

Non-discrimination Statement

The University of Baltimore does not discriminate on the basis of race, religion, age, color, national origin, sex, sexual orientation, gender identification, or disability in its programs, activities, or employment practices. Inquiries regarding discrimination related to educational programs and activities should be directed to the Office of Community Life, Academic Center, Room 112; phone: 410.837.4755. Inquiries regarding employment discrimination should be directed to the Office of Human Resources at the University of Baltimore, 410.837.5410.

Sexual Misconduct Policy

Policy ____

(Updated 11.21.14)

Policy Statement

In accordance with Title IX, the University of Baltimore is committed to creating a university setting that is safe from sexual misconduct, including sexual and gender-based harassment, sexual violence, dating violence, domestic violence, sexual exploitation and sexual intimidation. The University actively seeks to:

- Prevent issues of sexual misconduct by educating and providing resources to raise awareness of these issues;
- Recognize, respond and provide support to those who have experienced sexual harassment and/or been the victim of a sexual offense.

Oversight of Sexual Misconduct Complaints

As part of this commitment, the University has designated a Title IX Coordinator to provide oversight on issues surrounding compliance with Title IX of the Education Amendments of the 1972 Civil Rights Act and the Violence Against Women Act Reauthorization of 2012. The Title IX Coordinator is responsible for ensuring that appropriate standards and requirements are met to afford reporting and responding parties prompt and equitable resolution of complaints under this Policy, and for educating the University community. The Title IX Coordinator will review all cases periodically to look for potential patterns or systemic concerns and will implement remedies when necessary. The Title IX Coordinator is:

Anita Harewood
Vice President
Government & Community Relations
Office of Government and Community Relations
1420 N. Charles Street, Academic Center, Room 336
410.837.4533
aharewood@ubalt.edu

The Dean of Students and the Assistant Vice President for Human Resources serve as Deputy Title IX Coordinators in the effort to directly respond to concerns and support awareness programs within the UB community.

The Dean of Students is responsible for the oversight of the process to address complaints where the responding party's primary university role is as a student.

Kathleen Anderson
Dean of Students
Office of Community Life and the Dean of Students
1420 N. Charles Street, Academic Center, Room 112
410.837.4755
kanderson@ubalt.edu

The Assistant Vice President for Human Resources is responsible for the oversight of the process to address complaints where the responding party's primary university role is as a university employee or university contractor.

Mary Maher, M.A.
Assistant Vice President
Office of Human Resources
1319 N. Charles Street, Charles Royal Building, 3rd Floor
410.837.5410
mmaher@ubalt.edu

Individuals with inquiries concerning the application of Title IX may also contact:

The Office of Civil Rights, Philadelphia Office
U.S. Department of Education
The Wanamaker Building, Suite 515
100 Penn Square East
Philadelphia, PA 19107-3323
OCR.Philadelphia@ed.gov

Policy Statements

I. **Sexual Harassment**

The University of Baltimore reaffirms the principle that its students, faculty, and staff have a right to be free from sexual harassment by any member of the University community. Sexual harassment represents a failure in ethical behavior and will not be condoned as it subverts the mission of the University and threatens the careers, educational experience, and well-being of students, faculty, and staff.

II. **Stalking, Domestic Violence, Dating Violence, Sexual Assault, Sexual Violence, Sexual Exploitation, and Sexual Intimidation**

The University of Baltimore prohibits stalking, domestic violence, sexual assault, sexual violence, dating violence, sexual exploitation, and sexual intimidation and shall take preventative measures to ensure that faculty, staff, students and visitors are appropriately protected from such actions. The University will process all complaints of sexual misconduct, regardless of where the conduct occurred, to determine whether the conduct occurred in the context of an educational program or activity or had continuing effects on campus or in an off-campus education program or activity.

III. **Definitions**

- i. **Consent** means a knowing, voluntary, and affirmatively communicated willingness to mutually participate in a particular sexual activity or behavior. It must be given by a person with the ability and capacity to exercise free will and make a rational and reasonable judgment. Incapacitation may result from sleep, unconsciousness, temporary or permanent mental or physical disability, involuntary physical restraint, and the influence of alcohol, drugs and other medications. 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. Consent may be withdrawn at any time. Consent cannot be obtained by force, threat, coercion, fraud, manipulation, reasonable fear of injury, intimidation or through the use of the one's mental or physical helplessness or incapacity. Consent cannot be implied based upon the mere fact of a previous consensual dating or sexual relationship. Consent to engage in sexual activity with one person does not imply consent to engage in sexual activity with another. It is the responsibility of the person who wants to engage in sexual activity to ensure that he/she has the consent of the other to engage in the activity.
- ii. **Dating Violence** means violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the reporting party. The existence of such a relationship shall be determined based on a consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.
- iii. **Domestic Violence** means violence committed by a current or former spouse or intimate partner of the reporting party, by a person with whom the reporting party shares a child in common, by a person who is cohabitating with or has cohabitated with the reporting party as a spouse or intimate partner, by a person similarly situated to a spouse of the reporting party, or by any other person against an adult or youth reporting party protected from those acts by domestic or family violence laws of Maryland.

