and Equal Opportunity (AAEO) for investigation and resolution in accordance with University policies and procedures using the online **Bias, Discrimination, and Harassment Incident Report Form:**

https://publicdocs.maxient.com/reportingform.php?UnivofVermontAAEO&layout_id=5.

- **Bias** is a personal inclination or temperament based on unreasoned judgment or belief. Bias may be reflected in behavior (verbal, nonverbal, or written) that is threatening, harassing, intimidating, discriminatory, hostile, unwelcoming, exclusionary, demeaning, degrading, or derogatory and is based on a person's real or perceived identity or group affiliation, including (but not limited to) race, ethnicity, age, disability status, gender, gender identity and expression, national origin, sexual orientation, or religion. Hate Crimes are bias incidents that involve violations of criminal statutes. All hate crimes are bias incidents, but not all bias incidents are hate crimes.
- **Discrimination** is adverse treatment based on membership in a legally protected category. Legally protected categories are listed in UVM's equal opportunity policies for [students](#) and [employees](#).
- **Harassment** means an incident or incidents of verbal, written, visual, or physical conduct based on or motivated by a student's or a student's family member's actual or perceived race, creed, color, national origin, marital status, sex, sexual orientation, gender identity, age or disability that has the purpose or effect of: (1) objectively and substantially undermining and detracting from or interfering with a student's educational performance or access to University resources; or (2) creating an objectively intimidating, hostile, or offensive environment.

INCIDENTS OF SEXUAL MISCONDUCT

To initiate a criminal investigation, individuals should contact UVM Police Services as outlined above. Additionally, the Campus Victim's Advocate, Title IX Coordinator, and Dean of Students are available and trained to assist individuals with contacting law enforcement.

Inquiries and Confidential Disclosure Options

The Title IX Coordinator and Investigator in the Office of Affirmative Action and Equal Opportunity (AAEO) are available to provide general information about the University's sexual misconduct complaint and investigation procedures upon request. However, if an individual wishes to discuss a specific incident confidentially without filing a complaint, he or she should directly contact:

- Campus Victim's Advocate (confidential) 656-7892
- UVM Counseling & Psychiatry Services (confidential) 656-3340
- Student Health Center (confidential) 656-3350
- Life Scope Employee Assistance Program (confidential) 800-828-6025

The University also has excellent working relationships with several community agencies, as detailed in the Community Resources section of this Report, that are available to provide confidential counseling and support free of charge.

Filing a Complaint for UVM Investigation of Sexual Misconduct

Any affiliate or non-affiliate may file a complaint with the Office of Affirmative Action and Equal Opportunity (AAEO) against a student, staff member, faculty member, affiliate, or other participant in programs and activities sponsored by the University or occurring on University premises who is believed to have violated the University's Sexual Misconduct Policy to initiate an internal (non-criminal) investigation:

- In Person: 428 Waterman Building
- By Phone: (802) 656-3368
- By Email: TitleIX@uvm.edu or Title9@uvm.edu
- Online: Bias, Discrimination & Harassment Incident Reporting Form
https://publicdocs.maxient.com/reportingform.php?UnivofVermontAAEO&layout_id=5

Individuals may also disclose information that an incident of sexual assault, relationship violence, or stalking occurred to a Responsible Employee who has mandatory reporting obligations under Title IX, the Clery Act, and University Policy, as outlined above (see page 5).

An individual who reports that they have been a victim of sexual misconduct, as outlined in this section, shall be provided with a written explanation of their rights and options for both University and criminal action, as well as applicable support resources available on campus and in the greater Burlington community.

ABUSE AND NEGLECT OF MINORS

Vermont law requires that certain professionals listed in 33 V.S.A. § 4913 report within 24 hours to the Vermont Department for Children and Families (DCF) any incident arising as to which there is reasonable cause to believe a minor has been sexually abused or neglected by calling the DCF Child Abuse Hotline at 1-800-649-5285.

In addition, to protect optimally the safety of minors who are participating in University programs and activities, the University requires any employee who has reasonable cause to believe that a minor participating in such program or activity has been sexually abused or neglected to advise the employee's supervisor promptly (assuming that there is no reason to believe that the supervisor is involved in the possible abuse or neglect, in which case the employee makes the report to the supervisor's supervisor) or to notify DCF. If a supervisor is so notified, the supervisor must promptly make a report to DCF (Child Abuse Hotline: 1-800-649-5285) and to Police Services (EMERGENCY: 911; Non-emergency: 802-656-3473).

If you know or suspect that a minor is a victim of abuse or neglect, **you must act**. In deciding whether or not to report an incident or situation of suspected abuse or neglect, you need not have proof that abuse or neglect has occurred. Any uncertainty in deciding whether to report suspected abuse or neglect should be resolved in favor of making a good faith report.

A copy of the full policy can be found at http://www.uvm.edu/policies/general_html/abuse_minors.pdf.

CRIME OCCURRING AT NON-CAMPUS LOCATIONS

Police Services is responsible for investigating all criminal matters at university-owned facilities located within a reasonable distance from the main campus. Matters occurring at properties more distant from the main campus are handled either entirely by the local police agency with jurisdiction (i.e., city police, state police, etc.) or jointly handled by such agencies in conjunction with Police Services. Non-campus property owned or controlled by University recognized student organizations, such as Greek organizations, is private property and is policed by the municipality in which the property resides. Police Services may assist those agencies, as requested, and monitors this non-campus activity through shared police databases.

Although the Department does not have primary jurisdiction for crimes that occur off University property, it can and does obtain and record this data as required by the Clery Act, including crimes that occur on non-campus property owned or controlled by recognized student organizations.

In general, prospective students, employees, and visitors to UVM should know that as with any campus there is crime both on and off-campus and that it is important to take reasonable precautions at all times. **Police Services can assist any member of the UVM community in determining an appropriate point of contact for police matters falling outside Police Services' jurisdiction ~ contact the shift supervisor at 656-3473 for assistance.**

MISSING STUDENTS

In the event that a faculty or staff member obtains information that a residential student is or may be missing, he or she should notify the University of Vermont Police Services immediately. Students are urged promptly to report to a Residential Life staff member (for students residing on campus) or directly to the University of Vermont Police Services if a student living in University housing is missing or thought to be missing. Upon notification that a student is or may be missing, University Police Services shall respond through the exercise of reasonable professional judgment to investigate and make a determination as to whether the student is missing, including appropriate notification of institutional officials and law enforcement agencies.

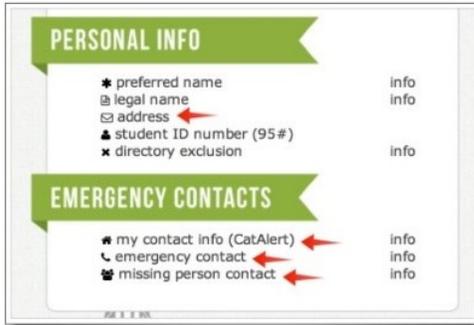
At the beginning of each academic year, the University will notify all students of the right to identify an individual using the "myUVM" Portal to be contacted by the University in the event that the student is missing. This information will be maintained confidentially by the University and the individual identified by the student will be contacted only in the event that the student is determined to be missing for 24 hours. Additionally, the University will notify the parent(s) or guardian of a student who is under the age of 18 and not emancipated in the event such a student is determined to be missing.

Students can update their emergency and missing person contact information at any time by logging in to the myUVM Portal, as follows:

1. Log into myUVM. Go to the Registrar Tab.



2. Update each of the four contact methods under the headings of **Personal Info** and **Emergency Contact**



The full text of the University's Missing Student Policy can be found at:
http://www.uvm.edu/policies/general_html/missingstudent.pdf.

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INSTITUTIONAL INCIDENT RESPONSE

In the event of an emergency, always call 911

In the interest of campus health and safety, and in keeping with federal law, the University of Vermont maintains a robust emergency alerting system called *CatAlert* to notify the campus community (or segments of the campus community) upon confirmation by UVM Police Services that a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or employees is occurring on or near the campus (within Clery geography). Notifications may also be distributed for other classifications and by different methods as appropriate and detailed below.

TYPES OF WARNINGS AND NOTIFICATIONS

Timely Warnings

When a confirmed Clery crime occurs on campus, or in a geographic area near to campus (i.e. within Clery geography), that represents a continuing threat or the possibility of a continuing threat to the safety of the UVM community, a timely warning will be made to alert the campus community of the incident. Whenever a timely warning is sent, it shall be sent to the entire campus community. At no time shall the name of the victim(s) be included as part of a timely warning.

Timely warnings are distributed through the University's Emergency Notification system, *CatAlert*, which automatically sends an e-mail communication to all members of the University community. All members of the University community may also have emergency notices sent to them by any or all of the following: text message and/or voice message to a cell phone, campus phone and/or home phone.

The decision whether to issue a timely warning will be made on a case by case basis through consultation with appropriate University officials, as outlined above. A timely warning will not be issued if it is determined the risk of compromising efforts to contain the emergency outweighs the benefit to the campus community of a particular warning. Periodic updates to timely warnings will be disseminated as information becomes available.

Emergency Notification

In addition to above procedures for initiating a timely warning, the University has a policy and procedures regarding immediate emergency response and evacuation. Emergency Notifications shall be issued through the *CatAlert* system when a confirmed significant emergency or dangerous situation involving an immediate threat to the health or safety of students or employees occurs on or is imminently threatening the campus. As appropriate, emergency notifications may be targeted at only a segment or segments of the campus community that is at risk. Emergency notifications will be issued without delay unless doing so would compromise efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency. For example, emergency response at, and evacuation of, one or more buildings may be necessary in the event of a fire, bomb threat, chemical spill or other type of emergency. Such an evacuation will be signaled by the use of the building fire alerting system. Notifications of such an emergency condition and appropriate evacuation procedures will also be disseminated via the *CatAlert* system, as described above.

