

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.



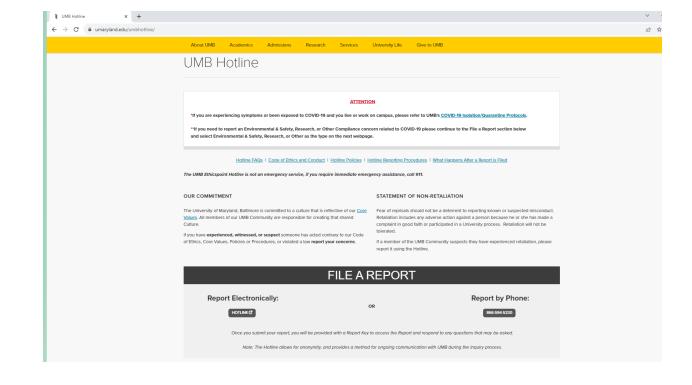
TITLE IX: REPORTING

UMB Hotline

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

Title IX Coordinator:

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





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





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 sexbased discrimination is unchanging.



UMB TITLE IX PERSONNEL:



Stephanie Suerth, Acting Title IX Coordinator



Marc Ware, Deputy Title IX Coordinator