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The CBRT does not have the authority to conduct disciplinary proceedings or impose discipline on students, staff or faculty. Disciplinary matters will be referred and handled in accordance with Middlebury's policies, as applicable. Accordingly, complaints of misconduct should be addressed as follows:

Concerns of potential harassment or discrimination prohibited by Middlebury's Anti-Harassment/Discrimination Policy should be directed to a [Human Relations Officer](#) and/or the [Title IX Coordinator](#) for review. When the CBRT is informed of conduct that could potentially violate Middlebury's Anti-Harassment/Discrimination Policy, the CBRT will so inform the Title IX office.

Anti-bias information available to the CBRT and its members can be found [here](#).

Middlebury defines a bias incident as a single act or multiple acts directed toward an individual or group on the basis of actual or perceived race, creed, color, place of birth, ancestry, ethnicity, national origin, religion, sex, sexual orientation, gender identity or expression, age, marital status, service in the armed forces of the United States, positive-HIV-related test results, disability, culture, socio-economic status, spirituality or any combination of these or other related factors, with the purpose or effect, from the point of view of a reasonable person, of negatively impacting another. Bias incidents include, but are not limited to slurs, derogatory language, epithets, graffiti, vandalism, intimidation, symbols, and harassment; that are directed toward or affect the targeted individual or team. Incidents of bias may contribute to a hostile campus environment and can occur even if the act itself is unintentional or unintentional.

University of Vermont - Middlebury College, Vermont bias prevention resources

In accordance with Middlesbrough's Anti-Harassment/Discrimination Policy, harassment is defined as verbal, written, visual, or physical conduct based on or motivated by an individual's actual or perceived sex, sexual orientation, gender identity or expression, race, creed, color, place of birth, ancestry, ethnicity, religion, national origin, age, disability, marital status, or other characteristics as defined and protected by law in the location where a particular program is operating, that has the purpose or effect, from the point of view of a reasonable person, of objectively and substantially

a. unreasonably

Possible incidents of hate crimes should be directed to the [Title IX Coordinator, a Human Relations Officer](#) or [Public Safety](#).

Please see the full text of Milbury's [Community Standards](#).

For information on filing reports under these policies, please refer to the following links

[Anti-Harassment/Discrimination Policy](#)

[Policy Against Sexual Misconduct, Domestic and Dating Violence and Misconduct, and Stalking](#)

Milbury College ("Milbury") complies with applicable provisions of state and federal law which prohibit discrimination in employment, or in admission or access to its educational or extracurricular programs, activities, or facilities, on the basis of race, creed, color, place,

All reports under this policy will be handled in a sensitive manner. Information will be shared with others only to the extent necessary to assess and manage the situation in compliance with Middlebury policies, state and federal law.

In general, the law recognizes and protects the confidentiality of communications between a person seeking care and a medical or mental health professional, religious adviser or Mi Safe advocate. The medical, mental health, religious professionals and Mi Safe advocates at Middlebury and their off-campus counterparts respect and protect confidential communications from students, faculty, and staff to the extent they are legally able to.

8.16
5.16
Slandering directly or indirectly against a person who has in good faith made a report under this policy
or who has made a