



OFFICE OF CIVIL RIGHTS & SEXUAL MISCONDUCT

What is the Office of Civil Rights & Sexual Misconduct (OCRSM)?

The Office of Civil Rights and Sexual Misconduct ([OCRSM](https://ocrsm.umd.edu) [ocrsm.umd.edu]) supports the University of Maryland's commitment to a working and learning environment free from discrimination and harassment, including sexual misconduct. The OCRSM administers the [University of Maryland Policy and Procedures on Sexual Harassment and Other Sexual Misconduct](https://ocrsm.umd.edu/sexual-misconduct) (ocrsm.umd.edu/sexual-misconduct) and the [University of Maryland Non Discrimination Policy and Procedures](https://ocrsm.umd.edu/discrimination) (ocrsm.umd.edu/discrimination). The OCRSM is also responsible for tracking incidents and capturing data to help monitor our campus environment. The OCRSM is sometimes referred to as the Title IX Office.

Reporting

The OCRSM is here to help. If you experience sexual misconduct (a form of sex discrimination) other forms of discrimination, or harassment, please report it to the OCRSM. The OCRSM responds to all discrimination reports, including sexual misconduct. To report incidents of discrimination, please go to our website and report online at ocrsm.umd.edu/file-report, or visit our office at 3101 Susquehanna Hall (4200 Lehigh Road). After a report is filed, a member of the OCRSM will reach out to the individual to follow up. The OCRSM will provide you with resources as well as Supportive Measures and explain the reporting process. The OCRSM will provide you information on submitting a formal complaint, if you wish, which is a request for a formal investigation.

Supportive Measures

The OCRSM provides non-disciplinary, non-punitive individualized support services offered as reasonably appropriate and without fee or charge to the Complainant or the Respondent. Supportive measures may include housing accommodations, academic accommodations, safety services, and University referrals. Supportive Measures do not require the filing of a Formal Complaint.

Responsible University Employees (RUEs)

Responsible University Employees (RUEs) are required to promptly notify the Title IX Coordinator when they become aware of any type of sexual misconduct. Sexual misconduct includes sexual harassment, sexual assault, domestic and dating violence, and stalking, including such conduct occurring via email, texting, and other electronic means. All University administrators, supervisors, faculty members, graduate assistants, UMPD, athletic coaches, athletic trainers, resident assistants, and first responders who are not confidential resources are designated as Responsible University Employees at UMD. HR Service Representatives are also RUEs and are required to notify the Title IX Coordinator of any type of sexual misconduct, even if the person requests confidentiality and even if UMPD have been notified. The reporting obligation applies no matter where and/or when the conduct occurred and applies to disclosures in written assignments as well as in the context of

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academic advising sessions and individual appointments- as they are NOT confidential. The Title IX Coordinator will further explore the issues with the student/colleague once the RUE reports the disclosure. This obligation is presented in the [online training](https://ocrsm.umd.edu/online-training) (ocrsm.umd.edu/online-training) that all University employees are required to complete.

Resources for RUEs include the following documents:

- [Syllabus Language & Talking Points for Faculty/Staff](#)
- [Sample Script: Explaining your Duty to Report](#)

To access the above documents, please go to ocrsm.umd.edu/infographics, scroll down to the section titled “Resources for Responsible University Employees (RUEs)”, and select the tab for the applicable document. For more information, please visit ocrsm.umd.edu/RUEs.

Training

The OCRSM offers live, in-person or virtual, presentations for all University community members (ocrsm.umd.edu/live-training). Presentation topics may include, but are not limited to, a General OCRSM Overview, Sexual Misconduct (Including Title IX) Policy Overview, Non-Discrimination Policy Overview, Responsible University Employee (RUE) Reporting Responsibilities, and others. The OCRSM also offers interactive, conversation-based workshops that encourage participants to reflect on and implement healthy relationship behaviors in their everyday lives. If you would like to request a training for your group of staff, faculty, or students, please email the OCRSM's training email at titleixtraining@umd.edu or fill out our [presentation request form](#) (ocrsm.umd.edu/live-training). Please note that training dates/times are subject to staff availability.

Undergraduate Student Training

"RespectEdu for College" is a 99-minute online sexual misconduct training course assigned to all first-year and transfer students at the beginning of their first semester. This course is designed to help ensure that all incoming undergraduate students learn more about topics related to Title IX, civil rights, and the rights and resources available to them. This course also engages undergraduate students in fostering healthy relationships and prepares them to recognize and respond to sexual assault and harassment when it occurs. More information about this training is available on the Division of Student Affairs' ["Health & Wellness" web page](https://studentaffairs.umd.edu/health-wellness) (studentaffairs.umd.edu/health-wellness) under ["Training & Requirements"](#).

Graduate Student Training

"RespectEdu for Graduate Students" is a 60-minute online sexual misconduct training course that

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informs graduate students of the non-discrimination and sexual misconduct policies at the University of Maryland. In addition, this course is intended to help students learn more about topics related to Title IX, civil rights, and the rights and resources available to all graduate students. All incoming graduate students are required to complete this online training module during their first semester on campus. Graduate student training also covers teaching and graduate assistant reporting obligations for graduate assistants. To learn more about this training and to register, please visit ocrsm.umd.edu/graduate-students.

Accessing the VectorSolutions (Vector) Training Platform

An email invitation is sent to the email address on file with the university with login instructions. To access the training, click on the “Go to your training” button in the email invitation and log into UMD's Vector [training site \(umdstudents-md.vectorlmsedu.com/training/home\)](https://umdstudents-md.vectorlmsedu.com/training/home). VectorSolutions (Vector) is an approved University vendor who is authorized to host the University's training and uses CAS/DUO - UMD's [multi-factor authentication system](#) (To access the linked text, please go to it.umd.edu, type “Multi-Factor Authentication (MFA)” in the search bar at the top, then select the first result.) for logging in. More [resources to help you get started](#) (support.vectorsolutions.com/s/article/Logging-In-for-the-First-Time) are available on the VectorSolutions support site.

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