

## POLICY AND PROCEDURES ON SEXUAL HARASSMENT AND OTHER SEXUAL MISCONDUCT SUMMARY OF KEY PROVISIONS

### Policy and Procedures Statement

The University of Maryland is committed to maintaining a working and learning environment free from sexual harassment and sexual misconduct, including sexual assault, dating and domestic violence/abuse, sexual exploitation, and sexual intimidation (collectively known as “Prohibited Conduct”). Any such Prohibited Conduct will not be tolerated. The Policy and Procedures describe Prohibited Conduct, how to make a report of sexual misconduct, procedures for investigating and resolving reported allegations, and available resources and Supportive Measures. The following is a summary of key provisions.

#### To whom does the Policy and Procedures apply?

It applies to reported acts of Prohibited Conduct committed by or against University community members, including students, faculty, and staff. It also applies to contractors and other third parties within the University’s control.

#### Where does the Policy and Procedures apply?

It applies on University premises, in context of University Education Program/Activity, conduct has continuing adverse effects while on University premises, or conduct threatens health and/or safety of community members.

#### What is Prohibited Conduct?

Quid Pro Quo Sexual Harassment, an employee conditions service for unwelcome sexual conduct; Hostile Environment Sexual Harassment; Sexual Assault, including unwanted sexual penetration/touching or attempt; Dating Violence; Domestic Violence; Stalking; Sexual Coercion, Sexual Exploitation.

**Retaliation** is intimidating or threatening anyone who participates in procedures involving a report of Prohibited Conduct.

**Consensual Sexual Relationships** between individuals where an evaluative or supervisory relationship exists, must be disclosed to the appropriate Unit Head, supervisor, Department Chair, or Dean to mitigate potential conflicts of interest.

**Reporting Procedures:** Allegations of sexual harassment and sexual misconduct should be reported online to the Office of Civil Rights and Sexual Misconduct (OCRSM) at [www.umd.edu/ocrsm](http://www.umd.edu/ocrsm). OCRSM seeks to protect the privacy of all persons involved in reports. Once reported, Complainants may ask OCRSM to take no action beyond Supportive Measures or file a Formal Complaint and request an Informal Resolution or an Investigation and Adjudication.

**Responsible University Employees (RUE):** These are any University administrator, supervisor, faculty member, campus police, coach, trainer, resident assistant, or non-confidential first responder. They must notify the Title IX Officer of any report of Prohibited Conduct brought to their attention. *Individuals may also report any Prohibited Conduct to a RUE.*

**Crime Reporting:** Because some forms of sexual misconduct may also constitute a crime (and a policy violation), the University encourages persons to report incidents of sexual misconduct that are crimes to the **University of Maryland Police Department at 301-405-3333.**

### CONFIDENTIAL RESOURCES

Unless explicitly stated, most persons or entities are not confidential resources and may have an obligation to report disclosures of Prohibited Conduct to OCRSM. To speak with someone confidentially, contact one of the following confidential resources:

- ☐ **University Counseling Center:** 301-314-7651
- ☐ **University Health Center (Medical & Behavioral):** 301-314-8106
- ☐ **CARE to Stop Violence:** 301-314-2222 (24hr Crisis Cell:301-741-3442)
- ☐ **Faculty/Staff Assistance Program:** 301-314-8170 or 301-314-8099
- ☐ **Campus Chaplains:** 301-405-8450 or 301-314-9866
- ☐ **Maryland Coalition Against Sexual Assault (MCASA):** 1-800-983-4673
- ☐ **DV and Sexual Assault Center at UM Prince George's Hospital:** 301-618-3154