

### **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, relationship violence, stalking, and retaliation (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.

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

### **Title IX Coordinator**

The College has designated Michael Dunn to serve as the College's 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 (240-895-4105), email ([titleix@smcm.edu](mailto:titleix@smcm.edu) or [mkdunn@smcm.edu](mailto:mkdunn@smcm.edu)), or in person in Glendening Hall 254.

### **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 Students 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 offices or individuals:

*Title IX Coordinator  
Office of Public Safety  
Office of Student Conduct (Deputy Title IX Coordinator)  
Vice President for Student Affairs/Dean of Students  
Human Resources (Deputy Title IX Coordinator)  
Office of Residence Life*

Michael Dunn | 240-895-4105, [mkdunn@smcm.edu](mailto:mkdunn@smcm.edu)  
Tressa Setlak | 240-895-4911, [tasetlak@smcm.edu](mailto:tasetlak@smcm.edu)  
Kelly Smolinsky | 240-895-3181, [kasmolinsky@smcm.edu](mailto:kasmolinsky@smcm.edu)  
Leonard Brown | 240-895-4208, [lebrown1@smcm.edu](mailto:lebrown1@smcm.edu)  
Shannon Jarboe | 240-895-4309, [skjarboe@smcm.edu](mailto:skjarboe@smcm.edu)  
240-895-4207

**"Responsible Employees."** Under Title IX, the 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 the College, 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.

### **Confidential Resources**

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

<i>Staff Therapist/Sexual Assault Advocate</i>	240-895-4289
<i>Counseling and Psychological Services</i>	240-895-4289
<i>Health Services</i>	240-895-4289

Students can seek support from a member of the Sexual Misconduct Advocacy and Resource Team (SMART) (301-904-2015), a group of students specially trained in sexual misconduct crisis response protocols that provides confidential on-call services 24 hours a day, 7 days a week when school is in session. 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 measures (i.e., change of housing, academic accommodations, no contact orders with an accused individual) 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.