- iv. **Interim Measures** means reasonably available steps the University may take to protect the parties while a sexual misconduct investigation is pending. Interim measures may include, but are not limited to, change in class section, alternative work schedule or location, interim suspension, and contact restrictions.
- v. **Responsible Employee** includes any employee who (1) has the authority to take action regarding sexual misconduct; (2) is an employee who has been given the duty of reporting sexual misconduct; or (3) is someone another individual could reasonably believe has this authority or duty to report sexual misconduct. Responsible employees at the University of Baltimore include: the Title IX Coordinator, the Title IX Deputy Coordinators, Title IX Investigators, faculty and instructors, University administrators, all exempt employees and non-exempt employees in student facing positions, University law enforcement and other University first responders.
- vi. **Retaliation** means intimidating, threatening, coercing, or discriminating against any individual for the purpose of interfering with any right or privilege secured by law or University of Baltimore or University System of Maryland policy, or because an individual has made a complaint, testified, assisted, or participated in any manner in an investigation, proceeding or hearing related to sexual misconduct. Retaliation includes retaliatory harassment.
- vii. **Sexual Assault**
 - i. ***Sexual Assault I. – Non-Consensual Sexual Intercourse***
 - 1. Any act of sexual intercourse with another individual without consent. Sexual intercourse includes vaginal or anal penetration, however slight, with any body part or object, or oral penetration involving mouth to genital contact.
 - ii. ***Sexual Assault II. – Non-Consensual Sexual Contact***
 - 1. Any intentional touching of the intimate parts of another person, causing another to touch one's intimate parts, or disrobing or exposure of another without consent. Intimate parts may include genitalia, groin, breast, or buttocks, or clothing covering them, or any other body part that is touched in a sexual manner. Sexual contact also includes attempted sexual intercourse.
- viii. **Sexual Exploitation** means taking non-consensual or abusive sexual advantage of another person for one's own advantage or benefit or for the advantage or benefit of anyone other than the person being exploited.
- ix. **Sexual Harassment** is any unwelcome sexual advance, unwelcome request for sexual favors, or other unwelcome verbal or physical conduct of a sexual nature when: (1) Submission to or rejection of such conduct is made, either explicitly or implicitly, a term or condition of an individual's employment, evaluation of academic work, or participation in any aspect of a University of Baltimore program or activity; (2) Submission to or rejection of such conduct by an individual is used as the basis for academic, employment, or activity or program participation related decisions affecting an individual; or (3) Such conduct has the purpose or effect of unreasonably interfering with an individual's work or academic performance, i.e., it is sufficiently severe, persistent or pervasive to create an intimidating, hostile, humiliating, demeaning or sexually offensive working, academic, residential or social environment.

- x. **Sexual Intimidation** means (1) threatening to sexually assault another person; (2) gender or sex-based stalking, including cyber-stalking; or (3) engaging in indecent exposure.
- xi. **Sexual Misconduct** is an umbrella term that includes dating violence, domestic violence, sexual assault, sexual exploitation, sexual harassment, sexual intimidation, sexual violence, and stalking.
- xii. **Sexual Violence** is a form of sexual harassment and refers to physical sexual acts perpetrated without consent. Sexual violence includes rape, sexual assault, sexual battery, and sexual coercion, sexual violence, in any form, is a criminal act.
- xiii. **Stalking** means engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for his or her safety or the safety of others, or suffer substantial emotional distress.
- xiv. **University Employee:** includes, but are not limited to, all full-time, part-time, visiting and adjunct faculty and instructors, regular and contractual employees and contractors, vendors and consultants under University contract.

IV. **Procedures for the Resolution of Sexual Misconduct Charges**

The University of Baltimore has adopted procedures to provide prompt and equitable resolution of sexual misconduct complaints involving students, faculty and staff and third parties having business with the University (i.e. contractors, vendors, etc.) and to take reasonable steps to prevent recurrence of any sexual violence and remedy discriminatory effects on the reporting party and others, if appropriate.

