

From: [Office of the Vermont Attorney General](#)
To: [AGO - Public Records Requests](#)
Subject: Public Records Request Form Form submitted on Office of the Vermont Attorney General
Date: Monday, September 13, 2021 10:59:51 AM

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Please describe the records you are requesting and provide as much specificity as possible, including applicable date ranges.

To Whom it May Concern,

The undersigned are scholars affiliated with the Williams Institute, a research center at the UCLA School of Law dedicated to rigorous, independent research on issues related to sexual orientation and gender identity, including discrimination against lesbian, gay, bisexual, and transgender (“LGBT”) people.

We write to respectfully request information on all complaints, claims, or investigations alleging discrimination, harassment, and/or retaliation (hereinafter referred to collectively as “discrimination”) in employment filed with your office from the year 2016 through to the present that include sexual orientation and/or gender identity and/or gender expression as alleged bases for discrimination.

We intend to use information obtained through this request for the public interest of research and dissemination of findings to the public on the outcomes of discrimination, harassment, and retaliation claims by LGBT people in Vermont with your agency, with particular emphasis on the experiences of LGBT people of color and other LGBT subpopulations. As part of this request, we seek information both in the aggregate and in redacted individual forms to allow us to review the complete investigation record of any such cases, subject to any applicable exemptions.

In terms of individual forms, this should include to the extent possible access to the original complaints, the final outcomes of those complaints, and any available information on related investigations or hearings.

In terms of aggregate data, we request that the Commission provide the total number of sexual orientation and/or gender identity and/or gender expression discrimination complaints filed each year since 2016, in addition to the number of those that include either basis in addition to either race/color, national origin/ancestry, sex, and/or

disability, broken down by year and by types of discrimination alleged. To the extent possible, we also request aggregate data related to outcomes of investigations of those claims involving actual or perceived sexual orientation/gender identity/gender expression, as well as one or more of the other four characteristics (race/color, national origin/ancestry, sex, or disability), broken down by year and alleged types of discrimination.

Finally, we also request general demographic information related to the complaints, including the demographics of the complainant and respondent (if the respondent was an individual person) and the type of conduct alleged (e.g., failure to hire, termination, etc.).

We note that we are not seeking any personal information regarding any of the parties involved in the complaints, and request that records provided in response to this request be sufficiently redacted to protect their privacy and therefore allow disclosure under applicable law. Finally, if there is a fee associated with fulfilling this request, we ask that you please inform us in advance of the amount.

Thank you in advance for your assistance with this request. If you have any further questions, please don't hesitate to contact us via e-mail at vasquezl@law.ucla.edu.

Please take note of the following disclaimer:	<ol style="list-style-type: none">1. This public records request, including any associated correspondence, will be considered a public record in its entirety. As such, it will be made available to any member of the public upon request.2. Do not include any sensitive information, such as medical information, financial account numbers, or Social Security numbers. The AGO will contact you if additional information is required.3. Submission of this form does not constitute receipt of it by the AGO. Your public records request will be considered received on the next business day following its submission.
Agreement	I agree that I have read the directions and disclaimers on this form and that the information that I have provided is accurate to the best of my knowledge. Clicking the Declaration below is equivalent to my electronic signature.
Declaration (Required)	Declaration (Required)
Date Submitted	September 13, 2021
