



NOTRE DAME
OF MARYLAND
UNIVERSITY

Policies, Reporting, & Resources

SEXUAL MISCONDUCT

ndm.edu/titleix

Notre Dame of Maryland University is committed to providing an academic and work environment free from all forms of sexual, and gender based harassment, discrimination, and misconduct. In keeping with this commitment, NDMU maintains a strict policy prohibiting all forms of sexual misconduct and unlawful discrimination and discouraging conduct that, while not unlawful, could reasonably be considered sexual misconduct and/or unlawful discrimination. All members of the University community share responsibility in fostering this environment by adhering to standards of conduct.

REPORTING

EMERGENCY/URGENT ASSISTANCE

Call 911 for urgent assistance.

MEDICAL HELP

It is important to consider seeking medical attention as soon as possible at the nearest medical facility. In Maryland, evidence may be collected even if you choose not to make a report to law enforcement. You may be examined under "Jane Doe" and do not have to provide your name. Please ask for the SAFE exam—they are always free.

SEEK MEDICAL ASSISTANCE

+ Mercy Medical Center (301 St. Paul St.)

NDMU can provide transportation at no cost. Contact Public Safety at 410.435.0100

COLLECT EVIDENCE

It is important to collect evidence even if you are not prepared to make a report. Following these guidelines within five days (120 hours) of the assault will ensure the best results.

- + Refrain from bathing, showering, or brushing your teeth.
- + Refrain from eating or drinking.
- + Place all clothing in a brown paper.

SUPPORT

Resources are available both on and off campus to offer support. The Counseling Center is a confidential resource on campus that can provide support while allowing you the time and space you need to process what has happened. It can also give you basic information about your options and available resources. The University's Sexual Assault Resource Coordinator is also available as a confidential resource to identify, explain, and navigate available support services and reporting options.

TALK TO SOMEONE

- + Counseling Center: 410.532.5384
- + Sexual Assault Resource Coordinator, Jessie Sell: 410.532.5303
- + Turn Around Inc (counseling, advocacy, and 24-hour hotline): turnaroundinc.org
24 Hour Helpline: 443.279.0379 | Appointments: 410.337.8111

POLICIES

SEXUAL MISCONDUCT POLICY

The Title IX Coordinator is responsible for overseeing and coordinating the University's response to incidents of sexual misconduct, as well as monitoring outcomes, identifying and addressing any patterns, and assessing effects on the campus climate. This includes responsibility for all federal and state statutory and regulatory compliance efforts.

Read the full policy: ndm.edu/titleix

AMNESTY

NDMU recognizes that if you are under the influence of alcohol and/or drugs at the time of an incident then you may be hesitant to make a report because of the threat of disciplinary sanctions for your own violation of the Code of Student Conduct.

If you report sexual misconduct, either as a complainant or third party witness, you will not face disciplinary charges under the Code of Student Conduct.

HOW TO REPORT

You have the choice to report or not. If you choose to report, please consult the Title IX Coordinator or Deputy Coordinator.

REPORT A CONCERN

- + Title IX Coordinator, Greg FitzGerald: 410.532.5109 | gfitzgerald@ndm.edu
- + Title IX Deputy Coordinator, Kelly Hoover: 410.532.3164 | khoover@ndm.edu
- + Public Safety: 410.435.0100
- + Baltimore City Police: 911 or 410.396.2411

REPORT CONFIDENTIALLY

NDMU recognizes that sexual misconduct allegations are a sensitive subject and we are committed to maintaining the privacy of the parties involved. However, there may be instances when the University must investigate and take action even when the complainant requests anonymity.

Thus, absolute confidentiality cannot be guaranteed except by the following individuals:

- + NDMU Counseling Center: 410.532.5384
- + Health Care Providers
- + Off Campus Victims Advocacy Center: Turn Around Inc, 443.279.0379

REPORT A CRIMINAL CONCERN

Sexual Misconduct, in many instances, are crimes. The University encourages you to call the Baltimore City Police Department. However, a criminal investigation does not relieve the University of its obligation to respond under Title IX, and both a criminal and University investigation may proceed at the same time.

TIME TO PROCESS

We know this can be a confusing and difficult time and we affirm your right to process at your own pace. Know that these resources are available to you when and if you want to seek support. You can contact us at any time. Please seek out a friend for support.

WAYS WE CAN HELP

- + Adjusting housing assignment so students feel safer
- + Assistance with rescheduling an academic assignment (paper, exams, etc)
- + Assistance with issuing "no contact" orders or "no trespass" order
- + Arrange alternative course completion options
- + Offer informal and formal resolution processes

DEFINITIONS

Consent

Consent is defined as knowing, voluntary, and affirmatively communicated willingness to mutually participate in a particular sexual activity or behavior. Consent must be given by a person with the ability and capacity to exercise free will and make a rational and reasonable judgment. Consent may be expressed either by affirmative words or actions, as long as those words or actions create a mutually understandable permission regarding the conditions of sexual activity or behavior. It is the responsibility of the person who wants to engage in the sexual activity or behavior to ensure that he/she has consent of the other to engage in the activity or behavior.

Sexual Misconduct

An umbrella term that encompasses the various forms of sex discrimination including sexual harassment, sexual violence, intimate partner violence, sexual exploitation, and stalking prohibited under University policy. Acts of sexual misconduct may be committed by any person upon any other person, regardless of the sex, gender, sexual orientation, or gender identity of those involved.

Intimate Partner Violence

Any instance of violence or abuse — verbal, physical, or psychological—that occurs between those who are in or have been in an intimate relationship with each other. Intimate Partner Violence encompasses dating/relationship and domestic violence under NDMU policy.

Sexual Violence

Sexual Violence, including non-consensual sexual contact or intercourse, are physical sexual acts that are performed without consent or in instances when a person cannot give consent.

Stalking

A course of conduct (repetitive and menacing) directed (pursuit, following, harassing, or interfering) at a specific person that is unwelcome and would cause a reasonable person to feel fear.

Sexual Harassment

Unwelcome verbal, electronic, physical, or other sexual conduct that interferes with work or school.