



The University of Vermont

## Bias, Discrimination, & Harassment Incident Reporting Form

This form is for reporting violations of the [Discrimination, Harassment, and Sexual Misconduct Policy](https://www.uvm.edu/sites/default/files/UVM-Policies/policies/sexharass.pdf) [↗](https://www.uvm.edu/sites/default/files/UVM-Policies/policies/sexharass.pdf) (<https://www.uvm.edu/sites/default/files/UVM-Policies/policies/sexharass.pdf>), as well as other concerns involving [bias](https://www.uvm.edu/deanofstudents/bias_response_program) [↗](https://www.uvm.edu/deanofstudents/bias_response_program) ([https://www.uvm.edu/deanofstudents/bias\\_response\\_program](https://www.uvm.edu/deanofstudents/bias_response_program)) at UVM. Individuals may choose to report incidents of sexual misconduct with this form or via email at [TitleIX@uvm.edu](mailto:TitleIX@uvm.edu) [↗](mailto:TitleIX@uvm.edu) (<mailto:TitleIX@uvm.edu>).

**If you are reporting an incident that poses an imminent risk of harm to a person(s) or property, contact UVM Police Services at 802-656-3473 (if on campus) or 9-1-1. Reports submitted using this form are only viewed during regular business hours.**

When a report is submitted, the Office of Equal Opportunity will take the following steps:

1. Review the report and determine whether the Discrimination, Harassment, and Sexual Misconduct policy or other university policy is implicated;
2. Coordinate initial outreach to the individual who submitted the report or impacted individuals to seek additional information and/or make them aware of their options, including process referrals for potential policy or legal violations when appropriate; and
3. In partnership with other campus offices, offer supportive [measures to individuals impacted by a reported bias incident or incident of discrimination, harassment, or sexual misconduct](#).

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[Privacy](#) - [Terms](#)

Anonymous or incomplete reports may receive a limited response and those reporting incidents are encouraged to share as much information as possible. If you would like to speak to someone about completing this report form, please call 802-656-3368, email [EqualOpportunity@uvm.edu](mailto:EqualOpportunity@uvm.edu) [↗](mailto:EqualOpportunity@uvm.edu) (<mailto:EqualOpportunity@uvm.edu>), [↗](mailto:AAEO@uvm.edu) (<mailto:AAEO@uvm.edu>), or visit us at Waterman 428. Information about 24/7 confidential support and other resources is available at [this link](https://www.uvm.edu/equal-opportunity) [↗](https://www.uvm.edu/equal-opportunity) (<https://www.uvm.edu/equal-opportunity>).

Definitions:

**Bias Incident:** Verbal or nonverbal conduct that communicates hostile, derogatory, or negative messages to target persons and is based on their membership in a category protected by UVM's Equal Opportunity policies but does not rise to the level of a university policy violation. Bias incidents may be intentional or unintentional. However, regardless of intention, expressions of this kind can have harmful impacts on individuals and on the broader living and learning community. When this occurs, UVM seeks to offer support for members of our community in the spirit of Our Common Ground.

**Discrimination:** Adverse treatment based on an individual's membership in a category protected by UVM's Equal Opportunity policies [\[https://www.uvm.edu/equal-opportunity/policies-and-procedures\]](https://www.uvm.edu/equal-opportunity/policies-and-procedures), that is sufficiently serious to unreasonably interfere with or limit an individual's opportunity to participate in or benefit from a university program or activity, or that otherwise adversely affects a term or condition of the individual's employment or education. Discrimination is prohibited by UVM policy and several options for resolution, including through disciplinary action, are available through the Office of Equal Opportunity.

**Harassment:** A form of discrimination (defined above) that encompasses an incident or incidents of verbal, written, visual, or physical communications and/or conduct based on or motivated by an individual's membership in a legally protected category that is sufficiently severe, pervasive, persistent and/or patently offensive that it has the effect of unreasonably interfering with that individual's work or academic performance, or that creates a hostile working, educational or living environment. Harassment may include the use of epithets, stereotypes, slurs, comments, insults, derogatory remarks, gestures, threats, graffiti, display or circulation of written or visual material, taunts, and negative references related to any of these protected categories. Harassment is prohibited by UVM policy and several options for resolution, including disciplinary action, are available through the Office of Equal Opportunity. Quid pro quo ("this for that") is a form of harassment where an employee or student's submission to or rejection of unwelcome treatment based on a protected category is made, either explicitly or implicitly, a term or condition of their employment, academic standing, or participation in any University programs or activities, or is used as the basis for university decisions affecting the individual. Complete policy definitions may be found [here](https://www.uvm.edu/sites/default/files/UVM-Policies/policies/sexharass.pdf) [\[https://www.uvm.edu/sites/default/files/UVM-Policies/policies/sexharass.pdf\]](https://www.uvm.edu/sites/default/files/UVM-Policies/policies/sexharass.pdf).


