



OFFICE OF
CIVIL RIGHTS &
SEXUAL MISCONDUCT



UNIVERSITY OF MARYLAND
STUDENT SEXUAL MISCONDUCT REPORT
2015-2016





DEAR UNIVERSITY OF MARYLAND COMMUNITY MEMBERS:

As the University's Title IX Officer, I am pleased to present the second annual Student Sexual Misconduct Report, prepared by the Office of Civil Rights & Sexual Misconduct (OCRSM). This report seeks to provide students and the public with information about the University of Maryland's student sexual misconduct complaints, sexual assault climate survey and ongoing sexual misconduct prevention and education efforts.

Title IX is a federal civil rights law that prohibits sex discrimination at educational institutions receiving federal funds. The goals of Title IX are to ensure that students who are adversely impacted by sex discrimination (including sexual misconduct) remain in school, and are provided with the support they need to receive the benefits of their educational program.

Title IX and other federal laws require that the University respond appropriately to all complaints of sexual misconduct because they are forms of sex discrimination. University policy defines sexual misconduct broadly to include sexual harassment, sexual intimidation and coercion, relationship violence, stalking and sexual assault.

Title IX requires that educational institutions like the University of Maryland interrupt sexual misconduct, including when it occurs at university-sponsored activities and events off campus. It also requires that we remedy the effects of the sexual misconduct on the student (to the extent reasonably possible) and prevent the recurrence of sexual misconduct.

This report presents information about sexual misconduct complaints and their outcomes, data from our sexual assault climate survey, and summarizes the University's education and prevention efforts. Data represented here are specific to the academic year of July 1, 2015, through June 30, 2016. Thank you for reading this report and your attention to this important issue.

I. STUDENT SEXUAL MISCONDUCT COMPLAINTS

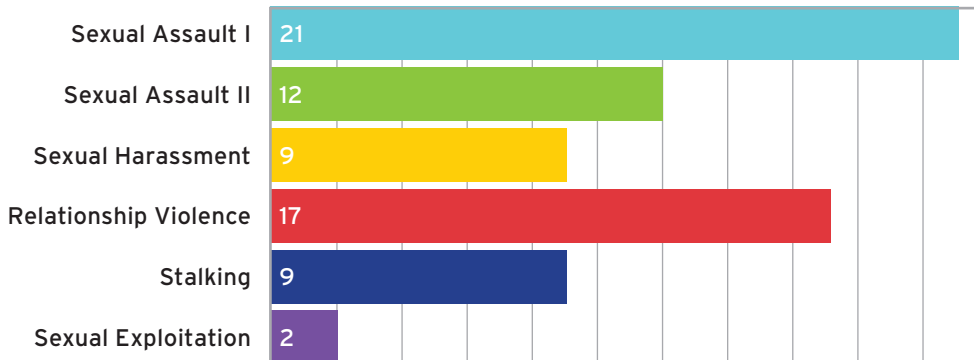
A report is an initial notification of potential sexual misconduct. A complaint is when a student engages the University to address sexual misconduct. This second annual summary report focuses on the handling of the 66 student complaints filed with OCRSM. The chart below lists the number and types of complaints received in the past two years.

A | STUDENT SEXUAL MISCONDUCT DATA

| | 2014-15 | 2015-16 | % INCREASE |
|-----------------------|---------|---------|------------|
| REPORTS | 112 | 184 | 64% |
| COMPLAINTS | 48 | 66 | 38% |
| INVESTIGATIONS | 18 | 26 | 44% |

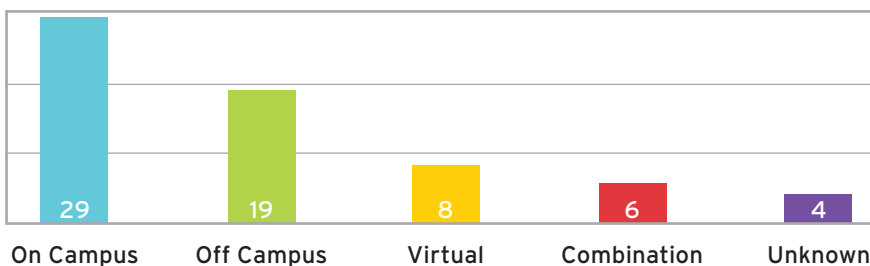
B | TYPES OF SEXUAL MISCONDUCT COMPLAINTS

Below is a chart showing the types of sexual misconduct for the 66 complaints. Some complaints include multiple forms of sexual misconduct.



