



UNIVERSITY *of* MARYLAND
BALTIMORE

TITLE IX:
A COMMITMENT TO AN INCLUSIVE UMB COMMUNITY

The Office of Accountability and Compliance



TITLE IX OF THE EDUCATION AMENDMENTS OF 1972

“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 educational program or activity receiving Federal financial assistance.”

DISCRIMINATION ON THE BASIS OF SEX

Sexual Misconduct is an umbrella term that includes:

- Sex and/or Gender-based Discrimination
- Sexual Harassment
- Sexual Violence
- Sexual Exploitation
- Sexual Coercion
- Sexual Intimidation
- Retaliation



TITLE IX OF THE EDUCATION AMENDMENTS OF 1972 - REGULATIONS

Sexual Harassment

- Severe, Pervasive, AND Objectionably Offensive
- Quid pro quo

Geography

- Within the United States
- Educational activity, program, or employment under the control of the University

Parties / Applicability

- Faculty
- Staff
- Students
- 3rd parties under the control of the University

Prohibited Sexual Misconduct that violates UMB policy that does not fall under the scope of Title IX either because it occurs outside the United States or because it does not fall within Title IX's definition of Sexual Harassment may be addressed using alternate processes (Non-Title IX Procedures).

CONSENT

A knowing, voluntary and affirmatively communicated willingness to mutually participate in a particular sexual activity or behavior.



UMB'S TITLE IX PROGRAM

Title IX Website

Policies and Procedures:

- UMB Policy on Sexual Misconduct
- "Title IX Procedures"
- "Non-Title IX Procedures"

Education and Training:

- UMB requires annual training on Title IX usually between August 15th and October 15th.

TITLE IX: REPORTING

UMB Hotline

- umaryland.edu/umbhotline
- 866-594-5220

Title IX Coordinator:

- **Stephanie Suerth, Acting**
Direct: 410-706-5212
ssuerth@umaryland.edu
titleixcompliance@umaryland.edu
- **Marc Ware, Deputy**
mware@umaryland.edu

The screenshot displays the UMB Hotline website interface. At the top, there is a navigation menu with links for About UMB, Academics, Admissions, Research, Services, University Life, and Give to UMB. The main heading is "UMB Hotline". Below this, a prominent "ATTENTION" box contains important information regarding COVID-19 reporting protocols. A list of links includes Hotline FAQs, Code of Ethics and Conduct, Hotline Policies, Hotline Reporting Procedures, and What Happens After a Report is Filed. A note states that the UMB Ethicspoint Hotline is not an emergency service and that 911 should be called for immediate assistance. The page is divided into two columns: "OUR COMMITMENT" and "STATEMENT OF NON-RETALIATION". The "OUR COMMITMENT" section describes the university's culture and the role of the Title IX Coordinator. The "STATEMENT OF NON-RETALIATION" section explains that fear of reprisals should not deter reporting and that retaliation is prohibited. At the bottom, a "FILE A REPORT" section offers two options: "Report Electronically" via a "HOTLINE" button and "Report by Phone" via a button with the number "866-594-5220". A note at the very bottom states that the Hotline allows for anonymity and provides a method for ongoing communication during the inquiry process.

TITLE IX: RESPONSE

UMB is committed to a fair and impartial resolution process

Supportive Services Only

Supportive Services

Interim Measures

Informal Resolution

Negotiated Resolution

Mediation

Restorative Practices

Administrative Resolution

Investigation

Determination

RESOURCES AND SUPPORTS

- UMB offers information on resources for individuals impacted by sexual misconduct, including sex- and gender-based discrimination and sexual harassment.
- You can find Resources, including confidential resources, and reference information that include bystander intervention tips, on the Title IX Website under Resources and References
- You can also contact the Title IX Coordinator or Deputy Title IX Coordinator for information on supports and services.

TITLE IX: STUDENT RESOURCES

These include:

- **Student Resource Guide**
- **UMB Confidential Resources**
- **Other UMB Resources**
- **Off Campus Resources**

The screenshot shows the University of Maryland Baltimore website. The top navigation bar includes links for MYUMB, DIRECTORY, COVID-19, EMERGENCY, THE ELM, CALENDAR, BLACKBOARD, SURFS, UMB SHUTTLE, and a search bar. Below this is a yellow navigation bar with links for About UMB, Academics, Admissions, Research, Services, University Life, and Give to UMB. The main content area is titled "Accountability and Compliance" and features a sidebar menu with "Title IX" highlighted. The main text area contains the Title IX policy statement: "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 educational program or activity receiving Federal financial assistance." It also includes a paragraph about the university's commitment to respect and integrity, and a paragraph about reporting sexual misconduct. A small image of a building with pink flowers is visible on the right side of the page.

CHANGES ARE COMING

- October, 2023 Anticipated New Regulations.
- The Secretary of Education has indicated:
 - Including gender identity and sexual orientation discrimination (consistent with Supreme Court ruling *Bostock v. Clayton County, Georgia*)
 - Including protections for transgender athletes
 - Addressing religious exemptions
 - Expanding scope
- UMB's commitment to a learning and working environment free from sex-based discrimination is unchanging.

UMB TITLE IX PERSONNEL:



Stephanie Suerth, Acting Title IX Coordinator



Marc Ware, Deputy Title IX Coordinator