The decision whether to issue an emergency notification will be made on a case by case basis through consultation with appropriate University officials, as outlined above. Periodic updates to emergency notifications will be disseminated as information becomes available.

The President (or the next most senior available administrator) has ultimate responsibility and authority for declaring a “state of campus emergency”, setting direction as to how the emergency will be managed, and making key executive decisions. At the appropriate time, the President (or next most senior administrator) will declare an end to the “state of campus emergency.”

Campus Advisories

In situations where a crime or situation does not meet the criteria for a Timely Warning or Emergency Notification, the University may nevertheless issue a Campus Alert/Advisory when information is available that may be shared with the campus community that could lead to further information about a perpetrator and/or provide information that would allow individuals to take appropriate precautions. A Campus Alert/Advisory includes information about actions individuals may take to help prevent further criminal activity. Campus Alerts/Advisories are disseminated via e-mail to all UVM faculty, staff and students, on the Police Services Webpage, Facebook page as well as Twitter. Additionally, hard copies of Campus Alerts/Advisories may occasionally be placed around campus in areas frequented by students, faculty and staff.

COMMUNICATION PROTOCOLS

During an emergency on the campus, the University follows the Incident Command System (ICS) model which includes an on-scene Incident Commander (often from UVM Police Services), and an Emergency Operations Center (staffed by campus operational leaders) that can be activated to support Incident Command during a major emergency. A separate Policy Group of senior leaders is available as needed.

CatAlert

The *CatAlert* system is a multi-modal alerting system which automatically sends notifications to all uvm.edu e-mail addresses, and allows members of the campus community to opt-in for additional telephone and text based alerts.

CatAlert notifications are also automatically posted to the Police Services web site (www.uvm.edu/police) and Emergency Management homepage (<http://www.uvm.edu/~emergency/>).

In order to facilitate this notification process, all emergencies should be reported to UVM Police Services by calling 911 from a campus phone. Calls placed from cell phones or off-campus telephones related to an emergency on-campus will be routed through the E911 Dispatch Center in Williston to UVM Police Services. Additionally, since such events may originate beyond the borders of the campus, UVM Police, Burlington and South Burlington Police collaborate and share information on a daily basis.

Confirmation that there is a significant emergency or dangerous situation, which may include visual verification by UVM Police Services of the nature and scope of an emergency, determination of the content of the notification, including any required actions (such as evacuate to a safe location or shelter in place away from windows), whom to notify, and the actual launch of the notification will normally be the responsibility of the Senior Police Services official on duty, with assistance from the Emergency Operations Group (EOG) Manager. The EOG is also fully versed in operation of the *CatAlert* system and may take the lead on initiating campus notification as circumstances require.

*** *CatAlert* REGISTRATION***

Faculty, staff, and students will automatically receive an e-mail notice of a campus emergency to their uvm.edu address, a text message on their cell phone or pager if that number is on file with the University, and/or a voice message (if opted into this feature) for up to three phone numbers. To opt-in for expanded notification, or to change existing preferences, students may do so through myUVM (<https://myuvm.uvm.edu/cp/home/displaylogin>). Faculty and staff can do so through the self-service section of PeopleSoft (<https://www.uvm.edu/~erp/portal/>).

HOW TO PROVIDE YOUR EMERGENCY CONTACT INFORMATION

STUDENTS

The University relies on **4 methods of contacting you in cases of emergency**. You can easily input/update all 4 on this page

1. address (your local address)
2. my contact info (CatAlert)
3. emergency contact
4. missing person contact

1. Log into myUVM. Go to the Registrar Tab.



2. Update each of the four contact methods under the headings of **Personal Info** and **Emergency Contact**



EMPLOYEES

1. Log into PeopleSoft
2. Go to "Self-Service"
3. Click on "Phone Numbers" in the Personal Information box
4. Update the "emergency-msg-txt" field and save changes



4. **Phone Numbers**

Please Note: All your phone numbers are listed below. Please Add your emergency broadcast number(s). Do not replace or delete existing numbers when adding Emergency Numbers. Broadcasts will only be sent to phones listed as "Emergency".

Phone Type	*Telephone	Extension	Preferred	Delete
Business	<input type="text"/>	<input type="text"/>	<input type="checkbox"/>	
Emergency-msg-txt	<input type="text"/>	<input type="text"/>	<input checked="" type="checkbox"/>	

Testing of the CatAlert System

Twice a year, the Associate Vice President for Administrative and Facilities Services, or the Vice Provost for Student Affairs will initiate (or authorize the initiation of) a test emergency response alert message (usually in September and January). The procedures contained within this statement will be publicized to faculty, staff, and students each September when affiliates are given advance notice of the upcoming test and encouraged to opt-in for expanded notification. A record of all such tests, including a description of the test, the date, time, and whether the test was announced or unannounced is accessible from UVM's Emergency Management website.

Tests will also be conducted at least annually on UVM's ability to respond to an emergency, including activation of its Emergency Operations Group (which meets monthly) and a table-top exercise involving a campus-based scenario. Participants will include the Emergency Operations Group, their designated back-ups, select Emergency Support Function representatives, and at least one member of the Policy Group. Additional tests will involve evacuation drills overseen by the Campus Fire Marshal.

Emergency Operations Information Line: A special Emergency Operations Information Line with a recorded message has been established (802-656-0000) and can be used to help keep faculty, staff, students, parents, and the community at large updated regarding an emergency.

Voice Mail and E-Mail Broadcast Capabilities As an alternative to the Cat Alert System, broadcast voice mail (using Nortel Meridian) or broadcast e-mail (using UVM E-mail System) may be sent to everyone on campus with hardwired phones and/or computer access.

Incoming Call Center: During a level 5 emergency, as defined within the University's Emergency Response and Recovery Plan, or when the nature of the emergency suggests there will be an influx of telephone inquiries concerning the well-being of faculty, staff, and students, a special incoming 800 number will be announced through the UVM website, national media, and other appropriate means; a multi-seat call center will be opened.

In-Person Notification: Should both the phone and data network be unavailable, staff will be dispatched by the Emergency Operations Group to alert key leaders in each building, who will be expected to alert others in their building. At the direction of the Chief, UVM police officers can also make announcements through the speakers on their patrol cars.

Use of Social Media (Facebook, Twitter): Through the *CatAlert* System, or direct entry by the EOG Public Information Officer, UVM's social media sites can be populated with information concerning a campus emergency.

UVM Emergency Management and Police Services' Websites: The UVM Emergency Management home page (<http://www.uvm.edu/~emergency/>) and Police Services' website are configured so that *CatAlert* messages are fed to the center of the page.

Use of Local Media (TV, radio, newspapers, etc.): When appropriate, a media briefing center will be established by the Public Information Officer of the Emergency Operations Group and the local media will be advised and regularly updated. Written emergency communications, both on and off-campus, will be coordinated by the Public Information Officer, or his/her designee). During a winter weather emergency, any closing or delayed opening information will be displayed on the banner on local TV stations during morning newscasts.

Building Alarms: When appropriate, building fire alarms may be activated signaling the need for an evacuation of the facility. A fire alarm can be activated by anyone using the facility by pulling the nearest alarm box.

The full text of the following University Policies and Procedures detailing appropriate incident response can be found at:

Emergency Management Policy: <http://www.uvm.edu/policies/riskmgm/emergency.pdf>

CatAlert Emergency Notification & Response Procedures: <http://www.uvm.edu/~emergency/?Page=catalert.html>

Campus Emergency Evacuation Procedures: <http://www.uvm.edu/~emergency/?Page=evacuation.html>

Emergency Response & Recovery Basic Plan:

http://www.uvm.edu/~emergency/UVM_Emergency_Response_and_Recovery_Basic_Plan.pdf

In the event of an emergency, always call 911

POLICY STATEMENTS AND CAMPUS DISCIPLINE PROCESSES

Where there is reason to believe that University rules and policies have been violated, the University will pursue strong disciplinary action through its own channels. During the applicable disciplinary process, the rights of the parties are as described in the following policies and procedures.

CODE OF STUDENT RIGHTS AND RESPONSIBILITIES

By formulating a general student code of rights and responsibilities, the University reaffirms the principle of student freedom coupled with personal responsibility and accountability for individual action and the consequences of that action. Reports of a perceived violation of the Code of Student Rights and Responsibilities may be made to the Center for Student Ethics and Standards (CSES) by contacting the Director at (802) 656-4360 or visiting <http://www.uvm.edu/cses/>. Perceived criminal activity reported to UVM Police Services will be appropriately investigated, and a report forwarded to CSES, when a student is the (alleged) perpetrator. To the extent possible, CSES will wait for the outcome of any investigation and accompanying report, such as a police report, before proceeding with the conduct process.

A staff member in CSES will be responsible for determining what response is most appropriate to address the alleged conduct. Upon receipt of a report from any source, CSES will evaluate the report and determine whether, if the facts as alleged were proven, the conduct would be a violation of this Code. CSES may decide, in its sole discretion and based on this review, whether to proceed with the conduct process by way of a formal conduct hearing or by way of an alternate process, such as administrative action, mediation, or others as fully outlined in the Code. Any student found responsible for violation of the Code will be subject to University disciplinary sanctions up to, and including, immediate suspension or dismissal. For the full range of sanctions available to and considered by CSES, please see Section G(1) of the Code.

