

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, sexual assault, sexual exploitation, relationship violence, stalking, and retaliation (referred to collectively as "sexual harassment").

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 harassment 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, 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 sexual harassment 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 mkdunn@smcm.edu), or in person at the Lucille Clifton House.

POLICY AGAINST SEXUAL HARASSMENT

The College's policy and grievance procedures on sexual harassment provide supportive measures for an individual who has reported experiencing sexual harassment, prompt and equitable procedures for investigating and resolving a report of sexual harassment, and accountability for an individual who violates the College's policies. Any student or College employee who is found to have committed sexual harassment 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. 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 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

Assistant Vice President of Equity and Inclusion/Title IX Coordinator
Michael Dunn | 240-895-4105, mkdunn@smcm.edu

Office of Public Safety
240-895-4911

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

Interim Dean of Students/Executive Director of Student Life
Derek Young | 240-895-4207, dmyoung@smcm.edu

Office of Residence Life
240-895-4207

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 sexual harassment they receive or of which they become aware. These employees include all faculty, coaches, administrators, supervisors, Resident Assistants/Residence Hall Coordinators, and other student employees/volunteers with a significant responsibility for student welfare.

CONFIDENTIAL RESOURCES

An individual who has experienced or witnessed sexual harassment 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
240-895-4289, <https://smcm.caresforyou.org>,
<http://www.smcm.edu/wellness>

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 sexual harassment 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 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