REPORTING SEXUAL MISCONDUCT

Incidents of sexual harassment and gender violence should be reported to the Title IX Coordinator, at titleixcoordinator@umd.edu

• The Title IX Office uses discretion and seeks to protect the privacy of all persons involved in complaints of sexual misconduct.

• If you experience any type of sexual misconduct and want to speak to someone confidentially about your options, rights and experience - contact a confidential resource.

• Unless explicitly stated, all other persons or entities on campus are not confidential and may have an obligation to report your disclosure to the Title IX Office.

• Prompt reporting is encouraged.

• No employee (other than law enforcement) is authorized to investigate or resolve reports of sexual misconduct without the involvement of the Title IX Coordinator.

UMD Title IX Coordinator
titleixcoordinator@umd.edu

TITLE IX
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 and is strictly prohibited by UMD.

REPORT TO:
University of Maryland Police Department (UMPD)
301.405.3555

Office of Sexual Misconduct
www.umd.edu/sexual_misconduct/
301-405-1142
titleixcoordinator@umd.edu

CONFIDENTIAL assistance for students:
CARE to Stop Violence
www.health.umd.edu/care
301-741-3442

CONFIDENTIAL assistance for employees:
Faculty Staff Assistance Program
http://health.umd.edu/fsap
301-314-8099
SEXUAL MISCONDUCT POLICY

The University of Maryland is committed to a working and learning environment free from sexual misconduct. 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.


WHAT IS SEXUAL MISCONDUCT?

Sexual misconduct is a broad term used to describe conduct of a sexual nature that is prohibited. This includes but is not limited to: sexual harassment, unwanted touching over or under clothing, forced penetration, relationship violence, and stalking. Incidents of sexual misconduct may happen to anyone, regardless of gender or status on campus (students, faculty, staff, visitors).

TITLE IX OFFICE

The Title IX Office is responsible for overseeing and implementing the University’s response to sexual misconduct. This includes responsibility for all federal and state regulatory and statutory compliance efforts. To that end, the Title IX Office:

• Works collaboratively across all campus constituents to ensure an immediate, thoughtful and consistent response to sexual misconduct;
• Conducts investigation into complaints of sexual misconduct against faculty, staff and students;
• Develops and conducts training for faculty, staff and students on sexual misconduct;
• Updates University sexual misconduct policies and procedures for reporting, investigation and adjudication processes;
• Conducts evaluation of the University’s response to sexual misconduct;
• Manages an annual campus wide sexual misconduct public awareness campaign; and
• Organizes and facilitates campus wide awareness events.

OBLIGATIONS OF UNIVERSITY EMPLOYEES

Federal law and UMD Policy requires that the Title IX Coordinator receive notice of all reports of sexual misconduct. This means that all disclosures of different types of sexual misconduct shared with a “Responsible University Employee,” must be reported to the Title IX office.

RESPONSIBLE UNIVERSITY EMPLOYEES

A responsible employee includes all University administrators, supervisors, faculty members, law enforcement, coaches, trainers, and resident assistants. It also includes individuals who are perceived as having the authority or duty to take action or to report sexual misconduct to the University.

A Responsible University Employee who receives a report of sexual misconduct must promptly notify the Title IX Coordinator of the report.

The Title IX Coordinator works collaboratively with the reporting entity, and makes every effort to operate with discretion and maintain the privacy of all persons involved.