Upon conclusion of the discipline process, CSES will provide a written decision (sent via the Respondent's University email account) stating what evidence was considered and a rationale for the decision that was reached. If the Respondent is found responsible, the decision will state what sanctions will be imposed. In cases involving a Complainant and Respondent, and where the allegations include conduct that could constitute a crime of violence, the Complainant will be copied on the decision letter to the Respondent.

The full text of the University's Code of Student Rights and Responsibilities can be found at: <http://www.uvm.edu/policies/student/studentcode.pdf>

College of Medicine

Students in the College of Medicine are expected to meet, at a minimum, the behavioral expectations found in the University's Code of Student Rights and Responsibilities. Violation of University policy, including the commission of any criminal act, may result in sanctions up to and including dismissal from the College of Medicine. A student's fitness for a career in medicine may be called into question at any time by a member of the faculty of the College of Medicine by making a report to the College's Committee on Fitness. When a report of (alleged) criminal conduct is made to the Committee on Fitness, the Committee shall be convened to review the conduct, any related reports from Police Services and/or AAEO, and to conduct any additional investigation that may be necessary. The student is notified of charges and provided an opportunity for a formal hearing before the Committee, which is responsible for determining appropriate sanctions.

The full text of the University's College of Medicine Student Handbook can be found at:

<http://www.uvm.edu/medicine/mededucation/pdf/studenthandbook.pdf>

EMPLOYEE CODE OF CONDUCT

Employees, including both staff and faculty, are subject to discipline for violation of work rules, criminal conduct, or other conduct that presents a threat to the health and safety of the campus community. When a report of alleged misconduct is received by a supervisor, that supervisor is required to notify Police Services if the alleged conduct is criminal in nature. If the alleged conduct implicates violation of University policies on discrimination, including policies prohibiting harassment and sexual misconduct, the supervisor must report the incident to the Affirmative Action and Equal Opportunity (AAEO) Office. Upon completion of an investigation by Police Services or AAEO, a report is provided to the supervisor to determine appropriate discipline after the employee is provided an opportunity to respond to any alleged conduct before a final determination is made.

Processes related to discipline of Non-Represented Employees, including information on sanctions, may be found in the Staff Handbook:

<http://www.uvm.edu/hrs/?Page=info/staffhandbook/staffhandbook.html>

Processes related to discipline of Represented Faculty and Staff, including information on sanctions, may be found in the applicable collective bargaining agreement:

<http://www.uvm.edu/hrs/?Page=info/relations/agreements.html&SM=info/infomenu.html>

OFFENSES OF SEXUAL MISCONDUCT

Sexual Misconduct is strictly prohibited by Vermont law and University policy. Any member of the University community or non-affiliate who has been the victim of sexual misconduct by a University community member may request a criminal investigation (by filing a report with UVM Police Services), an internal University investigation, both, or neither, and has the right to participate in any such investigation.

If an alleged victim of any conduct prohibited by this policy does not want an investigation, or expresses a desire to the Title IX Coordinator for their identity to be kept confidential, the University will seek to honor the request of the reporting individual, but reserves the right to investigate and/or take other appropriate action as may be necessary to protect the safety of the alleged victim and the campus community. The decision as to whether the University will proceed with an investigation or pursue other appropriate action under these circumstances ultimately rests with the University's Title IX Coordinator, in consultation with the University's Institutional Interest Committee (IIC).

Sexual Misconduct is defined as "Any non-consensual act of a sexual nature, which may or may not involve physical contact (for example, exposure and voyeurism are forms of sexual misconduct)." Sexual misconduct may vary in severity and includes a range of behaviors and attempted behaviors, **including, but not limited to:**

- **Sexual Assault:** Unwanted sexual contact forced on another through any means including, but not limited to, harm or force, threats of harm or force, intimidation, coercion, or lack of consent. Sexual assault includes but is not limited to non-consensual sexual intercourse. Sexual assault also includes other non-consensual physical contact of a sexual nature.

- **Consent:** Effective consent means words or actions that demonstrate to a reasonable person a knowing and voluntary agreement to engage in mutually agreed-upon, specific, sexual activity. Effective consent cannot be gained by threat, force, coercion, or intimidation, or by ignoring words or actions that indicate a lack of consent or objection to the activity. Effective consent is specific to particular sexual activity and is therefore absent when the activity in question exceeds the scope of consent given. It is the responsibility of the person who wants to engage in the sexual activity to ensure that he or she has effective consent from any other person involved. Silence, lack of protest, or lack of resistance are not alone sufficient to establish consent. The actions of the individuals involved and the context in which those actions occurred will be considered in determining whether or not there was consent. The existence of a dating relationship or a past sexual relationship between the persons involved is not a sufficient basis to assume consent.

Effective consent cannot be gained by taking advantage of the incapacitation of another where the accused student knows or reasonably should have known of such incapacitation. Consent is present only where an individual is not incapacitated due to physical challenge, and/or helplessness or incapacitation by alcohol or other substances.

Note: for purposes of the Vermont criminal code, consent is defined as “words or actions by a person indicating a voluntary agreement to engage in a sexual act”. 13 V.S.A. § 3251 (3).

- **Relationship Violence:** Attempting to cause or causing physical harm, or placing another in fear of imminent serious physical harm, when committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim, and where the existence of such a relationship shall be determined based on a consideration of: (a) The length of time the relationship has existed and/or length of time since the relationship was terminated, if applicable; (b) The type of relationship; and (c) The frequency of interaction between the persons involved in the relationship.

Dating violence and **domestic violence**, as defined by the Violence Against Women Reauthorization Act of 2013, are types of Relationship Violence. For purposes of this Policy, Relationship Violence does not include acts that meet the definition of domestic violence under Vermont law [15 V.S.A. § 1101(2)] that are based solely on cohabitation (e.g. roommates).

- **Stalking:** Engaging in a course of conduct directed at a specific person that would cause a reasonable person to (1) fear for his or her safety or the safety of others; or (2) suffer substantial emotional distress.

UVM Investigation and Disciplinary Process

When a University community member makes a report alleging sexual misconduct and requests an internal investigation, the Office of Affirmative Action and Equal Opportunity’s trained Title IX Investigator will conduct a prompt, thorough, and impartial investigation, and generate a report which includes a determination of whether or not the respondent (accused) violated this and/or other related University policies. The applicable standard of review for incidents of sexual misconduct investigated by the University is ‘preponderance of the evidence’.

A formal University investigation begins when the AAEO Office provides written notice to the accused (Respondent) of the filing of a complaint and the general allegations of that complaint. Typically, an investigation will be completed within sixty (60) days. However, in some circumstances, it may be necessary to extend that timeframe because of the complexity of the case, availability of witnesses, or other factors which unavoidably delay the investigation. If the investigation timeframe is extended, both parties will be promptly notified of the revised (expected) timeframe.

If a determination is made by AAEO that the Respondent is responsible for a violation of University policy, a copy of

the report will be forwarded to the Center for Student Ethics and Standards' (CSES) specially-trained Sexual Misconduct Sanctioning Committee, the College of Medicine Standards and Fitness Committee (if the Respondent is a medical student), or the employee's supervisor, as applicable, for sanctioning. Any person found responsible for committing an act or acts of sexual misconduct will be subject to University disciplinary sanctions up to, and including, immediate suspension or dismissal. For detailed sanction information, please see the "Disciplinary Process" section of the University's Sexual Misconduct Policy. Regardless of which entity is responsible for the sanctioning process, as determined by the Respondent's student or employment status, both the Complainant and Respondent shall have the same opportunities to be present and to present evidence at the appropriate times of the investigation and resulting disciplinary process, if any; both may choose to be accompanied at investigative and disciplinary meetings by an advisor of their choice, as outlined in applicable University policy; both will be simultaneously informed in writing of the outcome at each stage of the process (i.e. investigation, sanctioning, appeal, as applicable) until deemed final; and both shall have an equal opportunity to appeal the outcome. If the alleged victim is deceased as a result of such crime or offense, the next of kin of such victim shall be treated as the alleged victim for purposes of this paragraph

As a matter of law and University policy, no employee, student or community member shall retaliate, intimidate, threaten, coerce, or otherwise discriminate against any individual for exercising their rights or responsibilities relative to allegations of sexual misconduct.

The full text of the University's Sexual Misconduct Policy can be found at:

http://www.uvm.edu/policies/general_html/sexassault.pdf.

To learn more about the University's investigation practices and protocols under Title IX, please see the Office of Affirmative Action and Equal Opportunity's Procedural Guidelines for Investigating and Resolving Discrimination Complaints at: <http://www.uvm.edu/~aao/pdf/discrimination.pdf>.

For detailed definitions, procedures, and resources for both complainants and respondents in sexual misconduct cases, please visit UVM's dedicated Sexual Conduct and Education web site at:

<http://www.uvm.edu/~aao/sexualmisconduct/>.

DRUG AND ALCOHOL OFFENSES

All students, faculty, staff, and visitors are subject to local, state and federal laws, as well as University drug and alcohol policy rules and regulations, while on University-owned or leased properties or while involved with off-campus activities sponsored by the University or a registered University organization.

The UVM Campus has been designated as "Drug Free" and only under certain circumstances is the consumption of alcohol permitted. The possession, sale or the furnishing of alcohol on the University campus is governed by UVM Policy and Vermont state law. The possession, sale, manufacture or distribution of any controlled substance is illegal under both state and federal laws. Such laws are strictly enforced by UVM Police Services. Violators are subject to University disciplinary action, criminal prosecution, fine, and imprisonment, as applicable.

Alcohol and Other Drug Policy (Students): www.uvm.edu/policies/student/drugandalco.pdf.