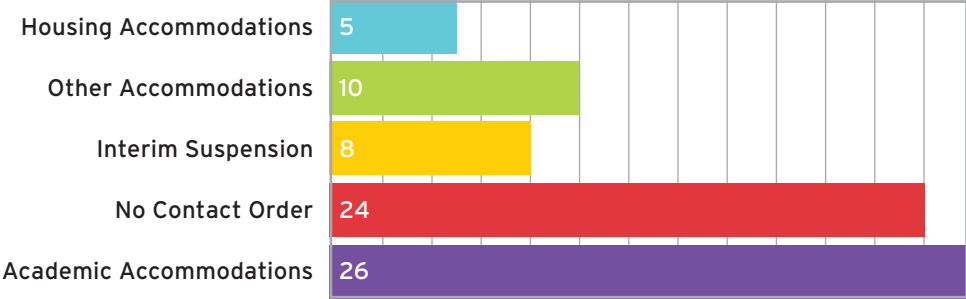
C | LOCATION

The University received a larger number of reports of sexual misconduct occurring on campus than off campus. An incident that occurs off campus is less likely to become known to University administrators. On campus, administrators are physically present and therefore more likely to learn of such incidents. University administrators are obligated to report any knowledge of such incidents to OCRSM. Below is a chart showing where the incidents of the 66 complaints occurred.



D | INTERIM MEASURES

The University has an obligation to interrupt sexual misconduct when it occurs, prevent its recurrence and remedy its effects. The University does this, in part, by providing interim protective measures and accommodations for students adversely impacted by sexual misconduct. The chart below lists the types of accommodations and interim protective measures provided to 66 complainants. Some complainants receive multiple types of assistance.



E | COMPLAINT INVESTIGATION OUTCOMES

The University may not investigate every complaint. This is because the complainant may not want an investigation, or because the University has no authority over the reported perpetrator because they are not a member of the University community. It is the student’s choice whether to report the incident to law enforcement, and not all forms of sexual misconduct are criminal. When the University has no authority over the reported perpetrator, the University works to ensure the student is provided with the support they need to receive the benefits of their educational program. Of the 66 complaints, 26 were investigated. Complainants did not want an investigation into 21 of the complaints, the University had no authority over 14 of the reported perpetrators, and five of the complaints lacked enough information to conduct an investigation. The chart below shows the outcomes of the 66 complaints.

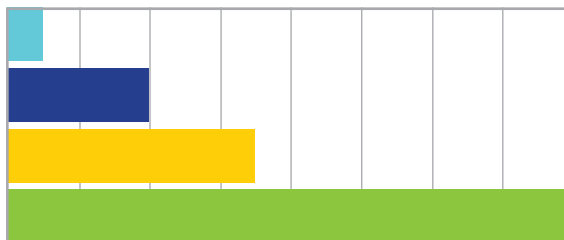


F | COMPLAINT RESOLUTION TIMELINE

The University’s Sexual Misconduct Policy states that the University strives to take appropriate action, including investigation and resolution of complaints, within 60 business days. This academic year the University’s resolution of complaints took twice as long as stated in our procedures. The University has implemented measures to address this issue, by hiring more staff and initiating a review of the investigation and adjudicative process to identify areas for improvement.

