



## Review of the Interim University of Maryland Sexual Misconduct Policy

**PRESENTED BY** Rachel Gammons, Chair

**REVIEW DATES** SEC – November 20, 2019 | SENATE – December 4, 2019

**VOTING METHOD** In a single vote

**RELEVANT POLICY/DOCUMENT** [VI-1.60\(A\) – University of Maryland Sexual Misconduct Policy & Procedures](#)

**NECESSARY APPROVALS** Senate, President

### ISSUE

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As a result of changes in state law, the University System of Maryland (USM) revised its Policy on Sexual Misconduct ([VI-1.60](#)) in June 2019. The University of Maryland Sexual Misconduct Policy & Procedures (VI-1.60[A]) were revised to align with the changes to USM Policy and were approved on an interim basis on June 24, 2019, pending University Senate review. The Policy covers all members of the University community; the Procedures provide specific detail on the process for reviewing complaints against faculty, staff, and students, and are applied depending on the constituency of the individual against whom a complaint is made.

In August 2019, the Senate Executive Committee (SEC) charged four Senate committees with consideration of the interim University of Maryland Sexual Misconduct Policy & Procedures. The Equity, Diversity, & Inclusion (EDI) Committee was given responsibility for reviewing the Policy itself to ensure alignment with the revised USM policy and state law ([Senate Document #19-20-03](#)). The Student Conduct, Faculty, and Staff Affairs Committees was charged with reviewing the interim Sexual Misconduct Complaint Procedures for their constituencies to ensure they accurately reflect the changes in state law and USM policy.

### RECOMMENDATIONS

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The Equity, Diversity, & Inclusion Committee recommends that the University of Maryland Policy on Sexual Misconduct be revised as indicated in the policy document immediately following this report.

The EDI Committee recommends that it be charged with conducting a comprehensive review of the University of Maryland Policy on Sexual Misconduct to ensure that it aligns with best practices.

### COMMITTEE WORK

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The EDI Committee reviewed background materials identified in its charge and consulted with representatives from the Office of Civil Rights & Sexual Misconduct (OCRSM) and the Office of General Counsel (OGC). The committee also met with the Chair of the Student Conduct Committee and the Director of the Office of Student Conduct to better understand the impact that the interim Sexual Misconduct Policy has on students through the process detailed within the Student Procedures. The EDI Committee worked in close consultation with the Student Conduct, Staff

Affairs, and Faculty Affairs Committees; the committees worked collaboratively to ensure that any revisions to the Policy were aligned with the corresponding information in the Procedures.

Through its review, the committee determined that Sections XI and XII of the policy should be restructured and reorganized in order to convey both the rights of student, faculty, and staff Complainants and Respondents, as well as the right for students to have access to counsel paid for by the Maryland Higher Education Commission (MHEC) through a list of attorneys willing and able to represent students in Title IX cases. The committee aligned these sections with standard University policy structure, removed legalistic language, and added clarifying language. The committee also reviewed the Definitions section of the policy to align it with terms used in Section XI. The committee also confirmed with OCRSM that the “mediation or other informal mechanisms” specified in the interim policy was congruent with the “Alternative Resolution” process that was detailed in the procedures.

The committee also identified some additional concerns with the Policy that fell outside the scope of its review, which led to its administrative recommendation. After due consideration, the Equity, Diversity, & Inclusion Committee voted to approve the revised policy and administrative recommendations at its meeting on November 6, 2019. Revisions to the Policy affecting staff within the bargaining unit must be shared with the union for review following approval by the Senate before being submitted to the President for review and approval.

## **ALTERNATIVES**

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The Senate could choose not to approve the recommendation and revisions to the University of Maryland Sexual Misconduct Policy, leaving the interim Policy in effect. However, the Policy would not adequately describe the rights and responsibilities of participants in misconduct proceedings.

## **RISKS**

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There are no known risks to the University.

## **FINANCIAL IMPLICATIONS**

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There are no known financial implications.



## **Review of the Interim University of Maryland, Sexual Misconduct Policy**

### **2019-2020 Committee Members**

<b>Rachel Gammons</b> (Chair)	<b>Manouchehr Mokhtari</b> (Faculty)
<b>Jay Brite</b> (Faculty)	<b>Daniel Ostick</b> (Ex-Officio VP Student Affairs Rep)
<b>Mel Coles</b> (Graduate Student)	<b>Nadia Owusu</b> (Undergraduate Student)
<b>Nicole Cousin-Gossett</b> (Faculty)	<b>Ron Padron</b> (Exempt Staff)
<b>Jennifer Dixon Cravens</b> (Faculty)	<b>Terry Park</b> (Faculty)
<b>Georgina Dodge</b> (Ex-Officio Chief Diversity Officer)	<b>Laura Rosenthal</b> (Ex-Officio Provost's Rep)
<b>Brandon Dula</b> (Exempt Staff)	<b>Joanna Wiley</b> (Non-Exempt Staff)
<b>Mary Forsythe</b> (Exempt Staff)	<b>Dana Wimbish</b> (Non-Exempt Staff)
<b>Grace Karmiol</b> (Ex-Officio OCRSM Rep)	
<b>Anna Kraemer</b> (Graduate Student)	
<b>Anne Martens</b> (Ex-Officio VP Administration & Finance Rep)	

### **Date of Submission**

**November 2019**

## **BACKGROUND**

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As a result of changes in state law, the University System of Maryland (USM) revised its Policy on Sexual Misconduct ([VI-1.60](#)) in June 2019. The University of Maryland Sexual Misconduct Policy & Procedures (VI-1.60[A]) were revised to align with the changes to USM policy and were approved on an interim basis on June 24, 2019, pending University Senate review. The policy covers all members of the University community; the procedures provide specific detail on the process for reviewing complaints against faculty, staff, and students, and are applied depending on the constituency of the individual against whom a complaint is made.

In August 2019, the Senate Executive Committee (SEC) charged four Senate committees with consideration of the interim University of Maryland Sexual Misconduct Policy & Procedures. The SEC charged the Equity, Diversity, & Inclusion (EDI) Committee with reviewing the interim policy to ensure alignment with the USM Policy and state law; consulting with a range of stakeholders; and recommending changes to University interim Policy, as appropriate (Appendix 2). The SEC separately charged the Student Conduct Committee, the Faculty Affairs Committee, and the Staff Affairs with reviewing the Procedures.

## **UNIVERSITY OF MARYLAND SEXUAL MISCONDUCT POLICY & PROCEDURES**

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The University's Sexual Misconduct Policy & Procedures outline the University's approach to addressing all forms of sexual misconduct involving University faculty, staff, and students, in alignment with federal and state discrimination laws. The Policy defines specific conduct that is prohibited, provides information on resources for victims of sexual misconduct, and outlines broad principles that govern the process for handling reports of sexual misconduct. The Procedures detail the specific processes faculty, staff, and students will go through during a Sexual Misconduct investigation and explain the process from the receipt of a complaint through investigation and adjudication. The Procedures outline possible sanctions or disciplinary action that may come as a result of a Finding of responsibility, as well as provide a process for appealing a finding and/or sanctions, depending on the case.

In 2018, the Maryland General Assembly passed [Senate Bill 607](#) (Higher Education - Sexual Assault Policy – Disciplinary Proceedings Provisions). The law affected disciplinary proceedings for sexual misconduct cases at state higher education institutions and required that institutional policies include an enumeration of specific student rights. It also established a framework for current or former students to access counsel paid for by the Maryland Higher Education Commission (MHEC) through a list of attorneys willing and able to represent students in Title IX cases. In spring 2019, the Maryland General Assembly passed [Senate Bill 396](#) (Higher Education – Legal Representation Fund for Title IX Proceedings). The legislation provided funding to MHEC to establish and administer the representation program to provide support in covering reasonable costs and attorney’s fees for current or former students involved in Title IX proceedings.