Drug Free Workplace Policy: http://www.uvm.edu/policies/general_html/drugfreeworkplace.pdf.

Alcohol Policy (Faculty and Staff): http://www.uvm.edu/policies/general_html/alcohol_employees.pdf.

The legal drinking age in Vermont is 21. If you are under 21 it is illegal for you to have in your personal possession an

alcoholic beverage, knowingly or willingly misrepresent your age to obtain alcohol, enter or attempt to enter any licensed premises or otherwise identified as prohibiting to minors. It is illegal to loan your ID to someone else, use an ID belonging to someone else, or falsify an ID. It is illegal to furnish or make alcohol available to a minor in any fashion, including selling or collecting party donations.

For information regarding federal and state laws regarding drug use please contact the Office of the U.S. Attorney General in Burlington at 951-6725 and the Office of the State's Attorney in Burlington at 863-2865.

WEAPONS OFFENSES

The possession of firearms, fireworks, explosives, or weapons of any kind and replicas or facsimiles thereof is prohibited on UVM property and facilities- including residence halls, grounds, leased spaces, and personal vehicle in UVM parking lots as they pose a substantial danger to the safety of all residents. Exceptions may be made with permission from the Chief of Police or designee for academic or other legitimate purposes. UVM will impose disciplinary sanctions upon students and employees who possess weapons in violation of University policy. Any person found responsible for a weapons offense will be subject to University disciplinary sanctions up to, and including, immediate suspension or dismissal and referral to federal and/or state law enforcement officials for criminal prosecution.

For information regarding federal and state laws regarding weapons possession please contact the Office of the U.S. Attorney General in Burlington at 951-6725 or the Office of the State's Attorney (Burlington) at 863-2865.

The full text of the University's Weapons Policy can be found at http://www.uvm.edu/policies/general_html/firearms.pdf.

In the event of an emergency, always call 911

COMMUNITY AND SUPPORT RESOURCES

In the event of an emergency, always call 911

UVM Police Services, the Office of Affirmative Action and Equal Opportunity, the Dean of Students Office, and the Victim's Advocate at the UVM Women's Center are all trained on issues related to victim and bystander support, including assisting victims and bystanders with contacting appropriate authorities (at the victim or bystander's election), securing needed medical attention, counseling, victim advocacy, and other support as requested.

CAMPUS AND COMMUNITY CONTACT INFORMATION

In addition to the law enforcement and campus disciplinary process contacts and resources outlined above, the following community and support resources are in place for members of the University community:

UVM Student Health Center (confidential)	.....	656-3350
After Hours Medical Consultation	.....	1-866-878-2485
UVM Counseling & Psychiatry Services (confidential)	.....	656-3340
After Hours Assistance	.....	656-3340 (Option #2)
UVM Employee Assistance Program - LifeScope EAP (confidential)	.....	1-800-828-6025
Campus Victim's Advocate (confidential)	.....	656-7892
ACCESS (Disability Resources)	.....	656-7753
LGBTQA Center	.....	656-8637
ALANA Student Center	.....	656-3819

**24-hour free and confidential community services are also available in the greater Burlington community:*

Safe Space Support Line for LGBTQA Survivors (hosted by PRIDE Center of VT)		
Local Support Line	.....	863-0003
Toll-Free Support Line	.....	1-866-869-7341
H.O.P.E. Works (formerly the Women's Rape Crisis Center)		
Local 24-Hour Hotline	.....	863-1236
24-Hour Toll Free Hotline	.....	1-800-489-RAPE
Women Helping Battered Women Hotline	.....	658-1996
Vermont Adult Crisis Hotline (Howard Center Mobile Crisis)	.....	488-6400

REQUESTING INTERIM AND PROTECTIVE MEASURES

As part of the University's provision of victim and bystander support, the University will change a victim's academic, living, transportation, and working situations after an alleged sex offense or other crime if requested by the victim and if reasonably available. Such interim measures or accommodations may also be provided for a person accused of policy violations or criminal conduct. Please contact the Director of Residential Life, the Dean of Student's Office, or the Title IX Coordinator for more information about policies and procedures for such accommodations, which are also provided in writing to victims once an incident has been reported to a University official. The Campus Victim's Advocate is also available to assist victims of crime in seeking accommodation or interim measures.

Please note, reasonable and appropriate interim and protective measures designed to eliminate the reported hostile environment and protect the parties involved may be imposed ***regardless*** of whether a formal investigation and/or disciplinary action is sought

by a victim or independently pursued by the University.

A UVM community member who has a basis for concern about his or her personal safety on campus as a result of criminal or campus proceedings, or due to threats or incidents of violence, is urged to contact UVM Police Services promptly regarding such concerns for law enforcement or public safety assistance. UVM Police Services and the Campus Victim's Advocate can also assist with obtaining orders of legal protection. If an individual has already secured a judicial no-contact, restraining, or protective order, they should notify UVM Police Services to facilitate compliance with that order, as well as to determine appropriate safety plans while on-campus.

Additionally, when a person's or group's actions violate civil or criminal laws or University policy or pose a threat to the health, safety, welfare, or academic experience of members of the University community, that person or group may be denied access to all or part of campus through oral notice or issuance of a written No-Trespass Order or Notice.

The full text of the University's No Trespass Policy may be found at:

http://www.uvm.edu/policies/general_html/notrespass.pdf.

SPECIAL CONSIDERATIONS: SEXUAL MISCONDUCT

It is critical that you seek medical attention as soon as possible following an incident of domestic violence, dating violence, and/or sexual assault – do not bathe or change clothes or you may inadvertently eliminate criminal evidence. UVM Police has specially trained officers who can respond as “first responders.” These officers’ primary role is to assure the safety and wellbeing of the victim as well as provide immediate support. Additionally, as noted above, the University’s Campus Victim’s Advocate is available for support to a victim throughout the investigatory process, University conduct process and/or criminal process. Several community resources also have advocates available 24/7 that will accompany you to the hospital if you wish. FAHC provides free medical examinations to individuals who have been sexually assaulted.

Please remember, as a victim of sexual misconduct, just because you file a report and it is investigated does not mean that you will have to testify in a criminal proceeding or participate in a University disciplinary process. Those decisions are yours to make. The length of time between an incident and making a report of sexual misconduct will not affect the willingness of the University to investigate the allegations or to provide support and other services to the person reporting sexual misconduct. However, a prompt report will significantly impact the ability of University officials to conduct a full investigation and enhance the effectiveness of any criminal and/or University process that may result. Individuals are therefore strongly encouraged to report to University Police Services incidents of sexual misconduct immediately following the occurrence.

SPECIAL CONSIDERATIONS: DRUGS AND ALCOHOL

Serious health and personal risks are associated with the use of illegal drugs and abuse of alcohol. They include temporary or permanent physical or mental impairment, and injury or death. Use and abuse of such substances may lead to conduct which causes injury, death or damage to the user/abuser or to the person or property of others. Abuse and misuse of drugs and alcohol can have serious negative consequences.

The Center for Health and Well-being and Counseling and Psychiatry Services provides overall coordination of the Drug-Free School Program, which provides services related to drug use and abuse including dissemination of informational materials, educational programs, counseling services, and referrals. More information can be located at <http://www.uvm.edu/~chwb>.

(students) or <http://www.uvm.edu/hrs/?Page=healthy/wellness.html> (employees).

Alcohol and Drug Services	656-0784
Counseling and Psychiatry Services – CAPS	656-3340
Employee Assistance Program - LifeScope EAP	(800) 828-6025

In the event of an emergency, always call 911

CRIME AWARENESS AND PREVENTION AT UVM

In the event of an emergency, always call 911

Safety and security on campus is built on a strong foundation that includes both community policing by UVM Police Services and area agencies, as well as individual action and responsibility. Towards that end, the University has developed the following crime awareness and prevention strategies to assist the UVM community in fostering a safe campus:

CRIME AWARENESS

In addition to the University's procedures for incident response, UVM Police Services also produces and publishes the following information and statistics by email, in print, and via our webpage to promote crime awareness within the campus community:

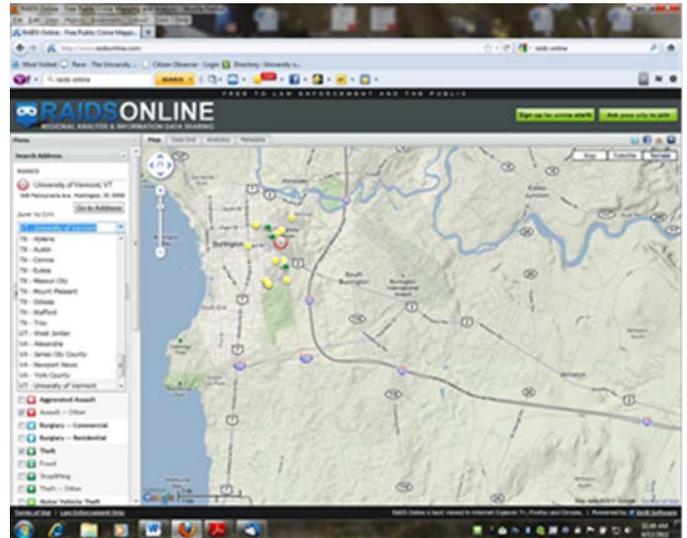
- **Daily:** A *Daily Crime and Fire Log* ("Crime Log") is available for review 24 hours per day on our website (<http://www.uvm.edu/police/?Page=reports/index.php&SM=reports/nav.html>) or by visiting UVM Police Services at 284 East Avenue. The information in the Crime Log typically includes the nature, date, time, general location, and disposition (if known) of each crime. An entry, an addition to an entry, or a change in the disposition of a complaint, is recorded in the Crime Log within two (2) business days of a report of necessary information to UVM Police Services.