Complaints covered under these procedures are those in which the alleged action(s) are prohibited by state law, federal law, University System of Maryland policy and/or University of Baltimore policy and where the alleged action(s) involve students, faculty, staff and/or third parties as noted above. A reporting party's rights to a prompt and equitable resolution of complaints made under the University's procedure will not be affected if the reporting party also chooses to pursue other legal remedies, including those initiated by filing a complaint with the responsible federal department or agency. The rules governing this procedure are intended to encourage the early and constructive consideration of concerns while at the same time protecting the substantive rights of interested persons, meeting appropriate due process standards, and assuring that the University of Baltimore complies with applicable state and federal regulations.

Any individual who has experienced sexual misconduct should not try to resolve the matter themselves. Students should contact the Deputy Title IX Coordinator located in the Office of Community Life. Employees should contact the Deputy Title IX Coordinator located in the Office of Human Resources. In addition, any individual may contact the Title IX Coordinator. The University of Baltimore takes any sexual offense very seriously and the University will respond to all claims of sexual misconduct appropriately.

Any victim or witness of a sexual offense is encouraged to report the incident and may also choose to contact law enforcement or medical personnel as soon as possible following the incident to receive guidance in the preservation of evidence needed for proof of criminal assaults and the apprehension and prosecution of assailants. Through its concurrent Jurisdiction and Mutual Aid Agreement with the Baltimore City Police Department, the University of Baltimore Police Department has access to the Baltimore City Police Crime Laboratory and other investigating units upon request.

Any acts of retaliatory behavior, including, but not limited to, intimidation, threatening, coercing, or discriminating against an individual, because of that individual's complaint or participation in any process under this policy is prohibited and is subject to adjudication through the University's conduct process and/or through legal and employment processes.

When a sexual offense charge is brought, this policy assures the reporting party and the responding party an adequate, reliable and impartial investigation of the complaint, including the following rights:

- the reporting party and the responding party are entitled to the same opportunity to have an advisor present during the University's investigation process;
- the advisor described above may be anyone of the party's choosing, but may not participate in an investigation under this policy except to (1) observe any portion of investigation in which the party who selected him or her participates, and (2) advise the party who selected him or her;
- both the reporting party and the responding party will have the opportunity to present witnesses and evidence to the Title IX investigator;
- both the reporting party and the responding party are informed of the outcome of the University's investigation that followed an allegation of sexual misconduct to the extent allowed under applicable federal and Maryland law;
- the reporting party and the responding party will be treated with dignity, courtesy, and professionalism; and
- while the offense must be reported according to federal reporting mandates and Maryland law, the reporting party's right to choose whether to proceed with the University investigative process and/or criminal charges will be upheld to the greatest extent possible.

Amnesty Policy

The safety and security of the community is the University's primary concern. As such, if a reporting party was under the influence of alcohol or drugs at either the time of the misconduct or at the time one makes the report, s/he will not be charged by the University with a violation of University policy for being under the influence.

Confidentiality

The Title IX Coordinator and Deputy Coordinators will evaluate requests for confidentiality in the context of the institution's responsibility to provide a safe and secure environment. All reports received, including confidential reports, are to be included in the annual disclosure of crime statistics, as required by federal law. The University will protect the confidentiality of reporting parties by excluding identifying information about the reporting party from publicly available records to the extent permitted by law.

If the reporting party requests confidentiality, all reasonable steps to investigate and respond to the complaint consistent with that request will be taken. However, the ability to investigate and respond to the complaint may be limited by this request.

The request for confidentiality will be evaluated in the context of the responsibility to provide a safe environment. The request for confidentiality will be weighed against the following factors: the seriousness of the alleged conduct; whether there have been other complaints about the same individual; the University's responsibility to provide a safe working and learning environment and the responding party's right to receive information about the allegation(s). The University cannot ensure confidentiality nor can it ensure that a complaint will not be investigated.

The University will maintain as confidential any accommodations or protective measures provided to the reporting party, to the extent that maintaining such confidentiality would not impair the ability of the institution to provide the accommodation or protective measure.

Confidential Reporters

Certain professional counselors at the University are generally exempt from reporting confidential reports of sexual misconduct, other than to comply with federal crime reporting requirements as explained above. These professional counselors include certain psychiatrists, psychologists, and other mental health professionals affiliated with the University Counseling Center.

Exceptions to this confidentiality policy may occur in certain situations, for example, when an individual reports incidents of child abuse, or to comply with a court order. As appropriate, the counselors identified in the preceding paragraph will inform those they counsel of procedures for reporting crimes on a voluntary, anonymous basis to the University for inclusion in the annual security report.