MHEC is in the process of implementing the attorney program developed by the recent changes in state law. MHEC has developed a website with information on the attorney program as a resource for current and former students. As it moves forward with implementing the program, MHEC will update the website with additional information and will publish a list of attorneys who have agreed that they are willing and able to represent students at low cost or on a pro bono basis. While current and former students will be able to use this list to help them retain an attorney, attorneys on the list will not be obligated to take any individual case.

On June 24, 2019, the University of Maryland Sexual Misconduct Policy was revised to incorporate provisions required by the new state laws from 2018 and 2019, and to align with the recent related changes to the USM Policy. The interim Policy incorporated two additional Sections: XI, Student Rights, and XII, Student Rights to an Attorney. These sections outline rights afforded to student parties throughout the process, including the right to an Advisor who may be an attorney. The sections also describe the new MHEC program through which current and former students may access counsel paid for by MHEC. The interim Procedures incorporated a statement indicating that parties who are students retain the rights outlined in the Policy throughout the process detailed in the Student, Faculty, and/or Staff Procedures.

## **COMMITTEE WORK**

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In fall 2019, the EDI Committee reviewed a range of materials, including the interim University of Maryland Sexual Misconduct Policy & Procedures, the USM Policy on Sexual Misconduct, Senate Bill 396 – Higher Education – Legal Representation Fund for Title IX Proceedings, and Senate Bill 607 – Higher Education – Sexual Assault Policy – Disciplinary Proceedings Provisions. The committee consulted with representatives from the Office of Civil Rights & Sexual Misconduct (OCRSM) and the Office of General Counsel (OGC). The committee also met with the Chair of the Student Conduct Committee and the Director of the Office of Student Conduct to better understand the impact that the interim Sexual Misconduct Policy has on students through the process detailed within the Student Procedures. Throughout its review, the EDI Committee worked in close consultation with the Student Conduct, Staff Affairs, and Faculty Affairs Committees, which were tasked with reviewing the corresponding procedures for their constituencies. The committees worked collaboratively to ensure that any revisions to the Policy were aligned with the corresponding information in the Procedures.

At its meeting on September 25, the committee reviewed Section XI, Student Rights. The committee agreed that the section title was misleading, as many of the listed rights apply to faculty and staff as well. The committee determined there would be value in addressing rights common to all by changing the name of the section to “Rights of Complainants and Respondents,” and moving student-specific rights, such as those related to the MHEC attorney program, to Section XII. The committee changed the title of Section XII to “Legal Representation Fund for Title IX Proceedings (Students Only)” to similarly more accurately convey the focus of that section. The committee also added language

clarifying that students are not guaranteed legal representation from MHEC, nor are they required to retain an attorney.

Throughout its review, the committee restructured and reorganized sections XI and XII to align each with standard University policy structure, removed legalistic language, and added clarifying language. The committee reviewed the Definitions section of the Policy, in order to align defined terms with the information provided in Section XI. The committee felt it necessary to add definitions of “Support Person” and “Advisor,” as both terms are used in Section XI. The committee eliminated the redundant definition “Coercion” after learning it was added by the University rather than USM during a previous revision and expanded the definition of “Sexual Coercion” to include illustrative examples. The committee discussed the similarities between the definitions of “Sexual Coercion” and “Sexual Exploitation,” and determined that each would be used in different circumstances, so each merited its own definition in the Prohibited Conduct section of the Policy. The committee also confirmed with OCRSM that the “mediation or other informal mechanisms” specified in the interim policy was congruent with the “Alternative Resolution” process that was detailed in the procedures.

The committee also identified concerns with Section XII, discussed the use of website links, and the definition of “Responsible University Employee” within the policy. Given that the scope of the charge was narrowly focused on ensuring the Sexual Misconduct Policy reflect recent changes in state law and USM policy, the committee decided to make an administrative recommendation that the Sexual Misconduct Policy be reviewed at a future date. The committee deliberated whether or not to recommend OCRSM preliminarily provide revisions for the committee to consider beforehand but ultimately decided that EDI should be responsible for its review. The committee was also informed that a possible change in federal guidance to Title IX proceedings may precede their recommended comprehensive review, in which case, the committee would be charged to review an interim policy that incorporates the new federal guidance.

After due consideration, the Equity, Diversity, & Inclusion Committee voted to approve the proposed University of Maryland Sexual Misconduct Policy and an administrative recommendation at its meeting on November 6, 2019, contingent on their review by the OGC.

## **RECOMMENDATIONS**

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The Equity, Diversity, & Inclusion Committee recommends that the University of Maryland Policy on Sexual Misconduct be revised as indicated in the policy document immediately following this report.

The EDI Committee recommends that it be charged with conducting a comprehensive review of the University of Maryland Policy on Sexual Misconduct to ensure that it aligns with best practices.

## **APPENDICES**

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Appendix 1 — Past Senate Action on University of Maryland Sexual Misconduct Policy & Procedures

Appendix 2 — Charge from the Senate Executive Committee



Proposed Revisions from the EDI Committee  
New Text in Blue/Bold (**example**), Removed Text in Red/Strikeout (~~example~~),  
Moved Text in Green/Bold (**example/example**)

## **VI-1.60(A) UNIVERSITY OF MARYLAND SEXUAL MISCONDUCT POLICY & PROCEDURES**

(Approved on an interim basis October 13, 2014; Amended May 4, 2015; Amended October 1, 2015; Amended March 21, 2016; Amended May 13, 2016; Amended and approved on an interim basis by the President June 24, 2019)

- I. Policy Statement
- II. Applicability
- III. Definitions
- IV. Prohibited Conduct
- V. Sanctions
- VI. Confidential Resources
- VII. Reporting Sexual Misconduct
- VIII. Interim Protective Measures
- IX. Retaliation
- X. Complaint Procedures
- XI. ~~Student~~ Rights of Complainants and Respondents
- XII. ~~Student Rights to an Attorney~~ Legal Representation Fund for Title IX Proceedings (Students Only)
- XIII. Steps to Take Following a Sexual Assault
- XIV. Campus Safety
- XV. Consensual Relationships and Professional Conduct
- XVI. External Government Agencies That Address Complaints of Sexual Misconduct

### **I. POLICY STATEMENT**

Sexual Misconduct is a form of sex discrimination prohibited by federal and state discrimination laws, including Title IX of the Education Amendments of 1972 and Title VII of the Civil Rights Act. In addition, some forms of Sexual Misconduct violate the criminal laws of the State of Maryland. Sexual Misconduct is also a form of sex discrimination in violation of the University of Maryland Non-Discrimination Policy and Procedures:

<http://www.president.umd.edu/administration/policies/section-vi-general-administration/vi-100b>.

However, this Policy supersedes the “Non-Discrimination Policy and Procedures” with respect to matters of Sexual Misconduct. The University will respond to complaints of Sexual Misconduct

in accordance with the provisions of the Sexual Misconduct Policy and accompanying investigation and adjudication procedures.

The Office of Civil Rights & Sexual Misconduct (OCRSM) shall receive notice of all reports of Sexual Misconduct received by any individual deemed a “Responsible University Employee” under this policy. No employee (other than law enforcement) is authorized to investigate or resolve reports of Sexual Misconduct without the involvement of the Title IX Officer.