A synopsis of activity for the previous 24 hours, as well as crime mapping, is also available at the following link:
<http://www.raidsonline.com>

Link View of Incident Data

Annually: A statistical report of criminal activities and services for the fiscal year to date, and comparison of previous fiscal years data. Available to: campus and public.

As a matter of policy, to the extent permitted by law, all entries made in the Crime Log and the Annual Security Report, which are both forms of publically available recordkeeping, shall not include identifying information about the victim.



The "**Campus Sex Crimes Prevention Act**" is a federal law enacted on October 28, 2000 that provides for the tracking of convicted, registered sex offenders enrolled as students at institutions of higher education, employed, or volunteering on campus. The State of Vermont Sex Offender Registry is located at the following link: http://vcic.vermont.gov/sex_offender. This is where all information about sex offenders that are required to register is housed for the entire state, including on and around the University campus.

CRIME PREVENTION

Maintenance of Campus Grounds and Facilities to Optimize Safety

The departments of Physical Plant, Police Services and Residential Life, in a coordinated effort, regulate key systems, lighting improvements, shrubbery control and hardware systems:

- Landscaping
 - o Facilities and landscaping are maintained in a manner that minimizes hazardous conditions. The Department of Police Services personnel regularly patrol the campus and report malfunctioning lights and other unsafe physical conditions to the Department of Physical Plant for correction. Other members of the University community are helpful when they report equipment problems to Police Services or to Physical Plant.

- Key Systems
 - o The University issues keys or access Cards to faculty, staff and resident students for their designated work and/or living areas. The University has professional locksmiths designated to repair and maintain the integrity of the key and lock system. Based upon occupant requirements, UVM facilities are opened and closed at various times. Once the exterior doors are locked, Police Services personnel conduct patrols to recheck the security of the facility. In Residential Life areas, designated hall staff provides additional patrols.
 - o Residence hall entrance doors have locking devices that can be opened by specially coded keys/cards issued to residents, and should be kept locked at all times. Exit-only doors have hardware that cannot be opened from outside. Most exterior doors have automatic closing devices. Student room doors have locking hardware that can be locked or unlocked at the discretion of the occupant, and residents should keep their room doors locked at all times. Residential Life employees perform routine maintenance throughout the residences and respond to any reports of problems with locks. Residents should stop and question any stranger in the hall (e.g., "Can I help you with something?") and notify police immediately of any suspicious activity.

- Anti-Intrusion Alarms
 - o Many academic and support areas of special sensitivity are protected by alarm systems which ring in directly to a central station or UVM Police Services. Officers are dispatched to intruded areas to evaluate the situation.

- Emergency & Blue Light Phones
 - o There are more than 125 prominently placed emergency & blue light phones on UVM's core campus. These telephones connect directly to the UVM Police Services when picked up, making the reporting of emergency situations, or suspicious persons instantaneous.

The University further encourages community members to take simple, common sense precautions to maximize their personal safety and that of the campus community, such as:

Helpful Safety Tips: Residence Halls

- NEVER LEAVE YOUR ROOM UNLOCKED AND UNOCCUPIED.
- Lock your residence hall room or apartment when you are sleeping.
- Do not prop card reader or ANY doors.
- Call Police Services if you see someone in the building who you know does not belong.
- Do not allow strangers to follow you into the building.

Report solicitors in Residence Halls to Police Services. Although student groups are allowed to go door-to door in residence halls with permission, solicitation is not allowed by people not associated with UVM. If a solicitor or any suspicious looking person approaches you in a residence hall, jot down a description and call 6-3473 (9-1-1 if an emergency) immediately. Do not confront the person.

Report 'Peeping Tom' incidents immediately by calling 911. It is usually best not to yell or try to detain the offender. He or she may panic and react in an unpredictable manner. If the offender runs away, note the direction in which he or she traveled. If there is a place from which you can observe safely, watch to see if the offender gets into a car, goes to another residence hall, etc. Try to get a good description of the person, and report the incident immediately to 9-1-1.

Helpful Safety Tips: Workplace Safety

- Secure the work area when no one is in it.
- If you must work alone before or after normal business hours, lock your work area and call Police Services to make them aware that you are there.
- Create a safety plan with your colleagues (Police Services can assist).
- Be aware of your environment – you are the best judge of who “belongs” in your workplace.
- Report suspicious or strange activity by co-workers to your supervisor.
- Secure propped doors. Report repeated offenses to Police Services at 656-3473.
- Report defective lighting, locks or phones.
- Check elevators before entering. Before/after hours, consider using the stairs rather than the elevator.

Helpful Safety Tips: Personal Safety

- Walk or jog with a friend, not alone.
- Avoid isolated, dark areas.
- Carry your cellphone and *keep it charged*.
- Know your limits with alcohol and do not accept drinks from others.
- Tell a friend where you are going and when you will return.
- Carry a whistle or noise maker. Do not be afraid to scream if you need help.
- Use a cell phone or raise the hood and stay in your car if it breaks down. If someone stops ask them to call the police. Have a car cell phone charger in your vehicle when traveling.
- Be aware of your surroundings. Remove one ear bud and pay attention to your surroundings.
- Body language counts! Walk with confidence. Show that you are aware and in control.
- Consider using campus/public transportation after dark.
- Consider carrying a small, readily available, high-intensity flash light.
- If you feel that you are being followed look directly at the person, awareness is often a deterrent.
- If a follower persists, head toward a well-lit, occupied area, and call the police.
- Park in an area that will be well lit when you return. When approaching your car or your door, get your keys out in advance. Don't fumble for your keys at the door.
- Lock your car. Lock valuables in the trunk or hide them from view.
- Don't get in your car until you have checked the inside, especially the back seat.
- Before driving, lock your doors and put on your seatbelt.
- If possible with your phone off: **Practice calling 9-1-1 & SEND**

Helpful Safety Tips: Reporting Suspicious Activity

Anytime you need immediate police, fire or medical response, call 9-1-1. Remember, 9-1-1 is a free call from any phone. In addition, emergency blue lights are located all over campus. When you are outside one should be visible if you turn 360 degrees. These devices require a push of a button to notify Police Services of your situation. For non-emergency

police response call 656-3473. Call **9-1-1** if you think a crime is in progress, which might be indicated by:

- A scream or call for help.
- The sound of a whistle or loud horn.
- A strange car repeatedly driving up and down the street.
- Seeing someone you don't know or recognize enter your neighbor's room or home, enter an office or lab with no apparent business or transaction, or loiter in a parking area or at a bike rack near your home, residence hall, or work.

Helpful Safety Tips: If You Are Victimized

When faced with robbery, surrender your valuables, don't risk your life for your property. If you are assaulted, be realistic about your response. Only you can decide whether or not to resist. As soon as safety permits, you are encouraged to report any crime to the police.

Helpful Safety Tips: Obscene and Annoying Phone Calls

- Hang up as soon as you realize the nature of the call. Do not try to find out who the caller is, even if you think it is a friend playing a joke.
- Use caller Id and voicemail to screen your calls.
- Do not delete any recorded messages or captured numbers.
- If you receive multiple calls and you don't know the caller, listen carefully to the voice quality and mannerism, listen for background noise or other sounds that may assist in locating the caller.
- Consider changing your number.
- Call police Services to report and for guidance.

Helpful Safety Tips: Protecting Your Personal Property

- Record the serial numbers of your valuables including your electronics. Store this information in a safe place that is quickly accessible (not on your cellphone or other small electronics) if the items are stolen.
- Register your bike and other personal property with Police Services:
<https://www.uvm.edu/police/?Page=services/registrations.html&SM=services/nav.html>.
- Do not leave valuables including textbooks, backpacks and other carrying cases, as well as your personal electronic devices un-attended or visible in parked cars or unlocked rooms or residences.

Helpful Safety Tips: Technology Security

ALWAYS

- Personally identify your property. Have your electronic equipment permanently marked with an identifying number that can be traced only back to you. Keep a paper copy of all your property with serial numbers. This form should be kept someplace safe. Police Services loans engravers to students or a Service Officer may be able to assist you with the engraving. Check our web site for on-line property registration <https://www.uvm.edu/police/?Page=services/registrations.html&SM=services/nav.html> or call 656-3473 for more information.
- Make up passwords that are easy to remember, but hard to guess or crack.
- Use a different password for every web site that requires one.
- Keep your passwords and PINs secret; if you have to write them down, keep the list encrypted or locked.
- Keep your computer's virus software up-to-date.
- Check <http://www.uvm.edu/it/> regularly for current security warnings & helpful information.
- Run virus protection software if available for your system.
- Require a password to start up or wake your computer from sleep or screen saver.
- Lock your keyboard or log off when away from your computer.

- Ask UVM/IT if you're uncertain whether an email you're received, or a message that pops up on your computer is legitimate. Never respond if you are unsure.
- Protect your privacy and safety by limiting the information you post about yourself online.
- Avoid future embarrassment by thinking twice about what you say and post online.

NEVER

- Leave electronics unattended.
- Post your Net-ID and/or password near your computer/workstation.
- Give your Net-ID password to anyone who asks for it by email, phone, in person, or on non-uvm.edu web sites.
- Enter your UVM Net-ID and password on a non-uvm.edu web page.
- Install software from unknown or untrusted people or web sites.
- Open email attachments or follow links you weren't expecting, even from people you know.
- Never put yourself at risk by allowing your computer to share your music, videos, and other files illegally via peer-to-peer (P2P) programs like uTorrent or FrostWire.

