St. Mary’s College of Maryland Anti-Harassment Statement

St. Mary’s College of Maryland (the College) is committed to maintaining a learning and working environment free from harassment and discrimination. The College will not tolerate harassment or discrimination of any kind, including harassment or discrimination based on sex, gender, gender identity, gender expression, or sexual orientation. Prohibited forms of discrimination and harassment include sexual harassment, gender-based harassment, non-consensual sexual intercourse, non-consensual sexual contact, sexual exploitation, intimate partner violence, stalking, and retaliation. (These behaviors are often referred to collectively as “sexual misconduct.”)

Background

Sex discrimination is prohibited by Title IX of the Education Amendments of 1972, a federal law that provides that:

_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._

Sexual harassment is also prohibited under Title VII of the Civil Rights Act of 1964 and the Maryland Fair Employment Practices Act (adopting language of Title VII), and other applicable law.

The College, as an educational community, will respond promptly and equitably to reports of sexual misconduct in order to eliminate the harassment, prevent its recurrence, and address its effects on any individual or the community.

Title IX Coordinator

The College has designated Catherine Pratson to serve as the College’s Interim Title IX Coordinator. The Title IX Coordinator oversees the College’s response to sexual harassment and misconduct to ensure a consistent institutional response that is compliant, coordinated, and compassionate. The Title IX Coordinator can be reached by phone (240-895-4309), email (titleix@smcm.edu), or in person in Glendening Hall 170.

Sexual Misconduct Policy

The College’s policy and grievance procedures on sexual harassment and misconduct provide interim remedies and protective measures for an individual who has been the victim of sexual harassment or sexual misconduct, prompt and equitable procedures for investigating and resolving a report of sexual misconduct, and accountability for an individual who violates the College’s prohibitions. Any student or College employee who is found to have committed sexual harassment or misconduct may face suspension, expulsion, or dismissal from employment.

The College’s policies apply to all students, employees, and visitors. Every community member is highly encouraged to familiarize themselves with the policy, the available resources, and the options for reporting and resolving a complaint of sexual harassment or misconduct. The policy is online on the College’s website and copies of the policy will be made available to you in the Dean of Student’s Office and in the Title IX Office.

The College encourages any individual who has experienced or witnessed any type of sexual harassment or sexual misconduct to seek immediate medical and law enforcement attention and to promptly report the incident to the College’s Title IX Coordinator. The College cannot take appropriate action unless the College is aware of the report.

Reporting Options

The College encourages all individuals to report sexual harassment or misconduct to one of the following reporting options:
“Responsible Employees.” Under Title IX, a College is required to take immediate and corrective action if a “responsible employee” knew or, in the exercise of reasonable care, should have known about sexual or gender-based harassment that creates a hostile environment. At SMCM, employees with supervisory and leadership responsibilities on campus are considered “responsible employees.” This includes all faculty, coaches, administrators, Resident Assistants/Residence Hall Coordinators, and other student employees/volunteers with a significant responsibility for student welfare. With the exception of individuals who have legally protected confidentiality (see below), all “responsible employees” of the College are required to share with the Title IX Coordinator any report of sexual harassment or misconduct they receive, or of which they become aware.

Students can also report to the Sexual Misconduct Advocacy and Resource Team (SMART), 301.904.2015, and may elect to remain anonymous by withholding personally identifiable information. All information shared with SMART is reported to the Title IX Coordinator.

**Confidential Resources**

An individual who has experienced or witnessed sexual harassment or misconduct may choose to seek support from trained professionals who are considered confidential under the law. These professional resources are:

- **Counseling and Psychological Services** 240-895-4289
- **Staff Therapist /Advocate** 240-895-4289
- **Health Services** 240-895-4289

Individuals with legally protected confidentiality will not release information to the College without the consent of the victim.

**Retaliation**

The College is committed to protecting all complainants and can offer interim steps prior to the outcome of the investigation. Retaliation against any person involved in the complaint, investigation and/or resolution of an allegation of sexual misconduct is strictly prohibited and will result in disciplinary action.

**Prevention and Bystander Intervention**

The College encourages all students and employees to take a proactive stance to prevent sexual harassment and discrimination. The College offers a variety of educational programs on campus to help community members learn to recognize harassment, talk about consent, and learn what they can do to prevent harassment and violence by being an active bystander. Please contact the Title IX Coordinator for information about training, programming, or prevention. We all have a shared responsibility to ensure that the College is a safe and supportive learning, living, and working environment for all.