The Title IX Officer is responsible for coordinating the University’s efforts to comply with and carry out its responsibilities under Title IX:

**Grace C. Karmioli, Director  
Title IX Officer**

Office of Civil Rights & Sexual Misconduct (OCRSM)

University of Maryland

3101 Susquehanna Hall

4200 Lehigh Road

College Park, MD 20742-5025

E-mail: [gkarmioli@umd.edu](mailto:gkarmioli@umd.edu) | [titleixcoordinator@umd.edu](mailto:titleixcoordinator@umd.edu)

Phone: 301-405-1142

Fax: 301-405-2837

Website: [www.ocrsm.umd.edu](http://www.ocrsm.umd.edu)

The OCRSM is responsible for overseeing the University’s training and educational programs related to Sexual Misconduct. To learn more about various resources, on-going training initiatives, and education programs for students, faculty, and staff, please consult the office’s website for more current and up-to-date information.

All persons involved in responding to, investigating, or adjudicating Sexual Misconduct reports, or who are involved in the Sexual Misconduct complaint investigation and resolution processes, will participate in annual training in receiving, investigating, and handling complaints of Sexual Misconduct under the University’s policy and procedures.

The University of Maryland is committed to a working and learning environment free from Sexual Misconduct. Sexual Misconduct is a broad term used to describe a range of behavior, including Sexual Harassment, Sexual Assault, Domestic Violence, Dating Violence, Sexual Violence, Relationship Violence, Sexual Coercion, Sexual Exploitation, Sexual Intimidation, and Stalking. Sexual Misconduct will not be tolerated. It corrupts the integrity of the educational process and work environment, and violates the core mission and values of the University.

Creating an environment free from Sexual Misconduct is the responsibility of all members of the University community. The University is committed to fostering a campus climate free from Sexual Misconduct through training, education and prevention programs, and through policies and procedures that promote prompt reporting, prohibit retaliation, and promote timely, fair and impartial investigation and resolution of Sexual Misconduct cases. In responding to complaints

of Sexual Misconduct, the University will take appropriate steps to eliminate the Sexual Misconduct, prevent its recurrence, and address its effects.

## II. APPLICABILITY

The University has jurisdiction over all Title IX complaints made in connection with University programs and activities, and this policy applies to all members of the University community, including students, faculty, and staff. It also applies to contractors and other third parties within the University's jurisdiction. This policy applies to Sexual Misconduct:

- on University premises, in any University facility, or on University property;
- at any University sponsored, recognized, or approved program, visit, or activity, regardless of location;
- that impedes equal access to any University education program or activity or that adversely impacts the education or employment of a member of the University community regardless of where the conduct occurred; or
- that otherwise threatens the health and/or safety of a member of the University community.

## III. DEFINITIONS

~~“Coercion” includes conduct, intimidation, and express or implied threats of physical or emotional harm that would reasonably place an individual in fear of immediate or future harm and that is employed to persuade or compel someone to engage in sexual contact. Examples of Coercion include causing the deliberate Incapacitation of another person; conditioning an academic benefit or employment advantage on submission to the sexual contact; threatening to harm oneself if the other party does not engage in sexual contact; or threatening to disclose an individual’s sexual orientation, gender identity, gender expression, or other personal sensitive information if the other party does not engage in the sexual contact.~~

**“Advisor” means a person chosen by the Complainant or Respondent to provide advice and consultation to a party. An Advisor is a non-participant who may be an attorney or another individual. An Advisor cannot be a witness or provide evidence in a case. An Advisor shall not be an active participant or speak on behalf of the parties.**

**“Complainant”** refers to the individual who files a Sexual Misconduct complaint, alleging a violation of this Policy.

**“Confidential”** refers to communications between two parties where one party, based on their professional status, has the ability to ensure the communications between the two parties are legally protected as private.

**“Consent”** means a knowing, voluntary, and affirmatively communicated willingness to participate in a particular sexual activity or behavior. Only a person who has the ability and capacity to exercise free will and make a rational, reasonable judgment can give Consent. Consent may be expressed either by words and/or actions, as long as those words and/or actions



create a mutually understandable agreement to engage in specific sexual activity. It is the responsibility of the person who wants to engage in sexual activity to ensure that they have consent from the other party, and that the other party is capable of providing Consent.

- Lack of protest or resistance is not consent. Nor may silence, in and of itself, be interpreted as Consent. For that reason, relying solely on non-verbal communication can lead to misunderstanding.
- Previous relationships, including past sexual relationships, do not imply Consent to future sexual acts.
- Consent to one form of sexual activity cannot automatically imply Consent to other forms of sexual activity.
- Consent must be present throughout sexual activity and may be withdrawn at any time. If there is confusion as to whether there is consent or whether prior consent has been withdrawn, it is essential that the participants stop the activity until the confusion is resolved.
- Consent cannot be obtained by use of physical force **or Sexual Coercion**, ~~threats, intimidating behavior, or coercion. Coercion is pressuring another person into sexual activity.~~

It is a violation of this Policy to engage in sexual activity with someone you know, or should know, is Incapacitated. Incapacitated, for purposes of this Policy, means that the person's decision-making ability is impaired such that they lack the capacity to understand the "who, what, where, why, or how" of their sexual interaction. Incapacitation may result from: sleep or unconsciousness, temporary or permanent mental or physical disability, involuntary physical restraint, or the influence of alcohol, drugs, medication, or other substances used to facilitate Sexual Misconduct.

**"Incapacitated"** An individual who is Incapacitated is unable to give Consent to sexual contact. States of Incapacitation include sleep, unconsciousness, intermittent consciousness, or any other state where the individual is unaware that sexual contact is occurring. Incapacitation may also exist because of a mental or developmental disability that impairs the ability to Consent to sexual contact. Alcohol or drug use is one of the prime causes of Incapacitation. Where alcohol or drug use is involved, Incapacitation is a state beyond intoxication, impairment in judgment, or "drunkenness." Because the impact of alcohol or other drugs varies from person to person, evaluating whether an individual is Incapacitated, and therefore unable to give Consent, requires an assessment of whether the consumption of alcohol or other drugs has rendered the individual physically helpless or substantially incapable of:

- making decisions about the potential consequences of sexual contact;
- appraising the nature of one's own conduct;
- communicating Consent to sexual contact; or
- communicating unwillingness to engage in sexual contact.

**"Interim Protective Measures"** means reasonably available steps the University may take to protect the parties pending a University investigation and adjudication of Sexual Misconduct.

**“Respondent”** means the individual accused of engaging in Prohibited Conduct under this Policy.

**“Responsible University Employee”** includes all University administrators, supervisors in non-confidential roles, faculty members, campus police, coaches, athletic trainers, resident assistants, and non-confidential first responders.

**“Support Person”** means a person chosen by the Complainant or Respondent to provide emotional, logistical, or other kinds of assistance. The Support Person is a non-participant who is present to assist a Complainant or Respondent by taking notes, providing emotional support and reassurance, organizing documentation, or consulting directly with the party in a way that does not disrupt or cause any delay. A Support Person shall not be an active participant or a witness, and the parties must speak for themselves.

**“Title IX Officer”** refers to the individual designated by the President of the University to: 1) oversee the University’s response to Sexual Misconduct reports and complaints and identify and address any patterns or systemic problems revealed by such reports and complaints; 2) conduct Sexual Misconduct investigations; 3) oversee, review content, and, in collaboration with other University offices, conduct training for students, faculty, and staff on Sexual Misconduct issues; 4) ensure that appropriate policies and procedures are in place for responding to complaints of Sexual Misconduct against faculty, staff, and students; and 5) work with local law enforcement to ensure coordinated responses to Sexual Misconduct cases.

#### **IV. PROHIBITED CONDUCT**

**“Dating Violence”** encompasses a broad range of behaviors, including Sexual Assault, physical abuse, and other forms of violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the Complainant, considering the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved.