Please contact the UVM Computing Helpline at <http://www.uvm.edu/it/help/> or 802-656-2604 for further assistance and guidance on electronics safety.

PROGRAMMING AND SERVICES

Crime prevention and safety education efforts at UVM are conducted using a multifaceted, multi-department approach to educate and increase awareness that begins before a student arrives on campus. The University encourages community members to take full advantage of safety programs and initiatives designed to protect their person and property. They include:

- **Security Audits**
 - o UVM Police and Service Officers perform security audits for employees, students, and other organizations and departments upon request, including recommendations for access and surveillance systems. Please call UVM Police Services at 656-3473 for more information.
- **Individual Safety Planning**
 - o A safety plan is a tool that is designed to empower you in becoming proactive about your personal safety. Safety plans are individualized plans that you should share with a trusted friend(s) describing daily actions you take to stay safe. A good safety plan covers everything from simple actions such as keeping your door locked at all times to more elaborate plans that detail actions for emergency or crisis situations. Please call UVM Police Services at 656-3473 for more information.
- **Campus Transportation and Safety Escorts**
 - o UVM maintains a robust Campus Area Transportation System that is closely integrated with local public transportation systems. Buses travel on the campus and into student neighborhoods downtown until midnight during the week, and until 3 a.m. Thurs – Sat. All UVM students also have free access to the Chittenden County Transportation bus system. After hours parking is available to all students and employees with late-night commitments. Safety escorts and rides are also offered by UVM Police on a case-by-case basis, usually after the shuttle buses stop running, by calling (802) 656-3473.
- **Rape Aggression Defense (RAD)**
 - o RAD is a twelve-hour course (offered in 3 hour segments), taught by certified instructors, designed to develop and enhance participants' options of self-defense. This course is offered free of charge to

members of the University community by the University Police Department approximately 4 times per year. For more information on the RAD Program, please contact Crime Prevention Officer, Sue Roberts at sue.roberts@uvm.edu or (802) 656-8009.

- **“All Fired Up!”**
 - o Every 23 seconds a fire department somewhere in the U.S. responds to a fire. Learn about workplace and home fire prevention and fire safety from the University’s Fire Marshal at “All Fired Up!”. For more information, contact John Marcus at the Department of Risk Management and Safety – 656-8249 – firesafe@uvm.edu.
- **“Operation Identification”**
 - o “Operation Identification” is a national citizen's burglary prevention program, which is available through UVM Police Services. A personal number and a UVM identifying number are engraved on your property to facilitate nation-wide tracking to detect, identify, and return stolen or lost property to its rightful owner. Please call UVM Police Services at 656-3473 for more information on this program.
- **Preventing Sexual Harassment and Bias Training - Employees**
 - o The Office of Affirmative Action (AAEO) conducts in-person Sexual Harassment and Bias Prevention training for all new staff and faculty at UVM. As of fall 2013, AAEO also provides this training program to all work study students annually, as well as teaching assistants upon the request of a department. Current employees are strongly encouraged to register for refresher courses on this important topic. To register for an upcoming session, please visit the [HRS Learning Services Skills Development website](#).
- **Preventing Sexual Harassment and Bias Training - Students**
 - o All first-time first-year students are required to complete an online educational program, known as Haven. Haven uses a population-level approach to educate students on the issues associated with sexual misconduct, sexual assault, and relationship violence, taking into account their unique perspectives and experiences, providing: key definitions and statistics, reflective and personalized content, bystander skill and confidence-building strategies, and campus-specific policies, procedures and resources. For more information, please email the Dean of Students Office at deanofstudents@uvm.edu.
- **Campus Security Authority (CSA) Training**
 - o Four (4) programs are scheduled each calendar year for the benefit of designated Campus Security Authorities to familiarize themselves with their responsibilities as a CSA. Additional trainings are scheduled on an as requested basis. For more information on CSA training programs, please contact the Office of the General Counsel at 656-8585 or General.Counsel@uvm.edu. The training materials are also available electronically at www.uvm.edu/~gencnsl/?Page=training.html.
- **“The Men’s Program”**
 - o In 2013-14, the University established “The Men’s Program”, an all-male, peer-education empathy-based program that lowers men’s likelihood of committing sexual violence, and increases the likelihood of bystander intervention in high-risk situations. The Men’s Program also provides male participants with the opportunity to establish a “One in Four” chapter, which assists in developing leadership, presentation, and activist skills, while creating a safer campus climate for all students. For more information about the Men’s Program, please visit <http://www.uvm.edu/~CHWB/psych/?Page=men.html> or contact Keith E. Smith, Men’s Outreach Coordinator (Keith.Smith@uvm.edu or 802-656-3340).

UVM Women's Center Programming and Education

- The UVM Women's Center has been a recipient of the Campus Grant Program funding in support of primary prevention activities from the U.S. Department of Justice's Office on Violence against Women since 2000. The Center advocates, at an individual and systems level, on issues of gender-equity and gender-based and sexual violence by providing comprehensive support and advocacy for victims of all identities. The Center further strives to build a safe, inclusive, supportive and affirming community for all identities through both on and off-campus collaborations, and by offering primary prevention programs, as well as educational and awareness programs and events, and serving as a resource on issues of identity, inclusion and gender based and sexual violence. The DOJ Campus Grant Program has been instrumental in the University's efforts to tackle gender-based and sexual violence from multiple levels, including the following programming:

- **Campus Victim's Advocate**

Unless you are a trained victim's advocate, the three best things you can do are provide a place for your friend to vent their emotions, validate their feelings, and refer them to someone with experience and expertise, such as the UVM Victim's Advocate, Judy Rickstad, at judy.rickstad@uvm.edu or 656-7892.

- **"You Could be the First to Know" Campaign**

You may also find the Women's Center website on "*How to help a friend*" and the *Women's Center video* titled "*You may be the first to know*" helpful: <http://www.uvm.edu/~women/?Page=help.html&SM=helpmenu.html> or <http://www.uvm.edu/~women/?Page=vcbtftk.html>.

- **StepUP! Bystander Intervention Program**

In addition to the Campus Victim's Advocate program, and other bystander intervention programming described in this section, the University introduced the StepUP! program in the fall of 2014 to all incoming first year students, with additional programs scheduled with target populations throughout the year, and upon request of campus organizations. StepUP! was developed by the University of Arizona C.A.T.S. Life Skills Program, along with the National Collegiate Athletic Association (NCAA) and national leading experts. Step UP! is a prosocial behavior and bystander intervention program that educates students to be proactive in helping others. The goals of Step UP! are to raise awareness of helping behaviors, increase motivation to help, develop skills and confidence when responding to problems or concerns, and ensure the safety and well-being of self and others. The Step UP! training provides a framework explaining the bystander effect, reviews relevant research and teaches skills for intervening successfully. For more information about StepUP!, please contact Living Well in the Center for Health & Wellbeing at 656-0441 or LivingWell@uvm.edu.

- **Dismantling Rape Culture Conference (DRCC)**

The DRCC is an annual, day-long conference sponsored by the UVM Women's Center that offers an opportunity to both the campus community and the public for training, education and awareness in which participants uncover various aspects and systems within society that perpetuate, maintain and sustain rape culture. Attendees will leave with a greater awareness of how our campus and greater societal cultures support violence, as well as a better understanding of how we have power and responsibility to transform it. Previous workshop session topics include bystander intervention, sexual violence and communities of color, the portrayal of violence in the media, and how we define consent.

Please contact the UVM Women's Center at 656-7892 for more information, and visit <http://www.uvm.edu/~women/?Page=events.html&SM=eventsmenu.html> for upcoming program announcements.

- **Stalking Awareness Month - January**
Stalking Awareness Month takes place annually in January. Activities include tabling to raise awareness, daily social media posts with laws, thought-provoking questions and statistics, and informational table tents (flyers) at on-campus dining facilities.
- **Sexual Assault Awareness Month - April**
Sexual Assault Awareness Month takes place annually in April. In addition to the Dismantling Rape Culture Conference, which happens annually during April, past activities have included a "Take Back the Night" rally, march, and speak out, thought provoking film screenings with an accompanying service provider panel, lunch time talks, and tabling.
- **Domestic Violence Awareness Month - October**
Domestic Violence Awareness Month takes place annually in October. Activities include film viewings, survivor talks, healthy relationship programs, lunch time talks (i.e. Obstacles to Ending an Abusive Relationship), and tabling at the University's student center. Planned themes for 2013 include the impact of violence, resiliency of survivors, and loving oneself.

The Vice Provost for Student Affairs, in conjunction with the Dean of Students, Residential Life, the Center for Health and Wellbeing, and Student Life, also sponsors a variety of educational programs targeting risk reduction, campus safety, and crime prevention/awareness, including:

- **"Think, Care, Act" Campaign**
 - The Think-Care-Act campaign began with the task of balancing UVM's open and welcoming community with providing the safest environment possible. Think, Care, Act serves as the institutional motto promoting a healthy and safe community at UVM, serving as a framework for programs and services that support health and safety initiatives across campus. Students at the University of Vermont *Think, Care, and Act!* You have the power to make change as a member of the University of Vermont community ~ Think about the impact of your words, actions or silence; Care about your community members, and Act to help others in need and end incidents of harm or injustice.
- **AlcoholEdu for College Students**
 - The University of Vermont continually takes active steps to reduce unsafe alcohol use on campus. Toward that end, every incoming first-year first-time student, and new transfer students, are required to complete *AlcoholEdu for College Students*, an online tangible population-level prevention program that challenges students' expectations around alcohol while encouraging students to make healthier and safer decisions.
- **Opening Weekend Sessions**
 - In collaboration with Residential Life, Student Life, the Center for Health & Wellbeing, and the Dean of Students Office, all first year students are required to attend an in-person 2 hour educational session during move-in weekend covering the following topics: sexual and relationship violence, mental health, bias, and high risk alcohol and other drug use. This in-person session builds off of the required online education courses that students are required to complete, incorporating a bystander intervention model.