G | TYPES OF SEXUAL MISCONDUCT INVESTIGATED AND ADJUDICATED

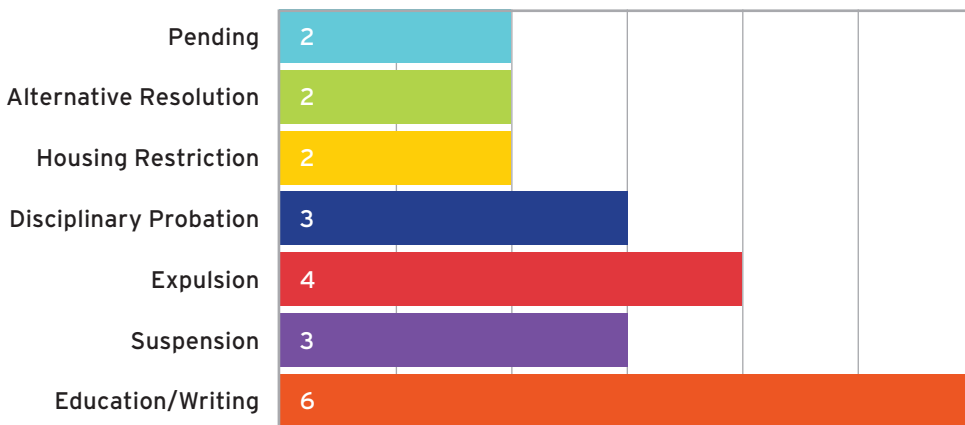
The remainder of this report focuses on the outcomes of the 26 complaints that were investigated, adjudicated and resolved by the University’s sexual misconduct student process.



**Four cases included multiple forms of sexual misconduct.*

H | INVESTIGATION OUTCOMES

After a case is investigated, the Investigator makes a preliminary finding as to whether the Sexual Misconduct Policy was violated. Cases that result in a finding of a policy violation are then referred by OCRSM to the Office of Student Conduct or the Department of Resident Life’s Office of Rights and Responsibilities, which reviews the investigation finding and makes a determination about whether to charge the student with a violation of the Sexual Misconduct Policy.





I | ADJUDICATION AND SANCTION OUTCOMES

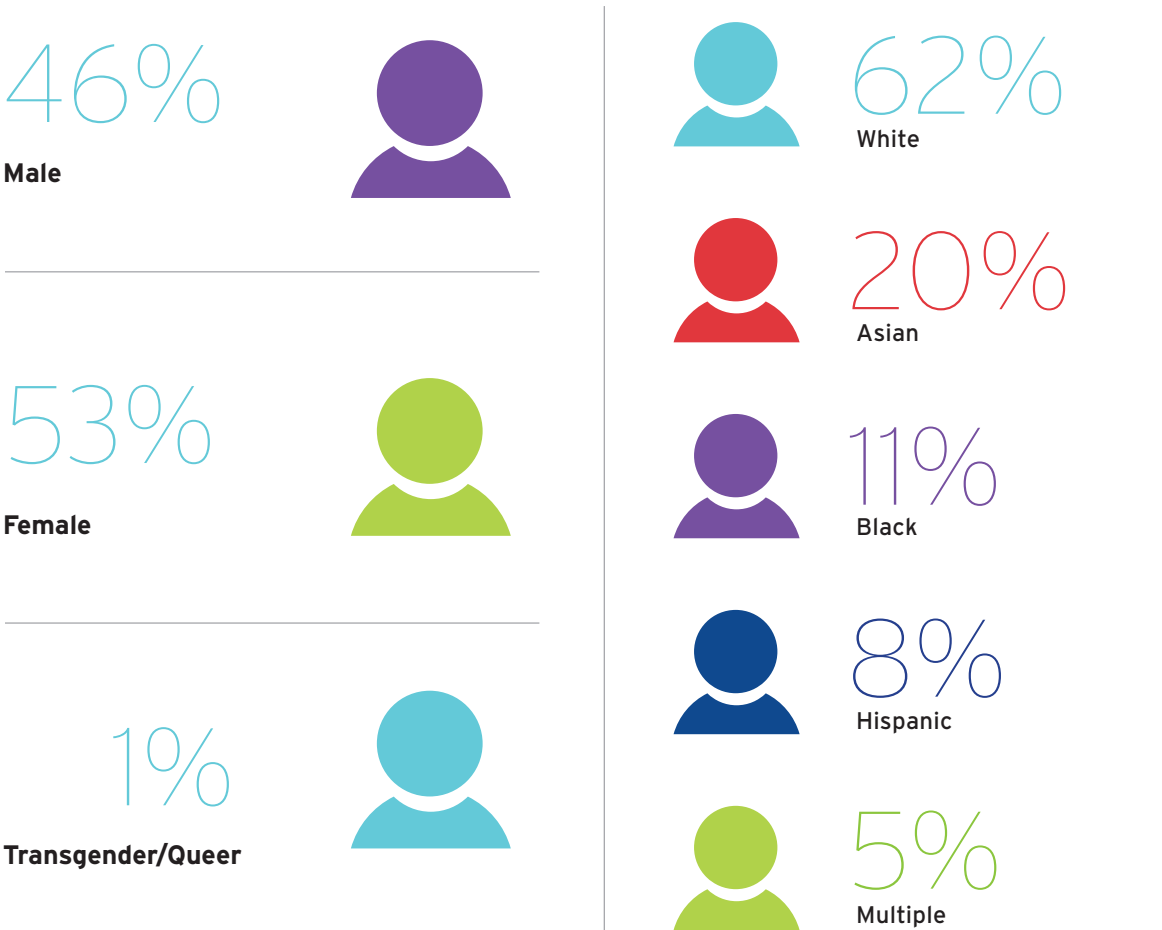
The finding and sanction outcomes listed below represent what the adjudication body, the Standing Review Committee (SRC), determined after reviewing all the information presented by the Investigator and the respective parties. The SRC makes the final policy violation determination. The Director of Student Conduct or the Assistant Director of Resident Life, Office of Rights and Responsibilities, makes the final sanction determination. Of the 26 investigated complaints, two were resolved by Alternative Resolution. The chart below shows the outcome of the remaining 24 cases.