**“Domestic Violence”** encompasses a broad range of behaviors, including Sexual Assault, physical abuse and other forms of violence committed by a current or former spouse or intimate partner of the Complainant, by a person with whom the Complainant shares a child in common, by a person who is cohabitating with or has cohabitated with the Complainant as a spouse or intimate partner, by a person similarly situated to a spouse of the Complainant, or by any other person against an adult or youth Complainant protected from those acts by domestic or family violence laws of Maryland.

**“Relationship Violence”** encompasses a broad range of behaviors, including Sexual Assault, physical abuse and other acts, threats, or a pattern of abusive behavior of a physical or sexual nature by one partner intended to control, intimidate, manipulate, humiliate, frighten, coerce, or injure the other. These acts may be directed toward a spouse, an ex-spouse (also referred to as “Domestic Violence”), or by a current or former intimate partner (also referred to as “Dating Violence”).

**“Retaliation”** means intimidating, threatening, coercing, or discriminating against an individual for the purpose of interfering with any right or privilege secured by law or University policy relating to Sexual Misconduct, or because an individual has made a report, filed a complaint, testified, assisted, or participated in any manner in an investigation or proceeding related to Sexual Misconduct. Retaliation includes retaliatory harassment.

**“Sexual Assault”** is any type of actual or attempted sexual contact with another individual without that person’s Consent, including sexual intercourse (rape) and attempted sexual intercourse (attempted rape).

**Sexual Assault I. – Non-Consensual Sexual Intercourse**

Any act of sexual intercourse with another individual without Consent (rape). This includes penetration, no matter how slight, of (1) the vagina or anus of a person by any body part of another person or by an object, or (2) the mouth of a person by a sex organ of another person, without that person’s Consent.

**Sexual Assault II. – Non-Consensual Sexual Contact**

Any unwanted intentional touching of the intimate body parts of another person, causing another to touch the intimate parts of oneself or another, or disrobing or exposure of another without Consent. Intimate parts may include genitalia, groin, breast, or buttocks, or clothing covering them, or any other body part (including one’s own) that is touched in a sexual manner. Non-consensual sexual contact includes attempted sexual intercourse without Consent (attempted rape).

**“Sexual Coercion”** means the use of unreasonable pressure in an effort to compel another individual to initiate or continue sexual activity against the individual’s will. A person’s words or conduct are sufficient to constitute **Sexual eCoercion** if they wrongfully impair another individual’s freedom of will and ability to choose whether or not to engage in sexual activity. **Sexual Coercion** includes but is not limited to intimidation, manipulation, **express or implied** threats of emotional or physical harm, and/or blackmail. Examples of **Sexual eCoercion** include **but are not limited to causing the deliberate Incapacitation of another person; conditioning an academic benefit or employment advantage on submission to the sexual contact; threatening to harm oneself if the other party does not engage in sexual contact; or threatening to disclose another individual’s private-sexual sexual orientation, gender identity, gender expression, or other personal sensitive information if the other party does not engage in the sexual contact, or threatening to harm oneself if the other party does not engage in the sexual activity.**

**“Sexual Exploitation”** means taking non-consensual or abusive sexual advantage of another person for one’s own advantage or benefit or for the advantage or benefit of anyone other than the person being exploited.

**“Sexual Harassment”** means: (a) unwelcome sexual advances; (b) unwelcome requests for sexual favors; or (c) other behavior of a sexual or gender-based nature where: (i) submission to such conduct is made either explicitly or implicitly a term or condition of an individual’s

employment, evaluation of academic work, or participation in a University-sponsored educational program or activity; (ii) submission to or rejection of such conduct by an individual is used as the basis for an academic, employment, or activity or program participation decision affecting that individual; or (iii) such conduct has the purpose or effect of unreasonably interfering with an individual's academic or work performance, i.e., it is sufficiently severe or pervasive to create an intimidating, hostile, humiliating, demeaning, or sexually offensive working, academic, residential, or social environment.

**“Sexual Intimidation”** means threatening behavior of a sexual nature directed at another person, such as threatening to sexually assault another person or engaging in indecent exposure.

**“Sexual Misconduct”** is an umbrella term that encompasses Dating Violence, Domestic Violence, Sexual Violence, Sexual Harassment, Sexual Assault, **Sexual Coercion**, Sexual Exploitation, Sexual Intimidation, Relationship Violence, and Stalking. Sexual Misconduct can occur between strangers or acquaintances, including people involved in an intimate or sexual relationship. Sexual Misconduct can be committed by any person, regardless of gender identity, and can occur between people of the same or different sex, sexual orientation, or gender expression.

**“Sexual Violence”** means physical sexual acts perpetrated without Consent. Sexual Violence includes but is not limited to Sexual Harassment, Sexual Coercion, and Sexual Assault.

**“Stalking”** means repeated, unwanted attention; physical, verbal, or electronic contact; or any other course of conduct directed at an individual that is sufficiently serious to cause physical, emotional, or psychological fear or to create a hostile, intimidating, or abusive environment for a reasonable person in similar circumstances and with similar identities. Stalking may involve individuals who are known to one another or who have a current or previous relationship or may involve individuals who are strangers.

## V. SANCTIONS

Both parties shall be informed of the outcome of any investigative and adjudicative process based on a violation of this policy. The University shall not publicly disclose personally identifiable information about either of the parties, except as required by law.

**Employees.** Employees found in violation of this policy are subject to disciplinary action ranging from a written reprimand up to and including termination of employment, depending on the circumstances.

**Students.** Students found in violation of this policy are subject to disciplinary action based on the circumstances and nature of the violation. Sanctions include, but are not limited to: dismissal from the University (suspension or expulsion), removal from University housing, disciplinary probation, and other sanctions such as a community service and mandatory and continuing participation in Sexual Misconduct education programming.

Persons who commit Sexual Misconduct in violation of federal, state, or local law may also be subject to criminal charges and penalties.

## **VI. CONFIDENTIAL RESOURCES**

Generally, it is not confidential when a person reports Sexual Misconduct. If a person desires to keep an incident of Sexual Misconduct confidential, they should speak with individuals who have professional or legal obligations to keep communications confidential. When seeking advice and support, persons should always consider whether they want to discuss their concerns with a confidential resource. Unless there is an imminent threat to health or safety or other basis for disclosure, such as child abuse, confidentiality applies when persons seek services from the following resources:

### **A. ON-CAMPUS**

#### **Campus Advocates Respond and Educate (CARE) to Stop Violence**

**University Health Center Office 301-314-2222**

**24/7 Help Line (call/text) 301-741-3442**

[www.health.umd.edu/care](http://www.health.umd.edu/care) or [uhc-care@umd.edu](mailto:uhc-care@umd.edu)

This service is a free and confidential resource that provides support, assistance, and advocacy to any member of the University community impacted by Sexual Misconduct. Its mission is to respond to incidents of Sexual Misconduct, including Sexual Assault, Relationship Violence, Stalking, and Sexual Harassment.

#### **Faculty Staff Assistance Program (FSAP) 301-314-8170 or 301-314-8099**

This program is a confidential assessment, referral, and counseling service staffed by trained mental health professionals. FSAP is available to all University of Maryland employees and their family members at no charge. Faculty and staff may consult with a counselor for many different reasons, including Sexual Misconduct.

#### **University Counseling Center 301-314-7651**

[www.counseling.umd.edu](http://www.counseling.umd.edu)

The University of Maryland Counseling Center provides comprehensive psychological and counseling services to meet the mental health and developmental needs of students and others in the University community. Staffed by counseling and clinical psychologists, the Counseling Center offers a variety of services to help students, faculty, staff, and the community deal with issues concerning them.

#### **University Health Center, Mental Health Service 301-314-8106**

[www.health.umd.edu/mentalhealth/services](http://www.health.umd.edu/mentalhealth/services)

The Mental Health Service is staffed by psychiatrists and licensed clinical social workers and offers confidential services including short-term psychotherapy, medication evaluations, crisis intervention, and group psychotherapy.