- **Residential Advisors (RA) Training**
 - o RAs are required to participate in a 2-week intensive training that addresses the following topics: high risk alcohol and other drug use, sexual misconduct and assault institutional protocols, mental health and assisting students in distress, and understanding how to report student conduct efficiently and accurately to address community and individual health and safety.
- **Student Government Association (SGA) Training**
 - o SGA sponsors several workshops for Student Organization Officers covering a wide range of topics, including alcohol and drug policies, hazing prevention, risk management, sexual misconduct, mental health, and assisting students in distress.
- **Fraternity and Sorority Life Workshops**
 - o Educational programs are offered throughout the year by the Office of Greek Life on the following topics: hazing prevention, sexual assault and misconduct, alcohol and other drugs, risk management, social responsibility, and mandatory reporting. Additionally, Student Life hosts a Leaders and Presidents Retreat annually.
- **“Know the Code”**
 - o The Center for Student Ethics and Standards (CSES) offers workshops throughout the course of the year to help educate students about their rights and responsibilities. These workshops are offered in conjunction with Police Services, and are held in the Residence Halls. Additionally, there are several tabling events that are held in the Davis (Student) Center where handouts are available, and students have the opportunity to ask questions and engage in dialogue with a CSES staff member about University policies.
- **Department of Athletics Life Skills Program**
 - o The Life Skills Program consists of programming in five focus areas: athletic excellence, academic excellence, personal development, community service and career development. In addition to a mandatory one credit course for all first-year student-athletes designed to invoke thoughtful, reflective discussion from student-athletes as a means of leading them towards greater understanding of how they might achieve their academic goals, meet college challenges, and make healthy decisions, the Life Skills Program at the University of Vermont offers various speakers, presentations, group training, and workshops through the fall and spring semesters. All athletes receive training and information on personal leadership, social climate and inclusion, and bystander intervention skills as part of this program.
- **Intergroup Dialogue Program**
 - o The Intergroup Dialogue Program invites students to explore the value of discourse in seeking a mutually defined common understanding in the midst of conflict. Specifically, students are encouraged to explore the impact of their own identity socialization as it relates to barriers in communication and cross-group relationships. The Intergroup Dialogue Program is a credit-bearing course that partially fulfills the UVM academic diversity requirements.
- **Conflict Resolution Program**
 - o The Conflict Resolution Program helps on-campus students constructively address differences by providing opportunities to engage in thoughtful and intentional dialogue. Through both proactive and responsive initiatives, the program seeks to impart learning that promotes accountability, self-reflection, effective listening, creative thinking and, ultimately, new understanding.
- **Project Discovery**
 - o The Project Discovery Program is a deferment of the Student Conduct Community Standards Suspension

Sanction. Project Discovery is designed to engage students who, by nature of repeated policy offenses or especially egregious offenses, are at risk of otherwise facing suspension from the University. Project Discovery is a semester-long, non-credit bearing course that is offered to students who are willing to accept responsibility for choices that have violated our community standards. Students who accept the Project Discovery option will be given the structured opportunity to critically evaluate those choices and increase their awareness of gender and culturally based socialization stigmas, substance use/abuse, and violence prevention.

For more information on any of the above programs, please contact the Dean of Students Office at 656-3380 or deanofstudents@uvm.edu, or visit Living Well located on the ground floor of the Dudley H. Davis Student Center.

In addition to the programming listed above, UVM police officers and dispatchers deliver programming on personal protection, violence in the workplace, alcohol laws, theft prevention, and campus safety systems on a frequent and on-going basis. During the academic year, Police Services provides an average of 2-4 crime prevention presentations per month, including:

- Orientation to UVM Safety Systems and Police Functions
- Strategies for Living On-Campus and Strategies for Living Off-Campus Workshops
- Safety Strategies with Aggression and Violence
- Pre-College Summer Safety

Please contact Police Services at 656-3473 for more information on these programs, or to arrange a training program for a campus unit or group on the above listed topics.

In the event of an emergency, always call 911

PREPARING AND DISTRIBUTING THE ANNUAL CRIME REPORT

UVM Police Services is responsible for the collection and compilation of crime statistics for Clery qualifying crimes, including hate crimes, through exercise of their traditional duties, working relationships with area law enforcement agencies, and receipt of CSA Reporting Forms through www.uvm.edu/police/csa. Written requests for Clery crime statistical information related to off-campus facilities “controlled by the institution and frequently used by students” as part of their UVM program, are made on an annual basis, to relevant police agencies who do not share the same public safety computer system used by UVM Police Services.

In addition, UVM Police Services is responsible for querying UVM Responsible Officials for campus conduct processes at the close of each calendar year as to (1) the number, (2) location on University property, and (3) classification of violations of state and local ordinances (drug, liquor and weapon laws) occurring on or near campus for the applicable time period for inclusion in this Report. UVM Police Services, in cooperation with local law enforcement agencies as outlined above, tracks arrests of the same.

Each year, an e-mail notification is made to all enrolled students, faculty and staff that provides direct web site access (including exact URL - <http://www.uvm.edu/police/reports/clery/public-safety-report.pdf>) to this report. All prospective students and prospective employees are further noticed of the availability of this Report by the Offices of Admissions, Human Resource Services, and Faculty Affairs, as applicable. Hard copies of the Report are available upon request from University Police Services located at 284 East Avenue.

UNDERSTANDING CLERY CRIME STATISTICS

Under the Clery Act, campuses are required to report campus crime statistics for certain offenses, hate crimes, arrests and disciplinary referrals to the campus judicial process. It is important to note that the Clery Act may define a particular crime differently than that crime is defined under the Vermont law. For purposes of this Report, the University uses the Clery Act definitions, which have been adopted from the Federal Bureau of Investigation’s Uniform Crime Reporting Handbook (UCR), the National Incident-Based Reporting System Edition of the UCR for sex offenses, and the Violence Against Women Reauthorization Act of 2013.

In all cases, this data must be broken down according to the geographic location of the occurrence of the offense and the type of offense.

On-Campus Property:

Any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of, or in a manner related to, the institution’s educational purposes, including residence halls; and any building or property that is within or reasonably contiguous to such buildings or property that is owned by the institution but controlled by another person and is frequently used by students and supports institutional purposes.

On-Campus Subset – Student Housing Facilities: Any student housing facility that is owned or controlled by the institution, or is located on property that is owned or controlled by the institution, and is within the reasonably contiguous geographic area that makes up the campus.

Public Property:

All thoroughfares, streets, sidewalks, and parking facilities that are within the campus, or immediately adjacent to

and accessible from the campus.

Non-Campus Property:

Any building or property owned or controlled by a student organization that is officially recognized by the institution; or any building or property owned or controlled by an institution that is used in direct support of, or in relation to the institution's educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic area of the institution.

A copy of the University's Clery Map depicting campus ground, buildings, and structures, as well as public property, can be found at http://www.uvm.edu/policies/riskmgm/campussecurity_geo.pdf.

ANNUAL PRIMARY CRIME STATISTICS: 2011-2013

Aggravated Assault:

An unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied by the use of a weapon or by means likely to produce death or great bodily harm. Note: It is not necessary that injury result from an aggravated assault when a gun, knife or other weapon is used which could or probably would result in a serious potential injury if the crime were successfully completed.

Arson:

The willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling house, public building, motor vehicle or aircraft, or personal property of another kind.

Burglary:

The unlawful entry of a structure to commit a felony or a theft. For reporting purposes this definition includes: unlawful entry with intent to commit a larceny or a felony: breaking and entering with intent to commit a larceny; housebreaking; safecracking; and all attempts to commit any of the aforementioned.

Motor Vehicle Theft:

The theft or attempted theft of a motor vehicle. (Classify as motor vehicle theft all cases where automobiles are taken by persons not having lawful access, even though the vehicles are later abandoned, including joy riding.)

Murder/Non-Negligent Manslaughter:

The willful (non-negligent) killing of one human being by another.

NOTE: deaths caused by negligence, attempts to kill, assaults to kill, suicides, accidental deaths, and justifiable homicides are excluded.

Negligent Manslaughter:

The killing of another person through gross negligence.

Robbery:

The taking or attempting to take anything of value from the care, custody or control of a person or persons by force or threat of force or violence and/or by putting the victim in fear.

*** To the extent incidents were reported without sufficient information to determine geographic location, they have been reported within "On-Campus: Total".**

**** All crimes in the "On-Campus: Student Housing" column are also represented in the "On-Campus: Total" column.**

ANNUAL PRIMARY CRIME STATISTICS: 2011-2013 (cont.)

	ON-CAMPUS: TOTAL*	PUBLIC PROPERTY W/IN OR ADJACENT TO & ACCESSIBLE FROM CAMPUS	NON-CAMPUS BUILDINGS AND PROPERTY	CLERY CRIME ANNUAL TOTAL	ON-CAMPUS: STUDENT HOUSING FACILITIES**
Aggravated Assault					
2011	0	1	1	2	0
2012	2	0	1	3	0
2013	1	0	0	1	0
Arson					
2011	4	0	0	4	3
2012	2	0	0	2	2
2013	4	0	0	4	1
Burglary					
2011	36	0	4	40	23
2012	29	0	1	30	20
2013	49	0	2	51	34
Motor Vehicle Theft					
2011	0	0	1	1	0
2012	0	0	1	1	0
2013	0	0	0	0	0
Murder/Non-Negligent Manslaughter					
2011	0	0	0	0	0
2012	0	0	0	0	0
2013	0	0	0	0	0
Negligent Manslaughter					
2011	0	0	0	0	0
2012	0	0	0	0	0
2013	0	0	0	0	0
Robbery					
2011	1	0	0	1	1
2012	2	1	0	3	0
2013	0	0	0	0	0

ANNUAL SEXUAL ASSAULT STATISTICS: 2011-2013

Rape: The carnal knowledge of a person, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental or physical incapacity.