| | CHARGE(S) | FINDING | SANCTION(S) |
|-----|--|-----------------|--|
| 1. | Sexual Assault I | Responsible | Expulsion |
| 2. | Sexual Assault I | Responsible | Suspension |
| 3. | Sexual Assault I | Not Responsible | None |
| 4. | Sexual Assault I | Responsible | Expulsion |
| 5. | Sexual Assault I | Not Responsible | None |
| 6. | Sexual Assault I | Responsible | Expulsion |
| 7. | Sexual Assault I | Not Responsible | None |
| 8. | Sexual Assault I | Not Responsible | None |
| 9. | Sexual Assault I | Responsible | Suspension |
| 10. | Sexual Assault I | Not Responsible | None |
| 11. | Sexual Assault II | Responsible | Disciplinary Probation, education/writing, housing restriction |
| 12. | Sexual Assault I | Not Responsible | None |
| 13. | Sexual Assault I and Sexual Intimidation | Responsible | Expulsion |
| 14. | Sexual Assault I & II | Responsible | Suspension, education/writing |
| 15. | Sexual Assault I & II | Not Responsible | None |
| 16. | Sexual Assault II | Responsible | Suspension, education/writing |
| 17. | Sexual Assault II | Responsible | Disciplinary Probation, education/writing, housing restriction |
| 18. | Sexual Assault II | Not Responsible | None |
| 19. | Sexual Assault II | Not Responsible | None |
| 20. | Sexual Assault II | Not Responsible | None |
| 21. | Sexual Harassment | Responsible | Education/writing |
| 22. | Relationship Violence | Responsible | Suspension |
| 23. | Relationship Violence | Pending | Pending |
| 24. | Sexual Assault I and Relationship Violence | Pending | Pending |

II. STUDENT ENVIRONMENT & EXPERIENCES SURVEY (SEES)

The purpose of a campus sexual assault climate survey is to assess UMD's atmosphere regarding sexual assault, measure attitudes and beliefs about sexual assault on our campus, and determine the extent of the problem by obtaining prevalence data. This data helps to inform and improve our efforts to prevent and respond effectively to sexual assault.