#### **Campus Chaplains 301-405-8450 or 301-314-9866**

[http://thestamp.umd.edu/memorial\\_chapel/chaplains](http://thestamp.umd.edu/memorial_chapel/chaplains)

The Campus Chaplains represent 14 faith communities and work collectively to serve the spiritual needs of all members of the University community.

## **B. OFF-CAMPUS**

### **Domestic Violence and Sexual Assault Center at UM Prince George's Hospital 301-618-3154 - 24 hours (3001 Hospital Drive, Cheverly, MD 20785)**

Persons who experience sexual assault can access a Sexual Assault Forensic Exam (SAFE) within 72 hours of an assault. Each Maryland County has a hospital that provides SAFE exams. A SAFE exam is available at UM Prince George's Hospital Center. To find a SAFE provider in other counties call 1-800-656-4653. SAFE exams and attention to medical needs are available without having to reveal a person's identity to the police.

### **Maryland Coalition Against Sexual Assault (MCASA)**

#### **Statewide Sexual Assault Information and Referral help line 1-800-983-RAPE**

MCASA is a statewide coalition of 17 rape crisis and recovery centers that serve all of Maryland's jurisdictions. MCASA works to help prevent Sexual Assault, advocate for accessible, compassionate care for survivors of Sexual Violence, and works to hold offenders accountable.

### **Maryland Network against Domestic Violence**

#### **1-800-MD-HELPS**

The Maryland Network Against Domestic Violence is the state Domestic Violence coalition that brings together victim service providers, allied professionals, and concerned individuals for the common purpose of reducing intimate partner and family violence. The Network accomplishes this goal by providing education, training resources, and advocacy to advance victim safety and abuser accountability.

Disclosures or reports made to any other entities except those listed above are *not* confidential. For instance, if you discuss an incident of Sexual Misconduct with your supervisor, a resident assistant, a coach, or faculty member, those persons are "Responsible University Employees" and, as such, are obligated pursuant to this policy to report the Sexual Misconduct to the Title IX Officer.

The University recognizes that Sexual Misconduct is a sensitive issue for all parties involved and is committed to operating with discretion, and maintaining the privacy of individuals to the greatest extent possible under applicable law.

## **VII. REPORTING SEXUAL MISCONDUCT**

**Obligations of "Responsible University Employee."** A "Responsible University Employee" (see Definitions) must promptly notify the Title IX Officer in the OCRSM of any report of Sexual Misconduct brought to their attention, including campus law enforcement. The Title IX Officer works collaboratively with the reporting entity, making every effort to operate with discretion and maintain the privacy of the individuals involved.

**Prompt reporting is encouraged.** Persons are encouraged to report Sexual Misconduct promptly in order to maximize the University's ability to obtain evidence, identify potential witnesses, and conduct a thorough, prompt, and impartial investigation. While there are no time limits to reporting Sexual Misconduct, if too much time has passed since the incident occurred, the delay may result in loss of relevant evidence and witness testimony, impairing the University's ability to respond and take appropriate action.

All reports of Sexual Misconduct will be responded to immediately and appropriate action will be taken in accordance with the University's Sexual Misconduct Complaint Procedures (see *Appendices A, B, C*). If the University determines that Sexual Misconduct has occurred, it will take prompt and effective steps to eliminate the Sexual Misconduct, prevent its recurrence, and address its effects.

The University strives to take appropriate action, including investigation and resolution of complaints, within sixty (60) business days from when the complaint was filed. The University may extend the time frames set forth in this policy for good cause, with written notice to both parties of the delay and the reason for the delay. Exceptions to this timeframe may vary depending on the complexity of the investigation, access to relevant parties, and the severity and extent of the misconduct.

~~Students, faculty, staff and third parties may file a report.~~ Sexual Misconduct **by students, faculty, staff, and third parties** should be reported to:

**Office of Civil Rights & Sexual Misconduct (OCRSM) 301-405-1142**

[www.ocrsm.umd.edu](http://www.ocrsm.umd.edu) | [titleixcoordinator@umd.edu](mailto:titleixcoordinator@umd.edu)

The mission of the Office of Civil Rights & Sexual Misconduct (OCRSM) is to support the University's commitment to a working and learning environment free from Sexual Misconduct and Relationship Violence. The core services of the OCRSM include: oversight for all institutional responses to Sexual Misconduct and Relationship Violence, ensuring University compliance with federal statutory and regulatory requirements, promoting best practices in responding to victims of Sexual Violence and holding respondents accountable, receiving and investigating reports of Sexual Misconduct and Relationship Violence, and increasing access to information and available resources to the University community. The office seeks to work collaboratively across all University constituent groups and create a climate where diversity, inclusion, and respect inform all processes.

Sexual Misconduct committed by students may also be reported to:

**Office of Student Conduct (OSC), Division of Student Affairs 301-314-8204**

[www.studentconduct.umd.edu](http://www.studentconduct.umd.edu) | [studentconduct@umd.edu](mailto:studentconduct@umd.edu)

The Office of Student Conduct (OSC) administers adjudicative processes involving students who commit violations of the University of Maryland Code of Student Conduct and can provide assistance to students who wish to report incidents of Sexual Misconduct.

**Office of Rights and Responsibilities, Department of Resident Life 301-314-7598**

[www.reslife.umd.edu/rights](http://www.reslife.umd.edu/rights) | [drl-rr@umd.edu](mailto:drl-rr@umd.edu)

The Office of Rights and Responsibilities administers adjudicative processes involving students who commit conduct violations of the Residence Hall Rules and the University of Maryland Code of Student Conduct in on-campus residence halls and can provide assistance to students who wish to report incidents of Sexual Misconduct.

**Reporting a crime.** Sexual Misconduct, particularly Sexual Violence, may be a crime. The University will assist Complainants who wish to report Sexual Misconduct to law enforcement authorities, including campus police. Representatives of the OCRSM, OSC, Office of Rights & Responsibilities, and Campus Advocates Respond and Educate (CARE) to Stop Violence Office in the University Health Center are available to assist students in reporting to campus police. Campus police will also assist Complainants in notifying other law enforcement authorities in other jurisdictions, as appropriate. To report to the University of Maryland Police, please call 301-405-3555.

Because the standards for a violation of criminal law are different from the standards for a violation of this policy, criminal investigations and proceedings are not determinative of whether a violation of this Policy has occurred. In other words, conduct may violate this Policy even if law enforcement agencies or local prosecutors decline to prosecute. Complaints of Sexual Misconduct and related internal University processes may occur prior to, concurrent with, or following criminal proceedings off campus.

Upon receipt of a report of Sexual Misconduct that may constitute a crime, campus police will advise the student that in addition to making a criminal report, they also have the right to file a complaint with the University and engage the University's investigation and adjudicative processes under this Policy. In addition, as Responsible University Employees under this policy, campus police who receive any type of report of Sexual Misconduct, whether it rises to the level of a crime or not, shall promptly notify the Title IX Officer at [titleixcoordinator@umd.edu](mailto:titleixcoordinator@umd.edu).

**Co-Occurring Criminal Action.** Proceeding with a University investigation and adjudication of a complaint of Sexual Misconduct under this policy is independent of any criminal investigation or proceeding. Reporting to law enforcement does not preclude a person from proceeding with a complaint of Sexual Misconduct under this policy. The University is required to conduct an investigation in a timely manner, which means, in most cases, the University will not wait until a criminal investigation or proceeding is concluded before conducting its own investigation, implementing Interim Protective Measures, and taking appropriate action. However, *at the request of law enforcement*, the Title IX Officer may defer its fact gathering until the initial stages of a criminal investigation are complete. If such a request is made, University of Maryland Police will submit the request in writing and the Complainant will be notified. In addition, when possible, in cases where there is a co-occurring criminal investigation by University of Maryland Police, Prince George's County Police, or the local prosecutor's office, the OCRSM will work collaboratively and supportively with each respective agency within the parameters outlined above. The OCRSM will communicate any necessary delays in the University's investigative process to both parties in the event of a deferral.



