

YOUR RIGHTS

- To be treated with **dignity, respect**, and **sensitivity** by Title IX personnel at the College.
- To a **fair and impartial** investigation process.
- To formal investigations, hearings, and informal resolutions that are **prompt, equitable**, and provide opportunities for both parties **to be heard**.
- To have **timely written notice** of:
 - The **alleged policy violation** and the range of possible **sanctions**.
 - Your **rights** and **responsibilities** under the policy.
 - Information about **other civil and criminal options**.
 - The **date, time**, and **location** of each meeting, interview, or hearing that you are required or permitted to attend.
 - A **final determination** in a formal investigation and hearing regarding whether a policy violation occurred and the basis for that determination, as well as any sanction imposed and your right to an appeal.
- To have the **assistance of an attorney** or advocate supervised by an attorney, as well as a **personal supporter** of your choice. See Attorney, Advocates, Advisers.



INFORMATION FOR RESPONDENTS



TITLE IX PERSONNEL
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INFORMATION FOR RESPONDENTS

The purpose of this form is to ensure that people reported as engaging in sex discrimination – defined as “**respondents**” under the Policy Against Sex Discrimination (the Policy) – are aware of their rights and important resources.

APPLICABLE POLICY AND PROCEDURES

The College’s Policy and grievance procedures apply to this complaint, and **you have options** for the investigation and resolution of the complaint. Complaints against students, faculty, staff, and contractors will be reviewed in accordance with the Policy and the Grievance Process to Resolve Complaints of Sex Discrimination.

A **formal resolution process**, an **informal resolution process** and **supportive measures** are all available to you. Choosing one type of resolution process does not prevent you from accessing the other options **at any point** during the process.

Please review the statements listed below/ on the right and be sure that you understand each of them.

KEY:
The person reported to have experienced sex discrimination is defined as a “complainant,” under the Policy, and is entitled to similar rights and information.



For more information, please review the policy and the appropriate procedures on the Title IX Office webpage (<https://www.smcm.edu/title-ix/>).



FORMAL INVESTIGATIONS

The formal investigation is designed to provide a **fair, impartial, and reliable** gathering of the facts. All individuals interviewed during the investigation, including the parties and any witnesses, will be treated with appropriate **sensitivity and respect**. The Investigation will **safeguard the privacy of the individuals involved** as much as possible, consistent with the need for a full assessment of the facts.

Throughout the **investigation and adjudication** process, the College will provide an **equal opportunity** for the parties to **present witnesses**, including fact and expert witnesses, and other inculpatory and exculpatory evidence.

At the hearing, the College will provide an equal opportunity for the parties to present witnesses, including fact and expert witnesses, and other inculpatory and exculpatory evidence.

The **Title IX Coordinator will keep the parties informed** of the status of the investigation. The College will strive to complete the formal investigation process in a **timely manner** and will strive to schedule and conduct the hearing within a **reasonably prompt time frame** after the completion of the investigation.

INFORMAL RESOLUTION

An Informal Resolution is a **voluntary resolution process** to which the Complainant, the Respondent, and the Title IX Office **all must agree**. The College does not require the parties to participate in an informal resolution process. There must be a complaint on file before the College can offer an informal resolution. The College may facilitate an informal resolution at any time, even after the initiation of a formal investigation, if the parties above agree to it.

This option is only available for reports that do not involve sexual assault or coercion. When an informal resolution is implemented, the College will provide the parties with **written notice** of all of the details of the resolution.

An Informal Resolution might include, but is not limited to, non-disciplinary remedies such as:

- Implementing agreed upon **supportive measures**;
- Providing **training or counseling** to an individual or group;
- Having an **informal discussion** with the respondent;
- Requesting a **written apology** from the respondent;
- Increasing **monitoring or security** at specified locations; or
- Facilitating a **confidential conversation** between the parties; and
- **Any other remedy** that can be tailored to the parties to achieve the goals of the policy.

SUPPORTIVE MEASURES

The Title IX Office can help **facilitate access to supportive resources** to anyone involved with a Title IX issue. You may request supportive measures, remedies, and accommodations, such as:

- no-contact orders;
- access to counseling services;
- academic accommodations and support services;
- change in housing, class assignments or office location;
- changes in work schedule, job assignments or supervisor(s); and/or
- Public Safety escort services.

There are **additional services available** to you on campus and in the community. Local resources for counseling, advocacy, health, mental health, and legal assistance including the following:

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 Health Services: 240-895-4289

LOCAL RESOURCES

Public Safety: 240-895-4911 or x4911 from any campus phone

St. Mary's County Sheriff's Office: 301-475-8008, firstsheriff.com

RESOURCE INFORMATION

ATTORNEYS, ADVOCATES, ADVISERS

You may be assisted by an attorney or an advocate supervised by an attorney, as well as a **personal supporter** of your choice, through an investigation and adjudication process.

The **Maryland Higher Education Commission (MHEC)** provides for licensed attorneys who have indicated that they will represent complainants or respondents (who are current students or were students at the time of the underlying alleged sex discrimination), in Title IX proceedings on a **pro bono basis** or for **reduced legal fees**.

Parties who seek representation from an MHEC-identified attorney may visit the MHEC webpage: <https://mhec.maryland.gov/Pages/Title-IX-Campus-Sexual-Assault-Proceedings.aspx>.

The list of attorneys available through MHEC may be found here: <https://mhec.maryland.gov/Pages/Title-IX-Campus-Sexual-Assault-Proceedings---Attorney-List.aspx>.

DISABILITY ACCOMMODATIONS

A student who has a disability that necessitates special assistance may be entitled to reasonable accommodations when that student is involved in any process related to the Policy Against Sex Discrimination. For more information, please contact the **Office of Accessibility Services** (adasupport@smcm.edu, 240-895-4388, Glendening 230).

RETALIATION

Retaliation means intimidating, threatening, coercing, discriminating against, or otherwise taking an adverse action against an individual involved in a Title IX Process.

Anyone who retaliates against the complainant, respondent, or anyone who participates in a sex discrimination investigation will be subject to disciplinary action. Any incidents of retaliation should be reported to the Title IX Office.