

IF YOU WITNESS SEX DISCRIMINATION

The College encourages witnesses to report sex discrimination to the Title IX Office, Public Safety, or all other College employees, including, but not limited to, faculty, staff, coaches, administrators, and RAs and RHCs.

Bystander intervention can also be a powerful deterrent to sex discrimination before it ever happens. When you see something happening that's not right, follow the five steps of the Step Up! bystander intervention model:

- Notice the event
- Interpret it as a problem
- Assume personal responsibility
- Know how to help
- Step UP!

IF A FRIEND CONFIDES IN YOU

Believe your friend and tell them that it is not their fault.

Encourage your friend to report to Public Safety or law enforcement, the Title IX Office, the Wellness Center, etc. If your friend does not want to make a report, respect that decision.

Don't pry or try to get information out of your friend. Just be ready to listen when they are ready to talk.

If you learn of the perpetrator's identity, don't suggest physical violence or any other form of retaliation against the perpetrator.

Listen, be patient, and talk to your friend about available resources.



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TO MAKE A REPORT TO THE COLLEGE

To file a report of sex discrimination, you may speak with any of the following:

Title IX Compliance and Training

Michelle Carter, Assistant Vice President of Equity & Inclusion, Title IX Coordinator: titleix@smcm.edu, 240-895-4105, Glendening Annex, Suite 190

Shannon Jarboe, Deputy Title IX Coordinator: 240-895-4309, skjarboe@smcm.edu, Glendening 170

Department of Public Safety

Public Safety Building
240-895-4911

Mandatory Reporters

Faculty, staff, coaches, Public Safety, RAs, RHCs, etc. When you make a report to a mandatory reporter, the person you speak with is obligated to share the details of the situation with Title IX Coordinator Michelle Carter.

You may also file a report at
<http://www.smcm.edu/title-ix>

SEX DISCRIMINATION

Your Rights & Resources

As stated in the St. Mary's Way,

St. Mary's College of Maryland is an aspirational place where people strive to foster relationships based upon mutual respect, honesty, integrity, and trust.

The College is committed to providing a learning, living and working environment free from all forms of harassment and discrimination for all members of the community.

The College prohibits all forms of sex or gender-based harassment, discrimination or misconduct. Sex discrimination is contrary to the St. Mary's Way and is prohibited by state and federal law.

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Office of Title IX Compliance and Training
<http://www.smcm.edu/title-ix> | 240-895-2012
47645 College Drive | St. Mary's City, MD 20686

ST MARY'S
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PREVENTION

WHAT IS SEX DISCRIMINATION?

Sex discrimination means exclusion from participation in or being denied the benefits of any education program or activity on the basis of sex, including sex stereotypes, sex characteristics, sexual orientation, gender identity, and pregnancy or related conditions. Sex-based harassment is a form of sex discrimination that includes the following types of conduct:

- Sexual Assault
- Sexual Exploitation
- Quid Pro Quo
- Hostile Environment
- Stalking
- Dating Violence
- Domestic Violence

Sex discrimination may occur between anyone, including strangers, acquaintances, or people involved in an intimate or sexual relationship.

It may occur between people of the same or different sexes, gender identities or expressions, or sexual orientations.

For more information and full definitions of these terms, visit:
<http://www.smcm.edu/title-ix>

IF YOU'VE EXPERIENCED SEX DISCRIMINATION

Find a safe place. A friend's room, your room, or anywhere else you feel safe. Call 911 or Public Safety if there is an emergency. You may also request a Public Safety escort for on-campus travel.

Seek medical attention. The first 96 hours after a sexual assault are critical. You may want to get a free Sexual Assault Forensic Exam (SAFE) at St. Mary's or Calvert hospital to assess the extent of any injury and to properly collect and preserve evidence. The College can transport you to St. Mary's Hospital if you wish. Contact Public Safety (240-895-4911) for transport.

Utilize campus resources. Counseling and Psychological Services (CPS), Health Services, the Title IX Office, and Public Safety are just some of the resources on hand.

Consider filing a report. The College encourages all community members to make a prompt report of any incident of sex discrimination to local law enforcement and to the College. After filing a report, you can decide whether you want to initiate a complaint and investigation; pursue an informal resolution; and/or seek supportive measures.

MAKING A REPORT TO A MANDATORY REPORTER

If you choose to make a report with a mandatory reporter such as a faculty member, Public Safety Officer, or RA, it's important to understand the following:

- The mandatory reporter is obligated to share the details of the situation, including the names of the people involved, with the Title IX Office.
- You may request that the College maintain your confidentiality, and the Title IX Coordinator will consider your request in the context of the College's responsibility to provide a safe environment for all students.
- You have the right to file a Title IX complaint with the College, which would initiate a formal investigation, and to report a crime to the police and/or Public Safety.
- You always have the option to share information confidentially with resources on- and off-campus.

AFTER YOU MAKE THE REPORT

The Assistant Vice President of Equity and Inclusion/Title IX Coordinator, is the campus official who coordinates the College's response to all sex discrimination reports. The Title IX Office will reach out to you by email to provide resources and support and to invite you to discuss options and what you would like to see happen next. **Supportive measures** may be available to assist you, including counseling, course-related adjustments, changes in housing, and no-contact orders.

Two resolution options are available to you. Under the policy, you may seek a **formal resolution** (an investigation and hearing to determine whether policy has been violated) or an **informal resolution** (a voluntary process to implement non disciplinary measures that is not available for allegations of sexual assault or allegations against an employee). If you file a report you are not obligated to participate in a formal resolution process. Supportive resources are available regardless of whether you choose to pursue any resolution option.

AMNESTY FOR ALCOHOL OR DRUG USE

Anyone who reports sex discrimination will not be subject to disciplinary action for violating the College's drug/alcohol use policy (except for an intervention for substance abuse) if:

- The violation of the drug/alcohol use policy occurred during or near the time of the alleged sex discrimination,
- The person made the sex discrimination report in good faith, and
- The violation of the drug/alcohol use policy was not likely to place the health and safety of anyone else at risk.

CONFIDENTIAL RESOURCES

There are several legally protected confidential resources available if you are seeking information and support or do not wish to make a report to the College. These confidential resources won't share your information with the College or anyone else without your permission:

SMCM Counseling and Psychological Services
240-895-2159, smcm.edu/counseling

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

RAINN National Sexual Assault Hotline
(800) 656-4673, <https://www.rainn.org/about-national-sexual-assault-telephone-hotline>

ADDITIONAL OFF-CAMPUS RESOURCES

St. Mary's County Sheriff's Office (to file a criminal report):
301-475-8008, www.firstsheriff.com

Office of Civil Rights, U.S. Department of Education
www2.ed.gov/about/offices/list/ocr/index.html

Maryland Coalition Against Sexual Assault
301-328-7023, mcasa.org

Southern Maryland Center for Family Advocacy
301-373-4141, smcfa.net

Maryland Network Against Domestic Violence
mnadv.org

Stalking Resource Center
www.victimsofcrime.org/our-programs/stalking-resource-center

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