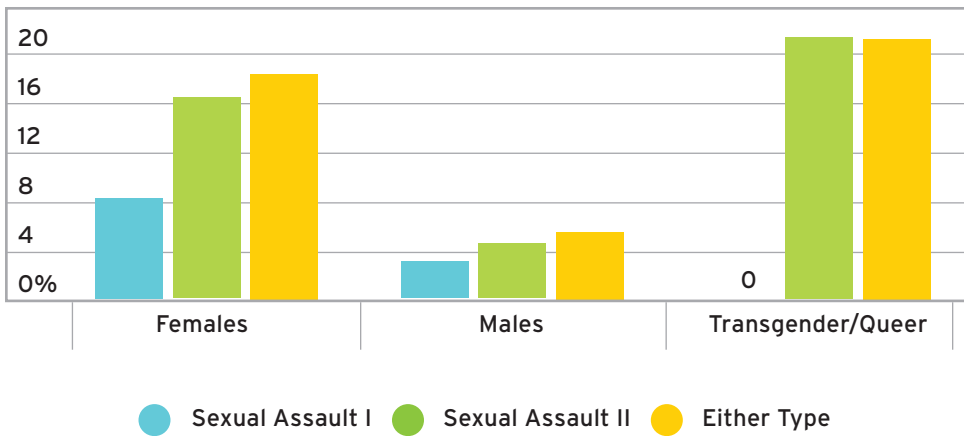
In spring 2016, the University administered its first sexual assault climate survey, called the Student Environment & Experiences Survey (SEES). It was distributed to a random sample of 10,000 full-time undergraduate students between the ages of 18 and 25. We obtained a 41% response rate; the demographic data is listed below:



Age 20 or Older: 74%

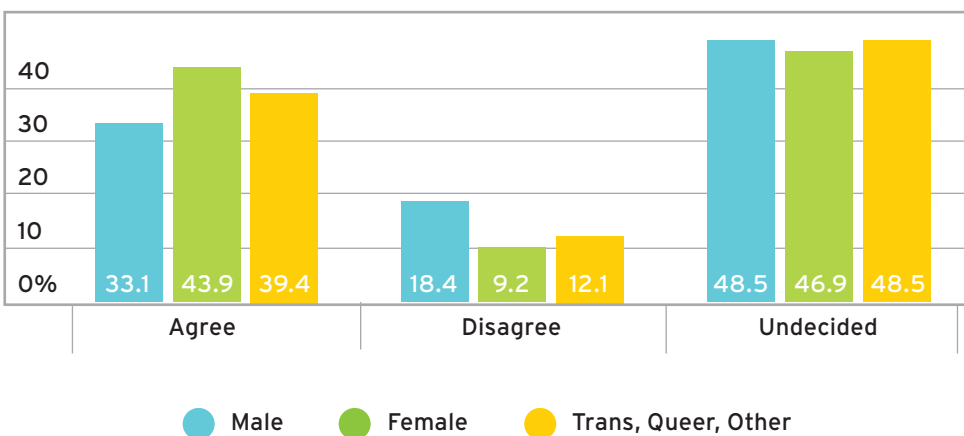
A | PREVALENCE RATES

Below is a chart showing the prevalence rates of sexual assault since coming to UMD.



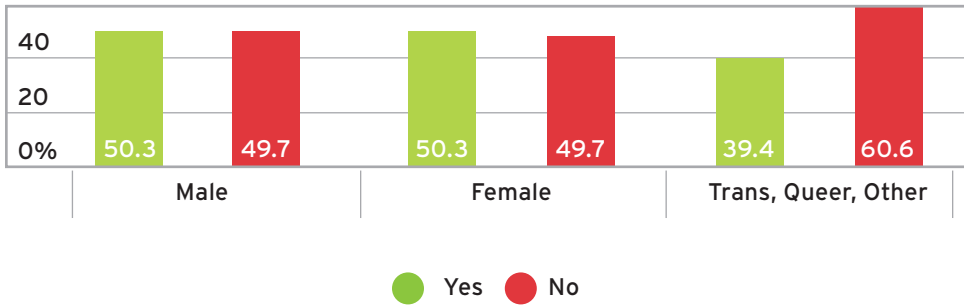
B | BELIEFS

Students were asked questions about their beliefs related to sexual assault at UMD. For example, students responded to the following question, “I think sexual assault is a problem at UMD.” Below is a chart illustrating the student responses to that question.