## Background Information

Please complete the following background information. *If you would like to remain anonymous, you do not have to provide any identifying information, however, this may limit our ability to address your concerns.* Items with a red asterisk are **required** fields.

Enable additional features by logging in. [\[https://cm.maxient.com/reportingform.php?UnivofVermont&layout\\_id=35&promptforauth=true\]](https://cm.maxient.com/reportingform.php?UnivofVermont&layout_id=35&promptforauth=true)

Your full name:

University Affiliation:

 Learn more

Your phone number:

Your email address:

Your physical address:

Incident Date (Required):

mm/dd/yyyy

 [Learn more](#)

Time of incident:

Location of incident (Required):

Specific location:

## Involved Parties

Please provide as much information as you can about the parties involved in the incident.

### Definitions

- Complainant - The person reported to have experienced harm or misconduct.
- Respondent - The person / group reported to have caused harm or misconduct.
- Responsible Employee / Campus Security Authority (CSA) - Any person who, by nature of their position at UVM, is obligated to report an incident to AAEO
- Witness - Any person who may have relevant or important information regarding this incident

Name or Organization

Gender

Please indicate the role of the person involved.

ID Number

DOB (YYYY-MM-DD)

Phone number

Email address

Affiliation (Student, Faculty, Staff, etc.)

Add another party

## Questions

Please indicate the type of bias/discrimination/harassment you are reporting (check all that apply): (Required)

- ☐ Age
- ☐ Disability Status
- ☐ Gender
- ☐ Gender Identity/Expression
- ☐ National Origin
- ☐ Race/Ethnicity
- ☐ Religion
- ☐ Sexual Orientation
- ☐ Antisemitic
- ☐ Veteran Status
- ☐ Other
- ☐ Not Sure

Please identify the nature of the incident you are reporting (check all that apply): (Required)

- ☐ Verbal assault/slur
- ☐ Physical assault
- ☐ Threat of attack
- ☐ Fear for safety
- ☐ Written slur
- ☐ Phone harassment
- ☐ Sexual harassment
- ☐ Destruction/Damage of Property
- ☐ Vandalism/Graffiti
- ☐ Threat of 'outing'
- ☐ Harassment electronically
- ☐ Stalking
- ☐ Public indecency
- ☐ Sexual Assault
- ☐ Sexual Misconduct
- ☐ Relationship/Domestic Violence
- ☐ Other

If one of the following crimes occurred where a victim was intentionally selected because of their actual or perceived race, gender, religion, sexual orientation, gender identity, ethnicity, national origin, or disability, please make the appropriate selection. If none of the specific crimes occurred, please select "not applicable." (Required)

- ☐ Physical Assault
- ☐ Intimidation
- ☐ Larceny/Theft
- ☐ Destruction/Damage/Vandalism of Property

☐ Not Applicable

Please provide a detailed description of the incident / concern using specific, concise, objective language (who, what, where, when, why, how). To the best of its ability, the University will keep any information that you submit in confidence. In some circumstances, however, the University may need to share information and/or take responsive action in order to protect the health and safety of the University community.

To the best of your knowledge, were any of the following offices or agencies notified of this incident? Check all that apply:

- ☐ Affirmative Action and Equal Opportunity (AAEO) Office
- ☐ Burlington Police Department
- ☐ Campus Victim's Advocate
- ☐ Catholic Center
- ☐ Center for Academic Success
- ☐ Center for Student Conduct
- ☐ Hillel
- ☐ Interfaith Center
- ☐ MOSAIC Center for Students of Color
- ☐ Office of International Education
- ☐ Other Law Enforcement Agency
- ☐ Prism Center
- ☐ Residential Life
- ☐ Student Accessibility Services
- ☐ UVM Police Services
- ☐ Vice Provost/Dean of Students Office
- ☐ Women's Center
- ☐ Other Department

Was the incident reported to a specific individual/office?

- ☐ Yes
- ☐ No

If yes, to whom was it reported to (staff/faculty name or department)?

At this time, what do you believe needs to happen?

## Supporting Documentation

Photos, video, email, and other supporting documents may be attached below. 5GB maximum total size.

**Attachments require time to upload, so please be patient after submitting this form.**

Choose files to upload	Choose Files
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☐ Email me a copy of this report

Submit