Confidential Reporters

University of Baltimore Counseling Center Staff
1420 N. Charles Street, Academic Center, Room 111
410.837.5159
counseling@ubalt.edu

Dr. Myra Waters, Director, Psychologist - Counselor
mwaters@ubalt.edu

Dr. Marquette Turner, Psychologist - Counselor
mturner@ubalt.edu

Mr. Barachius “Chislon” Thomas, Psychologist – Counselor
bthomas@ubalt.edu

Record Keeping

The University will keep records of actions taken under this policy, including, but not limited to, records of any reports of sexual misconduct and records of any proceedings or resolutions.

V. Making a Complaint/Submitting a Report

A. STUDENT REPORTING PROCESS

A student who believes that s/he has experienced a sexual offense should report the incident to the Deputy Title IX Coordinator located in the Office of Community Life as soon as possible. A non-student who believes that s/he has experienced a sexual offense committed by a student should also report the incident to the Deputy Title IX Coordinator located in the Office of Community Life as soon as possible.

Informal Complaint

The University of Baltimore encourages informal resolution options when the parties desire to resolve the situation cooperatively, or when inappropriate behavior does not rise to the level of violation of UB policy, as determined by the Deputy Title IX Coordinator located in the Office of Community Life, but nonetheless is adversely affecting the University or educational environment.

Informal resolution may include an inquiry into the facts, but typically does not rise to the level of an investigation. Complaints of sexual assault are not permitted to be remedied with informal resolution processes.

Informal resolution may include, but is not limited to, options such as reassignment of class section, mediation, separation of the parties or referral of the parties to counseling programs. Situations that are resolved through informal resolution are usually subject to follow-up after a period of time to assure that resolution has been implemented effectively. Steps taken by the Dean of Students to help the parties achieve informal resolution will be documented. Some reports of discrimination or harassment may not be appropriate for informal resolution.

The reporting party does not have to attempt informal resolution prior to filing a formal complaint.

In response to reports of discrimination or sexual misconduct in cases where the reporting party does not wish to engage in informal resolution, where informal resolution is not appropriate, or in cases where attempts at informal resolution are unsuccessful, a formal investigation will be initiated.

Formal Complaint

When making a formal complaint, individuals will be asked to provide the complaint in writing containing the contact information of the person filing the complaint and a brief description of the alleged misconduct, including:

- when and where the alleged conduct occurred;
- the name(s) of the person(s) alleged to have violated the policy, if known;
- the names of any witnesses to the violation; and
- the relief requested.

Any formal complaint should be filed within ten (10) working days after the student becomes aware of the claimed violation. There is no statute of limitation on the length of time an individual has to make a complaint; however, allowing more time to pass may have an impact the University's ability to respond. Upon receiving the complaint, a copy of the statement will be provided, in writing, to any person(s) alleged to have violated any of the laws, regulations or policies within ten (10) working days of receiving the formal written complaint.

An investigation will be made of the complaint. The reporting party, responding party, and witnesses will be given the opportunity to submit relevant information. If a Title IX investigator has not already met with the reporting party, s/he will schedule a meeting. The purpose of this meeting is to provide the reporting party with a general understanding of these procedures and, if applicable, to identify forms of support or immediate intervention available to the reporting party, as appropriate, and to gather relevant information. The Title IX investigator will also meet in a preliminary manner with the respondent. The purpose of this meeting is to provide the responding party with a general understanding of these procedures and, if applicable, to identify forms of support available to the responding party, as appropriate, and to gather relevant information.

During the investigation, the University will take appropriate measures to ensure the safety of all involved parties to the greatest extent possible. Such measures may include protective orders, no contact orders, and changing of academic, transportation, and working situations, if such accommodation is reasonably available.

After preliminary meetings with the reporting party and the responding party, the Title IX investigator will review all relevant information, meet with all individuals involved, and consider all relevant facts and circumstances, such as the nature of the conduct, the context in which the conduct occurred, and the history of the conduct involving the parties. Both parties shall have the opportunity to see evidence that is collected by the Title IX investigator, including written statements made by a party or witness, unless such viewing is prohibited by law; these reviews shall occur before the Title IX investigator makes a final determination. All determinations regarding a violation of the Policy will be made based on a “preponderance of the evidence” standard.

The investigation will be completed within sixty (60) working days unless doing so would compromise the integrity of the investigation process or other extenuating circumstances exist.

After the investigation, both the reporting party and responding party will receive a document summarizing the Title IX investigator’s findings. The findings will state one of the following conclusions:

1. No violation of University policy has occurred, and the complaint is dismissed.
2. There has been a violation of law or University policy.