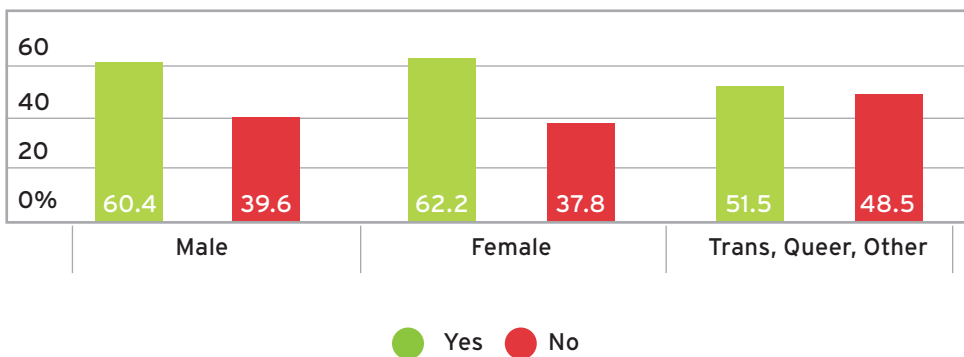
C | REPORTING KNOWLEDGE

Students were asked questions about their knowledge about their reporting options. For example, students responded to the following question, “Since coming to UMD, have you received written or verbal information from anyone at UMD about reporting sexual assault?” Below is a chart illustrating the student responses to the question.



D | PREVENTION

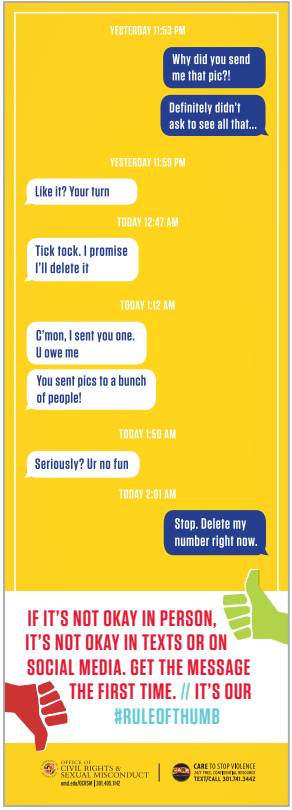
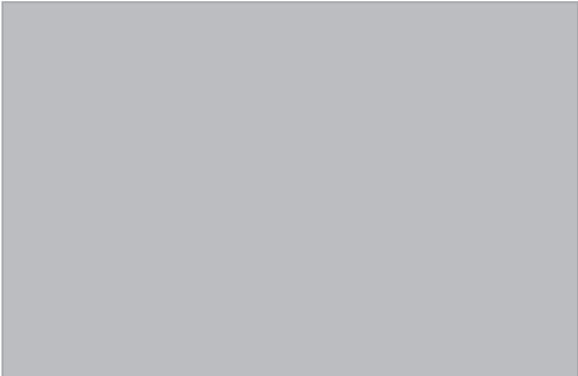
Students were asked questions about the University's prevention efforts. For example, students responded to the following question, “Since coming to UMD, have you received written or verbal information about how to help prevent sexual assault?” Below is a chart illustrating the student responses to the question.



III. SEXUAL MISCONDUCT PREVENTION & EDUCATION

A | BYSTANDER INTERVENTION PROGRAMMING

The University adopted the bystander intervention program Step UP!, an interactive training that introduces the concept of bystander intervention to students and employees. Participants identify barriers to intervention, learn to evaluate difficult life situations and safely intervene using one of the three “Ds”: Direct, Distract and Delegate. The workshop empowers audience members to be mobilized as potential allies who can safely help prevent sexual misconduct from occurring on our campus. For more information about events, trainings and other related activities, visit www.health.umd.edu/stepup.