The OCRSM shall not disclose information about Sexual Misconduct complaints to third parties (persons other than those in the University community with a need to know) except as may be required or permitted by federal or state law. If a report of Sexual Misconduct discloses a serious and on-going threat to the University community, the University of Maryland Police may issue a timely warning of the conduct under the Clery Act in the interests of the health and safety of the University community. This notice will not contain any personally identifying information related to the Complainant.

### **Amnesty for Students Who Report Sexual Misconduct**

The University recognizes that a student who is under the influence of alcohol and/or drugs when an incident of Sexual Misconduct occurs, may be reluctant to report the Sexual Misconduct out of concern they may face disciplinary sanctions for engaging in prohibited alcohol or drug use. As such, a student who reports Sexual Misconduct to the University or law enforcement, or who participates in a Sexual Misconduct investigation either as a Complainant or third party witness, will not face disciplinary action for violating University drug and alcohol policies. This amnesty provision applies only when the University determines that: (1) the drug/alcohol violation occurred during or near the time of the reported Sexual Misconduct; (2) the student acted in good faith in reporting or participating as a witness; and (3) the violation was not likely to place the health or safety of another individual at risk.

### **Requests for Confidentiality**

If a Complainant requests that their name not be disclosed or that the University not investigate or take action against the respondent, the Title IX Officer or designee will determine whether or not it can honor such a request while still providing a safe and non-discriminatory environment for all students, faculty, and staff, including the Complainant. The Title IX Officer shall make a determination as to whether the Complainant's request can be honored, by considering the following factors:

- circumstances that suggest there is an increased risk of the Respondent committing additional acts of Sexual Misconduct or other violence (e.g., whether there have been other Sexual Misconduct complaints about the same Respondent);
- whether the Respondent has any documented history of violence known to the University;
- whether the Respondent threatened further Sexual Misconduct or other violence against the Complainant or others that is known to the University;
- whether the Sexual Misconduct was committed by multiple persons;
- whether the Sexual Misconduct was perpetrated with a weapon;
- the age of the Complainant subjected to the Sexual Misconduct; and
- whether the University possesses other means to obtain relevant evidence (e.g., security cameras or personnel, physical evidence).

## **VIII. INTERIM PROTECTIVE MEASURES**

Reports of Sexual Misconduct in violation of this Policy may require immediate protective measures to protect the safety and well-being of the parties and/or the University community

pending the outcome of the investigative and adjudicative processes. Interim protective measures may include the following:

**No Contact Order.** A no contact order is an official University directive that serves as notice to an individual that they must not have verbal, electronic, written, or third party communications with another individual.

**For Students:**

- *Academic accommodations*, such as, assistance in transferring to another section of a lecture or laboratory, assistance in arranging for incompletes, leaves or withdrawal from campus, or rearranging class schedules, and
- *Housing accommodations*, such as, facilitating changes in on-campus housing location to alternate housing, assistance in exploring alternative housing off-campus, and
- *Employment accommodations*, such as, arranging for alternate University employment, different work shifts, etc., and
- *Transportation and parking accommodations*.

**For Employees:**

- *Employment accommodations*, such as, temporary assignment, if appropriate, to other work duties and responsibilities, or other work locations, or other work groups/teams or alternative supervision/management, and
- *Transportation and parking accommodations*.

**IX. RETALIATION**

**Complaints of Retaliation.** Individuals who engage in retaliatory behavior against a reporting party or party participating in an investigation are in violation of this policy and will be subject to appropriate disciplinary action pursuant to the procedures for this policy. Individuals who believe they have experienced retaliation in violation of this policy should immediately report such conduct to the Title IX Officer at [titleixcoordinator@umd.edu](mailto:titleixcoordinator@umd.edu).

**X. COMPLAINT PROCEDURES**

**Standard of Review.** The standard of review for all complaints based on a violation of this policy is preponderance of the evidence, **which means that based on the totality of the evidence, it is more likely than not that the violation occurred.** This is the same standard of review that is used in other ~~student~~ disciplinary proceedings of the institution, **such as student for-code-of** conduct violations involving discrimination or harm to another individual.

**Complaints Against Students.** Complaints against students based on a violation of this policy will be reviewed in accordance with the procedures set forth in *Appendix A*.

**Complaints Against Staff.** Complaints against staff based on a violation of this policy will be reviewed in accordance with the procedures set forth in *Appendix B*.

**Complaints Against Faculty.** Complaints against faculty members based on a violation of this policy will be reviewed in accordance with the procedures set forth in *Appendix C*.

**Complaints Against Third Parties Not Affiliated With the University.** If a member of the University community (student, faculty, or staff) is subjected to Sexual Misconduct by a third party not affiliated with the University on University premises or during University sponsored activities, the matter should be reported to the Title IX Officer. The University will take available and reasonable steps to address the Sexual Misconduct, prevent its recurrence, and address its effects at the University.

## **XI. STUDENT RIGHTS OF COMPLAINANTS AND RESPONDENTS**

~~Throughout the process, student~~ All parties, including students, will be afforded the following rights: **treated with dignity, respect, and sensitivity by institution officials during all phases of the process. The accompanying Procedures are designed to allow for a fair and impartial investigation, as well as prompt and equitable proceedings and resolutions that provide an opportunity for all parties to be heard.**

- ~~▪ Treatment with dignity, respect, and sensitivity by institution officials during all phases of the disciplinary proceedings;~~
- ~~▪ A fair and impartial investigation; and~~
- ~~▪ Disciplinary proceedings and resolutions that are prompt and equitable and provide an opportunity for the parties to be heard;~~

All parties will be given ~~T~~timely written notice of:

- The reported violation, including the date, time and location, if known, of the alleged violation, and the range of potential sanctions associated with the alleged violation;
- ~~The party's~~ **Their** rights and responsibilities under this ~~p~~Policy and ~~p~~Procedures and information regarding other civil and criminal options;
- The date, time, and location of each hearing, meeting, or interview that the party is required or permitted to attend;
- ~~A~~ **The** final determination made by the adjudicating official or body regarding whether a policy violation occurred and the basis for the determination;
- Any sanction imposed, as permitted by law; and
- The rights to appeal and a description of the appeal process;

**Throughout the process, all parties will be entitled to participate in the investigation and adjudication of complaints. All parties will be provided with** ~~Participation in the disciplinary proceedings, including:~~

- Access to the case file and evidence regarding the incident obtained by the institution during the investigation or considered by the adjudicating official or body, with personally identifiable or other information redacted as required by applicable law;

- An opportunity to be heard through the process;
- An opportunity to submit evidence, witness lists, and suggest specific questions to be posed to the other party involved in the **disciplinary** process;
- An opportunity to participate without being required to be in the physical presence of the other party;
- An opportunity to review and provide written responses to reports and proposed findings; and
- An opportunity to appeal a determination or sanction;

~~Assistance by an Advisor who may be a licensed attorney, an advocate supervised by an attorney, or a trained advocate throughout the disciplinary proceedings, including by the attorney or advocate's:~~ **Any party may be accompanied to any hearing, meeting, or interview during the investigation and adjudication process by no more than two people, including one Support Person and one Advisor. A Support Person may provide emotional, logistical, or other assistance to the party. An Advisor, who may be an attorney, may consult privately with the party during meetings and interviews, except during questioning of the party at a hearing and may assist with the party's exercise of their rights during the proceedings.**