Forcible Fondling: The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental or physical incapacity.

Incest: Non-forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

Statutory Rape: Non-forcible sexual intercourse with a person who is under the statutory age of consent.

* To the extent incidents were reported without sufficient information to determine geographic location, they have been reported within "On-Campus: Total".

** All crimes in the "On-Campus: Student Housing" column are also represented in the "On-Campus: Total" column.

∞ To the extent sex offenses were reported anonymously and information was insufficient to characterize the type of sex offense they have been classified as rape.

+ Prior to calendar year 2013, sex offense statistics under the Clery Act were reported in two categories: forcible (rape, sodomy, sexual assault with an object, and fondling) and non-forcible (statutory rape and incest). The definition of "rape" for Clery statistical reporting purposes is now inclusive of sexual assault, sexual assault with an object, and forcible sodomy. The 2011 and 2012 statistics have been reformatted to conform to this change in practice, but do not represent a change in the total number of offenses reported in prior years.

ANNUAL SEXUAL ASSAULT STATISTICS: 2011-2013 (cont.)

	ON-CAMPUS: TOTAL*	PUBLIC PROPERTY W/IN OR ADJACENT TO & ACCESSIBLE FROM CAMPUS	NON-CAMPUS BUILDINGS AND PROPERTY	CLERY CRIME ANNUAL TOTAL	ON-CAMPUS: STUDENT HOUSING FACILITIES**
Rape ∞ +					
2011	5	0	2	7	5
2012	12	0	0	12	9
2013	11	0	4	15	7
Forcible Fondling +					
2011	0	3	0	3	0
2012	1	1	0	2	1
2013	0	0	0	0	0
Statutory Rape					
2011	0	0	0	0	0
2012	0	0	0	0	0
2013	0	0	0	0	0
Incest					
2011	0	0	0	0	0
2012	0	0	0	0	0
2013	0	0	0	0	0

ANNUAL DOMESTIC VIOLENCE AND STALKING STATISTICS: 2013

Domestic Violence:

Felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, or, in accordance with Vermont law [15 V.S.A. § 1101], by persons who, for any period of time, are living or have lived together, are sharing or have shared occupancy of a dwelling, are engaged in or have engaged in a sexual relationship, or minors or adults who are dating or who have dated ["household members"]. **Note:** Due to the inclusion of "household members" in the definition of domestic violence under Vermont law [15 V.S.A. § 1101], 'Dating Violence' is not separately reportable by the University of Vermont.

Stalking:

Engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for his or her safety or the safety of others, or suffer substantial emotional distress.

^ These statistics encompass both Domestic Violence and Dating Violence as contemplated by the Violence Against Women Act.

	ON-CAMPUS: TOTAL*	PUBLIC PROPERTY W/IN OR ADJACENT TO & ACCESSIBLE FROM CAMPUS	NON-CAMPUS BUILDINGS AND PROPERTY	CLERY CRIME ANNUAL TOTAL	ON-CAMPUS: STUDENT HOUSING FACILITIES**
Stalking					
2013	2	0	0	2	0
Domestic Violence ^					
2013	2	0	0	2	2

ANNUAL WEAPON, DRUG, AND LIQUOR LAW VIOLATION STATISTICS: 2011-2013

Drug Abuse Violations:

Violations of state and local laws relating to the unlawful possession, sale, use, growing, manufacturing, and making of narcotic drugs. The relevant substances include, but are not limited to: Opium or cocaine and their derivatives (morphine, heroin, codeine); marijuana; synthetic narcotics (Demerol, methadone); dangerous non-narcotic drugs (barbiturates, Benzedrine); bath salts and their derivatives; and illegally obtained prescription drugs.

Liquor Law Violations:

The violation of state and local laws or ordinances prohibiting: the manufacture, sale, transporting, furnishing, possessing of intoxicating liquor; maintaining unlawful drinking places; bootlegging; operating a still; furnishing liquor to minor or intemperate person; using a vehicle for illegal transportation or liquor; drinking on a train or public conveyance; all attempts to commit any of the aforementioned. Drunkenness and driving under the influence are NOT included in this definition, nor is possession of alcohol by an individual 21 years of age or older where such possession is in violation of University policy (i.e. in a residence hall).

Weapon Law Violations:

The violation of state and local laws or ordinances dealing with weapon offenses, regulatory in nature, such as: manufacture, sale, or possession of deadly weapons; carrying deadly weapons, concealed or openly; furnishing deadly weapons to minors; aliens possessing deadly weapons; all attempts to commit any of the aforementioned.

*** To the extent incidents were reported without sufficient information to determine geographic location, they have been reported within "On-Campus: Total".**

**** All crimes in the "On-Campus: Student Housing" column are also represented in the "On-Campus: Total" column.**

ANNUAL WEAPON, DRUG, AND LIQUOR LAW VIOLATION STATISTICS: 2011-2013 (cont.)

ON-CAMPUS: TOTAL*

WEAPONS:	<i>Arrests</i>	<i>Disciplinary Referrals</i>
2011	0	0
2012	0	0
2013	0	0
DRUGS	<i>Arrests</i>	<i>Disciplinary Referrals</i>
2011	24	482
2012	39	504
2013	23	673
LIQUOR	<i>Arrests</i>	<i>Disciplinary Referrals</i>
2011	4	1196
2012	4	1143
2013	5	1222

ON-CAMPUS: STUDENT HOUSING FACILITIES**

WEAPONS:	<i>Arrests</i>	<i>Disciplinary Referrals</i>
2011	0	0
2012	0	0
2013	0	0
DRUGS	<i>Arrests</i>	<i>Disciplinary Referrals</i>
2011	24	427
2012	32	479
2013	18	627
LIQUOR	<i>Arrests</i>	<i>Disciplinary Referrals</i>
2011	3	1130
2012	2	1056
2013	4	1132

PUBLIC PROPERTY WITHIN OR ADJACENT TO & ACCESSIBLE FROM CAMPUS

WEAPONS:	<i>Arrests</i>	<i>Disciplinary Referrals</i>
2011	0	0
2012	0	0
2013	0	0
DRUGS	<i>Arrests</i>	<i>Disciplinary Referrals</i>
2011	7	6
2012	6	9
2013	16	6
LIQUOR	<i>Arrests</i>	<i>Disciplinary Referrals</i>
2011	0	55
2012	0	45
2013	1	45

NON-CAMPUS BUILDINGS AND PROPERTY

WEAPONS:	<i>Arrests</i>	<i>Disciplinary Referrals</i>
2011	0	0
2012	0	0
2013	0	0
DRUGS	<i>Arrests</i>	<i>Disciplinary Referrals</i>
2011	0	0
2012	0	0
2013	0	3
LIQUOR	<i>Arrests</i>	<i>Disciplinary Referrals</i>
2011	0	0
2012	0	0
2013	0	17

ANNUAL HATE CRIME STATISTICS: 2011-2013

In addition to the crime statistics listed above, the Higher Education Opportunity Act of 2008 requires universities to separately report Clery crimes and incidents of larceny, intimidation, simple assault, and vandalism, as defined below, if those crimes were determined to be bias motivated – i.e. where a victim is intentionally selected because of their actual or perceived race, gender, religion, sexual orientation, gender identity, ethnicity, national origin, or disability.

Note: A hate or bias related crime is not a separate and distinct crime, but is the commission of a criminal offense which was motivated by the offender's bias.

- **Simple Assault:** The unlawful physical attack by one person upon another where neither the offender displays a weapon, nor the victim suffers obvious severe or aggravated bodily injury involving apparent broken bones, loss of teeth, possible internal injury, severe laceration, or loss of consciousness.
- **Intimidation:** To unlawfully place another person in reasonable fear of bodily harm through the use of threatening words and/or other conduct, but without displaying a weapon or subjecting the victim to actual physical attack.
- **Larceny-Theft:** The unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another. Constructive possession is the condition in which a person does not have physical custody or possession, but is in a position to exercise dominion or control over a thing.
- **Destruction/Damage/Vandalism of Property:** The willful or malicious destruction, damage, defacing, or other injury to real or personal property without consent of the owner, or the person having custody or control of it.

In 2011, two (2) acts of vandalism occurred in on-campus student housing that were deemed to be bias motivated. The type(s) of bias evidenced was religion.

In 2012, three (3) acts of vandalism were deemed to be bias motivated. Respectively, the types of bias evidenced were race, religion, and gender. The acts motivated by religion and gender occurred in on-campus student housing, and the act motivated by race occurred in a non-residential on-campus setting. Additionally, one (1) act of simple assault occurred on non-campus property that was deemed to be bias motivated. The type of bias evidenced was sexual orientation.

In 2013, one (1) act of vandalism was deemed to be bias motivated, and the type of bias evidenced was race.

In the event of an emergency, always call 911

**24 Hours/Day, 7 Days/Week to POLICE SERVICES: 656-3473 (x6FIRE) <http://www.uvm.edu/police>
or **TEXT**: UVM and your tip to: 847411**

UVM Police Services Directory

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