

Reporting Concerns of Discrimination, Harassment, Misconduct, or Inappropriate Behavior

In the Department of Neurological Sciences at UVM, we strive to create an inclusive, supportive, and respectful working, learning, and living environment. To that end, if you observe misconduct or have concerns about potential misconduct, you are encouraged to speak up. Depending on the circumstances, this may involve feedback or formal reporting as described below. It is important to note that UVM takes your concerns seriously, will follow through with the appropriate measures to investigate and resolve the issue, and has zero tolerance for retaliation (delineated in [UVM's Discrimination, Harassment, and Sexual Misconduct Policy](#)).

When to Report

If you have experienced or witnessed discrimination, harassment, misconduct, or inappropriate behavior of any kind, or if you are unsure that you have experienced such behavior, UVM has multiple resources to assist you. The contact information and links below describe the different resources depending on your individual circumstances.

Reporting Mechanisms

Please note that some contacts in the Department and at UVM are required to officially share your report. There are also contacts listed to confidentially discuss a situation to help guide you in the process.

- **University Reporting Resources**
 - **For concerns within the [Department of Neurological Sciences](#), please contact the Vice Chairs. The Vice Chairs will help the individual navigate the processes and follow the appropriate steps based on the nature of the incident.**
 - For concerns regarding educational and research related issues in the Department, please contact the Vice Chair for Education and Research, Dr. Margaret Vizzard.
 - Phone: 802-656-3209.
 - Email: Margaret.Vizzard@med.uvm.edu
 - For concerns regarding clinical issues in the Department, please contact the Vice Chair for Clinical Affairs, Dr. Waqar Waheed.
 - Phone: 802-847-4589.
 - Email: Waqar.Waheed@uvmhealth.org
 - For other concerns and/or any issues involving UVM staff, please contact the Department's Business Manager and HR Representative, Daniel Mills.
 - Phone: 802-656-0435.
 - Email: Daniel.Mills@med.uvm.edu
 - **To report a concern regarding behavior in the learning environment, use the Larner College of Medicine [Office of the Learning Environment](#).**
 - Phone: 802-656-5466.
 - Email: Nathalie.Feldman@med.uvm.edu

- The Office of the Learning Environment also maintains a webform that can be used to report a concern.
<https://www.med.uvm.edu/mededucation/learningenvironment/concerns>
 - The **[Office of Affirmative Action and Equal Opportunity \(AAEO\)](#)** is UVM's official reporting and investigative body for claims of discrimination, harassment, and sexual misconduct.
 - Individuals may contact AAEO directly to make a disclosure and learn about University-based options for support and resolution.
 - Phone: 802-656-3368.
 - Email: TitleIX@uvm.edu or Title9@uvm.edu
 - Online: [Bias, Discrimination and Harassment Incident Reporting Form](#).
 - In Person: 428 Waterman Building, Burlington, VT, 05405.
 - **For cases that may also constitute violations of criminal law**, AAEO will inform the Complainant of their option to pursue a criminal investigation and can facilitate contact with UVM Police Services to initiate such an investigation. Individuals may also contact UVM Police Services directly.
 - **UVM Police Services:**
 - Phone: 802-656-3473 or 911 for emergencies.
 - [Report a Crime Form](#) (option for anonymity).
 - To report potential crimes that must be reported to UVM Police by **Campus Security Authorities (CSA)**, use the [CSA Report Form](#).
 - The **[Vice Provost and Dean of Students Office](#)** has forms for submitting concerns regarding inappropriate behavior, bias, sexual misconduct, general student misconduct, and academic misconduct for students, faculty, and staff.
 - Phone: 802-656-3380.
 - **University staff members represented by [UVM Staff United](#)** are protected against discrimination and harassment under Article 5 of the [Collective Bargaining Agreement \(CBA\)](#) dated May 20, 2022. Violations of the CBA are grievable under Article 13 in consultation with the Department's designated Area Steward.
 - [Area Stewards by Unit](#).
- **Anonymous Reporting Mechanisms**
 - [Ethics and Compliance Reporting and Helpline](#) (anonymous).
 - [Police Tip Line](#) (anonymous).
 - [Report a Crime Form](#) (option for anonymity).
- **Confidential Resources for Students**
 - **[Center for Health and Wellbeing at UVM: Primary Care at Student Health Services](#)**
 - Phone: 802-656-3350.
 - Email: health@uvm.edu.

- [Center for Health and Wellbeing at UVM: Mental Health Care at Counseling and Psychiatry Services.](#)
 - Phone: 802-656-3340.
 - Email: health@uvm.edu.
- [Student Ombudsperson:](#) Ralph Swenson.
 - Email: Dan.Harvey@uvm.edu (to be put in contact with Ralph Swenson).
- **Confidential Resources for Faculty and Staff**
 - [Employee Assistance Program.](#)
 - Phone: 802-864-3276 or 802-651-1837.
 - [Faculty Ombudsperson:](#) Dr. Antonio Cepeda-Benito
 - Email: Antonio.Cepeda-Benito@uvm.edu