- ~~▪ Attendance at hearings, meetings, and interviews with the party;~~
- ~~▪ Private consultations with the party during meetings and interviews, except during questioning of the party at a hearing;~~
- ~~▪ Assistance with the party's exercise of any right during the disciplinary proceedings; and~~
- ~~▪ Notwithstanding whether a student accesses counsel paid for by the Maryland Higher Education Commission (MHEC), the presence of no more than two people, including a personal supporter of the party's choice, an attorney, or an advocate, at any hearing, meeting, or interview during the disciplinary proceedings;~~

~~Notice, before the start of the disciplinary proceedings, of:~~

- ~~▪ The student's right to the assistance of an attorney or an advocate;~~
- ~~▪ The legal service organizations and referral services available to the student; and~~
- ~~▪ The student's right to have a personal supporter of the student's choice at any hearing, meeting, or interview during the disciplinary proceedings;~~

~~Mediation or other informal mechanisms~~ **The accompanying Procedures will establish informal mechanisms for resolving complaints through Alternative Resolution. Alternative Resolution may be appropriate** for resolving a complaint if:

- **The alleged misconduct does not involve Sexual Assault or Sexual Coercion;**
- ~~▪ A complaining student requests an informal mechanism;~~
- All parties to the complaint, and the **institution Title IX Officer**, agree to the use of **the informal mechanism Alternative Resolution;**
- ~~The institution participates in the informal mechanism by providing trained staff;~~

- Either party has the opportunity to end the ~~informal mechanism~~ **Alternative Resolution** at any time in favor of a formal resolution proceeding; and
- **The Title IX Officer or designee participates in the Alternative Resolution process.**
- ~~The alleged misconduct does not involve Sexual Assault or Sexual Coercion.~~

## **XII. ~~STUDENT RIGHTS TO AN ATTORNEY~~ LEGAL REPRESENTATION FUND FOR TITLE IX PROCEEDINGS (STUDENTS ONLY)**

Student Complainants and Respondents may elect to retain an attorney to serve as their Advisor, though assistance by an attorney is not required. **The Maryland Higher Education Commission (MHEC) has developed resources to assist current and former students in retaining an attorney to serve as an Advisor at no or low cost to the student. MHEC will provide a list of licensed attorneys who have indicated that they may represent students in Title IX proceedings on a pro bono basis or for reduced legal fees. A student's attorney may seek reimbursement of certain legal costs and fees from MHEC's Legal Representation Fund for Title IX Proceedings, subject to the availability of funding.**

**Student parties shall be provided notice of their right to assistance by an attorney as an Advisor at the beginning of the investigation and adjudication process, and shall be informed of the legal service organizations and referral services available to the student. Student parties may select and retain an attorney as an Advisor at any point before the conclusion of the process.**

- ~~The Policy permits a current or former student who makes a complaint or responds to a complaint on which a formal Title IX investigation is initiated, and who was enrolled as a student at the institution at the time of the incident that is the basis of the complaint, to access counsel paid for by the Maryland Higher Education Commission (MHEC), unless the student knowingly and voluntarily chooses not to have counsel, and provides that in accordance with the Code of Maryland Regulations (COMAR) 13B.09.01;~~
- ~~A student may select and retain an attorney before the conclusion of the formal Title IX proceedings;~~
- ~~A student may obtain from MHEC, through MHEC's website, a list of licensed attorneys who have indicated that they will represent such students in Title IX proceedings on a pro bono basis or for reduced legal fees; and~~
- ~~A student's attorney may seek reimbursement of certain legal costs and fees from MHEC's Legal Representation Fund for Title IX Proceedings, subject to the availability of funding.~~

## **XIII. STEPS TO TAKE FOLLOWING A SEXUAL ASSAULT**

**Stay Warm.** Persons who experience Sexual Assault may be in a state of shock. It is important to stay warm by wrapping up in a blanket or coat. This will help recovery from shock and make it less likely that physical evidence is disturbed.

**Get to a Safe Place and Seek Emotional Support.** Talking with a trusted friend or relative or someone who is professionally trained to deal with sexual assault like a confidential CARE

advocate or mental health professional at the University Health Center can help you make decisions about what to do. Whether you decide to go to law enforcement or not, it is important to take care of your own emotional needs. Professional counseling may be beneficial.

**Preserve Evidence.** If possible, consider taking steps to preserve physical evidence - on the body and at the location of an assault. It is important not to shower or bathe, eat or drink, brush teeth or gargle, change clothes, urinate or defecate, brush or comb hair, or smoke. Clothing worn at the time of an assault should not be washed but placed in a paper bag “as is” and brought to the hospital. In order to avoid forgetting important details, write down the facts about the accused and the assault.

**Seek Medical Attention.** It is important to seek medical attention as soon as possible. A medical examination will ensure appropriate medical treatment, including testing for pregnancy or sexually transmitted infections. You may also want to obtain a Sexual Assault Forensic Exam (SAFE). A SAFE exam allows for the collection of evidence and can ensure any physical evidence is preserved in the event of a report to law enforcement. A SAFE exam may be obtained within 72 hours after an assault at:

**Domestic Violence and Sexual Assault Center at UM Prince George’s Hospital**  
**301-618-3154**

<https://www.umms.org/capital/health-services/domestic-violence-sexual-assault>

#### **XIV. CAMPUS SAFETY**

The health and safety of all members of the University community are the University’s primary concern. The University makes the following services available:

##### **Emergency Phones**

University of Maryland Police Emergency Response Telephones (PERT), recognized by a blue light affixed to each station, are available throughout campus. By activating the phone, an individual will be automatically connected to a campus police dispatcher who is immediately alerted to the location of the phone.

##### **24 Hour Walking Escort Service/Student Police Auxiliary Foot Patrol**

**301-405-3555 or blue light emergency PERT phone**

The University of Maryland Police Department provides a walking escort service 24 hours a day for anyone who feels unsafe while walking on campus. The Student Police Auxiliary foot patrol program provides walking escorts, conducted by University of Maryland Police officers when the foot patrol program is out of service or if requested and available.

##### **University Department of Public Safety**

**301-405-3555 (non-emergency) or 301-405-3333 (emergency)**

**Local Police in ANY location - 911**

Persons who experience Sexual Misconduct are strongly encouraged to contact the University of Maryland Police. If a person is not certain whether criminal conduct is involved, an officer can assist in determining whether a crime has occurred. If Sexual Misconduct occurred off campus, an officer can assist in contacting the appropriate law enforcement agency. A student can request and receive the assistance of campus police without making a criminal complaint. Campus police can also assist in accompanying the student to a hospital that can provide a Sexual Assault Forensic Exam (SAFE) to both ensure appropriate medical treatment and the timely collection of physical evidence in the event the person seeks to make a criminal complaint.

## **XV. CONSENSUAL RELATIONSHIPS AND PROFESSIONAL CONDUCT**

Sexual relationships that occur in the context of educational or employment supervision and evaluation present potential conflicts of interest. Relationships in which one party maintains a supervisory or evaluative responsibility over the other also reflect an imbalance of power, leading to doubt as to whether such relationships are truly consensual. For these reasons, the University *strongly* discourages such relationships.

Because of the potential conflicts of interest, persons involved in consensual sexual relationships with anyone over whom they have supervisory and/or evaluative responsibilities *must inform their supervisor(s)* of the relationship(s). Supervisory or evaluative responsibilities may be reassigned, as appropriate. While no relationships are expressly prohibited by this policy, failure to self-report such relationships in a timely manner, as required by this policy, may result in disciplinary action.

