

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 sex-based harassment, quid pro quo, hostile environment harassment, gender-based harassment, sexual assault, sexual exploitation, relationship violence, stalking, and retaliation (referred to collectively as "sex discrimination").

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.

Sex discrimination 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 sex discrimination 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 the Assistant Vice President of Equity and Inclusion to serve as the College's Title IX Coordinator. The Title IX Coordinator oversees the College's response to sex discrimination to ensure a consistent institutional response that is respectful, sensitive, fair, and compliant. The Title IX Coordinator can be reached by phone (240-895-4105), email (titleix@smcm.edu), or in person at the Glendening Annex, Suite 190.

POLICY AGAINST SEX DISCRIMINATION

The College's policy and grievance procedures on sex discrimination provide supportive measures for an individual who has reported experiencing sex discrimination, prompt and equitable procedures for investigating and resolving a report of sex discrimination, and accountability for an individual who violates the College's policies. Any student or College employee who is found to have committed sex discrimination 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 sex discrimination. 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 sex discrimination to seek immediate medical attention, seek help from law enforcement, and to promptly report the incident to the College's Title IX Office. The College cannot take appropriate action unless the College is aware of the report.

The College can offer supportive measures, which are non-disciplinary, non-punitive individualized services, at any point in a Title IX process. Supportive measures may include counseling, course-related adjustments, changes in housing, and no-contact orders.

HOW TO MAKE A REPORT

Office of Public Safety
240-895-4911

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

Dean of Students
Derek Young | 240-895-4207, dmyoung@smcm.edu

Office of Residence Life
240-895-4207

Assistant Vice President of Equity and Inclusion/Title IX Coordinator
Michelle Carter | 240-895-4105, titleix@smcm.edu

MANDATORY REPORTERS

Under Title IX, College employees with authority to institute corrective measures on the College's behalf are required to share with the Title IX Coordinator any report of sex discrimination they receive or of which they become aware. These employees include all faculty, staff, coaches, administrators, supervisors, Resident Assistants/Residence Hall Coordinators, and other student employees with a significant responsibility for student welfare.

CONFIDENTIAL RESOURCES

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

SMCM Counseling and Psychological Services
240-895-2159, <https://smcm.caresforyou.org>, smcm.edu/counseling

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

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

RETALIATION

Retaliation against any person involved in the complaint, investigation, and/or resolution of an allegation of sex discrimination 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 sex 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 Office 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.

ST MARY'S
COLLEGE of MARYLAND

The National Public Honors College



PREVENTION