



OCRSM OVERVIEW

ABOUT

- **Oversees** University compliance with U.S. civil rights laws through UMD's non-discrimination policies
- **Responds** to reports of discrimination and harassment, including sexual misconduct
- **Conducts** University-wide training & education programming
- **Administers** climate surveys (with the School of Public Health)
- **Sponsors** public awareness campaigns & provides outreach

DISCRIMINATION

- *University of Maryland Non Discrimination Policy and Procedures* (ocrsm.umd.edu/discrimination)
- Programs, activities, and facilities are available to all without regard to specific "protected classes"
- *University of Maryland Disability & Accessibility Policy and Procedures* (ocrsm.umd.edu/disability-accessibility-procedures)
- Reasonable accommodations provided to qualified individuals

TITLE IX

- "No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance..."
- Federal law that prohibits sex discrimination in education programs and activities that receive federal financial assistance

SEXUAL MISCONDUCT

- *University of Maryland Policy and Procedures on Sexual Harassment and Other Sexual Misconduct* (ocrsm.umd.edu/sexual-misconduct)
- Prohibited Conduct:
 - Sexual Harassment
 - Sexual Assault
 - Dating/Domestic Violence
 - Stalking
 - Other Sexual Misconduct
 - Retaliation