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 prompt, coordinated, and compassionate. The Title IX Coordinator can be reached by phone (240-895-4105), email (titleix@smcm.edu or mkdunn@smcm.edu), or in person at the Lucille Clifton House.

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 experienced sexual harassment or misconduct, preventing or remedying harassment, suspending or dismissing an accused individual. This policy of the College is in accordance with any complaint of sexual harassment or misconduct. 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 misconduct.

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 misconduct, or any individual who believes they may have committed sexual harassment or misconduct, to seek immediate medical attention, seek help from law enforcement, 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.

WHEN YOU MAKE A REPORT

The College encourages all individuals to report sexual harassment or misconduct to one of the following offices or individuals:

Title IX Coordinator
Michael Dunn | 240-895-4105, mkdunn@smcm.edu

Office of Public Safety
Tressa Setlak | 240-895-4911, tasetlak@smcm.edu

Assistant Dean of Students (Deputy Title IX Coordinator)
Kyle Bishop | 240-895-3181, kkbishop@smcm.edu

Vice President for Student Affairs/Dean of Students
Leonard Brown | 240-895-4208, lbrown1@smcm.edu

Human Resources (Deputy Title IX Coordinator)
Shannon Jarboe | 240-895-4309, skjarboe@smcm.edu

Title IX Investigator/Prevention Specialist
Helen Ann Lawless | 240-895-4195, hai@smcm.edu

Office of Residence Life
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 College's 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:

SMCM Health Services
240-895-4289, http://www.smcm.edu/wellness

SMCM Counseling and Psychological Services

SMCM Staff Therapist/Advocate
Kelly Muldoon | 240-895-4289, kmuldoon1@smcm.edu

SMART Hotline
(on-call services by students specially trained in sexual misconduct crisis protocols) 301-904-2015

Individuals with legally protected confidentiality will not release information to the College without the consent of the person who experienced the misconduct.

RETRALIATION

The College is committed to protecting all reporting parties 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.