## **XVI. EXTERNAL GOVERNMENT AGENCIES THAT ADDRESS COMPLAINTS OF SEXUAL MISCONDUCT**

Employee complaints relating to Sexual Misconduct may also be filed with:

### **Equal Employment Opportunity Commission**

GH Fallon Federal Building  
31 Hopkins Plaza, Suite 1432  
Baltimore, MD 21201  
Phone: 1-800-669-4000  
Fax: 410-209-2221  
TTY: 1-800-669-6820  
Website: <https://egov.eeoc.gov/eas/>

### **Maryland Commission on Civil Rights**

William Donald Schaefer Tower  
6 Saint Paul Street, Ninth Floor  
Baltimore, MD 21202-1631  
Phone: 410-767-8600  
Fax: 410-333-1841  
TTY: 410-333-1737

Website: <http://mccr.maryland.gov/>  
E-mail: [mccr@maryland.gov](mailto:mccr@maryland.gov)

It is important to note that in order to protect the legal rights and remedies available to a Complainant, a Complainant must comply with certain time limits and deadlines. Affected persons should contact the relevant agencies to verify the time limits. Failure to meet required deadlines may result in a loss of rights to seek a legal remedy.

Student or employee complaints relating to Sexual Misconduct may be directed to:

**Office for Civil Rights**

U.S. Department of Education

The Wanamaker Building

100 Penn Square East, Suite 515

Philadelphia, PA 19107-3323

Phone: 215-656-8541

Fax: 215-656-8605

TDD: 800-877-8339

Website: [http://www2.ed.gov/about/offices/list/ocr/docs/tix\\_dis.html](http://www2.ed.gov/about/offices/list/ocr/docs/tix_dis.html)

E-mail: [OCR.Philadelphia@ed.gov](mailto:OCR.Philadelphia@ed.gov)

Replacement for:

*VI-1.20(A) University of Maryland Policy and Procedures on Sexual Harassment*

*VI-1.30(A) University of Maryland Procedures on Sexual Assault and Misconduct*



## Appendix 1: Past Senate Action on University of Maryland Sexual Misconduct Policy and Procedures

### **Past Senate Action on University of Maryland Sexual Misconduct Policy and Procedures**

Senate Document [#11-12-43](#): Review of the University of Maryland Policies and Procedures on Sexual Harassment

- Prior to 2012: UMD had two separate policies on sexual harassment and sexual assault and misconduct
- In June 2012, a Joint President/Senate Sexual Harassment Policies & Procedures Task Force was created and charged with reviewing the University of Maryland Policy and Procedures on Sexual Harassment (VI-1.20[A]) and determining whether and how they could be improved to comport with prevailing best practices. In the course of its review, the Task Force also reviewed the University of Maryland, College Park Procedures on Sexual Assault and Misconduct (VI-1.30[A]).
- In October 2013, the Task Force recommended that one policy be established to address all forms of sexual misconduct, including sexual assault and sexual harassment. The Task Force developed a policy and made substantive changes to the University's approach to addressing misconduct as it developed the Policy. The Policy and all associated recommendations were approved by the Senate and the President.
  - The Task Force also recommended the establishment of a Title IX Office and a permanent position for a Title IX Coordinator and Title IX Investigator; a communication strategy to educate and inform the community about policy, procedures, and resources; and a training and education program to educate the community about sexual misconduct, related policies, and legal and ethical obligations related to reporting sexual misconduct.

Senate Document [#14-15-11](#): Review of the Interim University of Maryland Sexual Misconduct Policy

- The Violence Against Women Act (VAWA) and related guidance from Office of Civil Rights (OCR) in the Department of Education were revised in 2013.
- In June 2014, the University System of Maryland developed a revised System policy on Sexual Misconduct, in close collaboration with the Office of the Attorney General. All USM institutions were asked to revise their policies by the end of 2014. A revised University of Maryland Sexual Misconduct Policy was developed and approved in October 2014 by the President on an interim basis, pending Senate review.
- In fall 2014, the EDI Committee was charged with reviewing the interim Policy.
- In April 2015, the EDI Committee proposed revisions to the Policy. EDI's review resulted in revised definitions of Prohibited Conduct to include Sexual Assault I (non-consensual sexual intercourse) and Sexual Assault II (non-consensual sexual contact). The revised Policy was approved by the Senate and the President.

Senate Documents [#14-15-16](#), [#14-15-26](#), [#14-15-27](#): Review of the Interim Sexual Misconduct Procedures for Students, Staff, and Faculty

- In fall 2014, the OCRSM and the University administration developed interim procedures for resolving complaints of sexual misconduct brought against students, faculty, and staff at the University. The Student Conduct, Faculty Affairs, and Staff Affairs Committees were charged with review of the procedures relevant to their constituencies.
- The committees reviewed the work of the EDI Committee on the Policy throughout their work on the Procedures.
- The process included review of a new set of interim procedures put in place in fall 2015 to take into account new federal guidance and guidance from the Office of the Attorney

General. The new interim procedures incorporated many suggestions that had already been developed by the relevant Senate committees.

- After a thorough review, procedures for all constituencies were approved by the Senate in April 2016.

Senate Document [#15-16-30](#): Revisions to the University of Maryland Sexual Misconduct Policy

- The Office of the Attorney General conducted a review of all sexual misconduct policies and procedures at institutions in the University System of Maryland, and developed guidance for the System and individual institutions based on its review.
- The President approved revisions to the Sexual Misconduct Policy on March 21, 2016 on an interim basis, pending Senate review. The revisions included details related to training, applicability, confidential resources, the definition of a Responsible University Employee, the timeframe for review, and amnesty for students who report sexual misconduct that occurs in connection with prohibited alcohol or drug use.
- The EDI Committee approved of the changes that had been made in the interim Policy. It developed minor revisions, including a number of technical revisions.
- In April 2016, the EDI Committee proposed revisions to the Policy. The revised Policy was approved by the Senate and the President.



## Review of the Interim University of Maryland Sexual Misconduct Policy (Senate Document #19-20-03)

Equity, Diversity & Inclusion (EDI) Committee | Chair: Rachel Gammons

Senate Bill 396 - Higher Education - Legal Representation Fund for Title IX Proceedings provides state funding to the Maryland Higher Education Commission (MHEC) to establish and administer a fund that provides support for reasonable costs and attorney's fees for students for Title IX proceedings. As a result of the new law, the University System of Maryland (USM) revised its Policy on Sexual Misconduct (VI-1.60) and asked all USM institutions to align their policies accordingly. President Loh approved interim changes to the University of Maryland Sexual Misconduct Policy & Procedures on June 24, 2019, pending University Senate review.

Senate Chair Lanford and the Senate Executive Committee request that the Equity, Diversity, and Inclusion (EDI) Committee review the interim Sexual Misconduct Policy. The associated procedures will be reviewed separately by the Senate's Faculty Affairs, Staff Affairs, and Student Conduct Committees, respectively.

The EDI Committee should:

1. Review the interim University of Maryland Sexual Misconduct Policy & Procedures ([VI-1.60\[A\]](#)).
2. Review the USM Policy on Sexual Misconduct ([VI-1.60](#)).
3. Review [Senate Bill 396](#) (SB396) - Higher Education - Legal Representation Fund for Title IX Proceedings.
4. Review [Senate Bill 607](#) (SB607) - Higher Education – Sexual Assault Policy – Disciplinary Proceedings Provisions.
5. Consult with a representative of the Office of Civil Rights & Sexual Misconduct (OCRSM).
6. Consider whether the information provided in the interim policy appropriately reflects the principles within SB396, SB607, and the USM Policy on Sexual Misconduct.
7. Consult with a representative of the Office of General Counsel on any proposed changes to the University's policy.
8. If appropriate, recommend whether the interim policy should be revised.

We ask that you submit a report to the Senate Office no later than **November 12, 2019**. If you have questions or need assistance, please contact Reka Montfort in the Senate Office, extension 5-5804.