B | PUBLIC AWARENESS: UMD RULE OF THUMB CAMPAIGN

Many people erroneously believe that the etymology of the phrase “Rule of Thumb” comes from a 1868 criminal case from North Carolina in which the court ruled a man could beat his wife with a switch no wider than his thumb. We recognized that adopting this phrase for the University’s campaign against sexual violence provided an opportunity to educate the campus community about our collective history of state-sanctioned violence against women as property. The image of a thumb up or down is also a simple way to illustrate positive or favorable messages next to negative or poor messages that communicate ways to prevent stalking, dating and domestic violence and sexual assault. Each of the printed materials states: “Take the Pledge! It’s our Rule of Thumb!”

DO YOU KNOW HOW TO STOP SEXUAL ASSAULT?

DELEGATE
Seek help from another individual

Can I talk to you for a minute?

STEP UP: DIRECT. DISTRACT. DELEGATE. // IT'S OUR #RULEOFTHUMB

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umd.edu/OCRSM | 301.405.1142

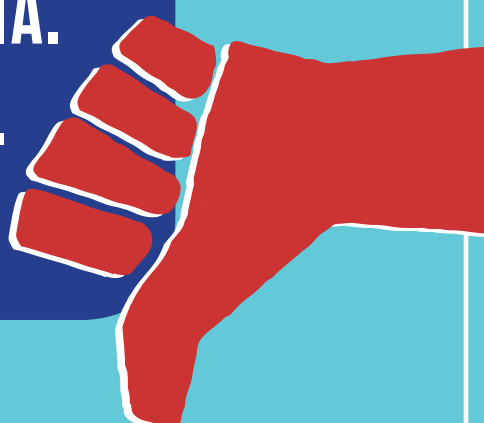
CARE TO STOP VIOLENCE
24/7 FREE, CONFIDENTIAL RESOURCE
TEXT/CALL 301.741.3442

DO YOU KNOW HOW TO STOP SEXUAL ASSAULT?

STEP UP: DIRECT. DISTRACT. DELEGATE. // IT'S OUR #RULEOFTHUMB

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IT'S NOT OKAY IN PERSON, IT'S NOT OKAY IN TEXTS OR ON SOCIAL MEDIA. GET THE MESSAGE THE FIRST TIME. IT'S OUR #RULEOFTHUMB



C | PUBLIC AWARENESS: EVENTS

For this academic year, the University sponsored the following events:

The School of Theatre, Dance, and Performance Studies performed “**Good Kids**” by Naomi Iizuka as part of the Big Ten Theatre Consortium’s New Play Initiative dedicated to commissioning female playwrights. The theatrical production, presented at the Clarice Smith Performing Arts Center, was loosely based on the case of a notorious 2012 rape in Steubenville, Ohio, and addressed sexual assault on college campuses.

The Panhellenic Association hosted a public screening of the film “**The Hunting Ground.**”

Campus Advocates Respond and Educate (CARE) to Stop Violence sponsored **Take Back the Night**, the **Clothesline Project** and the **Survivor Garden**.

In collaboration with the Prince George’s County Hospital Domestic Violence and Sexual Assault Help Center, UMD hosted **Walk a Mile in Her Shoes**.

Preventing Sexual Assault, a student organization, hosted an all-day event, **Stand Up to Sexual Assault and Occupy McKeldin, Sit Down 2 Stand Up**.

D | EDUCATION & TRAINING

In addition to presenting in-person educational workshops about domestic and dating violence, sexual assault and stalking, UMD requires all new and incoming students to complete an online training about these issues. The training addresses what constitutes sexual misconduct under the University’s Sexual Misconduct Policy, consequences for engaging in prohibited conduct, available on- and off-campus confidential and non-confidential resources and reporting options. The training also provides information about how people may get more involved in prevention efforts on campus. This year 88% of the new and incoming student body completed the 45-minute training.

In addition, in-person training about the University’s Title IX response was presented at four Freshman Connection orientation sessions. The Maryland Coalition Against Sexual Assault also presented a training session about sexual assault and the LGBTQ community.





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