If the Title IX investigator concludes that there has been a violation of law or University policy, the Title IX investigator will then make a determination of an appropriate sanction(s), and will notify the parties of that sanction, unless such disclosure is prohibited by law. The range of student sanctions for those found responsible for sexual misconduct includes reprimand up to and including suspension, dismissal and expulsion.

Appeal: The final outcome of an investigation may be appealed by either party. A party wishing to appeal must submit a written request to the Title IX Coordinator within five (5) working days after the receipt of the determination or decision. The written request for an appeal must include an explanation of how the considerations for appeal have been met. The sole considerations for an appeal are limited to the following:

1. A procedural error or omission occurred that significantly impacted the outcome of the investigation. A written summary of this error or omission and its potential impact must be included.
2. Consideration of new evidence, unknown or unavailable during the original investigation that could substantially impact the original finding or sanction. A written summary of this new evidence and its potential impact must be included.

The Title IX Coordinator will decide the appeal after reviewing the full record relevant to the complaint. If appealing to the Title IX Coordinator will create a conflict of interest, the president of the University will designate an unbiased person to review the appeal. The Title IX Coordinator or the president’s designee will compose a written decision on the appeal within fifteen (15) working days of the filing of that appeal and provide it to the reporting and responding parties involved; this decision is the final outcome of the University process.

B. EMPLOYEE REPORTING PROCESS

An individual may file a complaint with the Deputy Title IX Coordinator located in the Office of Human Resources if the reporting party believes a sexual offense has been committed by a University employee or individual contracted with the University.

Informal Complaint

The University of Baltimore encourages informal resolution options when the parties desire to resolve the situation cooperatively, or when inappropriate behavior does not rise to the level of violation of UB policy, as determined by the Deputy Title IX Coordinator located in the Office of Human Resources, but nonetheless is adversely affecting the workplace or educational environment. Informal resolution may include an inquiry into the facts, but typically does not rise to the level of an investigation. Complaints of sexual assault are not permitted to be remedied with informal resolution processes.

Informal resolution may include, but is not limited to, options such as referral to another University office or program, mediation, separation of the parties or referral of the parties to counseling programs, informal and formal disciplinary action. Situations that are resolved through informal resolution are usually subject to follow-up after a period of time to assure that resolution has been implemented effectively. Steps taken by the Deputy Title IX Coordinator located in the Office of Human Resources to help the parties achieve informal resolution will be documented. Some reports of discrimination or harassment may not be appropriate for informal resolution.

The reporting party does not have to attempt informal resolution prior to filing a formal complaint.

In response to reports of discrimination or sexual misconduct in cases where the reporting party does not wish to engage in informal resolution, where informal resolution is not appropriate, or in cases where attempts at informal resolution are unsuccessful, a formal investigation will be initiated.

Formal Complaint

When making a formal complaint, individuals will be asked to provide the complaint in writing containing the contact information of the person filing the complaint and a brief description of the alleged misconduct, including:

- when and where the alleged conduct occurred;
- the name(s) of the person(s) alleged to have violated the policy, if known;
- the names of any witnesses to the violation; and
- the relief requested.

Any formal complaint should be filed within ten (10) working days after the individual becomes aware of the claimed offense. There is no statute of limitations on the length of time an individual has to make a claim; however, allowing more time to pass may have an impact on the University's ability to respond. Upon receiving the complaint, a copy of the statement will be provided, in writing, to any person(s) alleged to have violated any of the laws, regulations or policies within ten (10) working days of receiving the formal written complaint. In situations involving students, the Office of Community Life will be notified immediately upon receipt of the complaint.

An investigation will be made of the complaint. Reporting party, responding party, and witnesses will be given the opportunity to submit relevant information. If the Title IX Investigator has not already met with the reporting party, s/he will schedule a meeting. The purpose of the meeting is to provide the reporting party with a general understanding of the procedures and, if applicable, to identify

forms of support or immediate intervention available to the reporting party, as appropriate, and to gather relevant information. The Title IX investigator will also meet in a preliminary manner with the respondent. The purpose of this meeting is to provide the responding party with a general understanding of these procedures and, if applicable, to identify forms of support available to the responding party, as appropriate, and to gather relevant information.

During the investigation, the University of Baltimore will take appropriate measures to encourage the safety and security of all involved parties to the greatest extent possible. Such measures may include protective orders, no contact orders, and changing academic, transportation and working situations, if such accommodation is reasonable and available.

After preliminary meetings with the reporting party and the responding party, the Title IX investigator will review all relevant information, meet with all individuals involved, and consider all relevant facts and circumstances, such as the nature of the conduct, the context in which the conduct occurred, and the history of the conduct involving the parties. Both parties shall have the opportunity to see evidence that is collected by the Title IX investigator, including written statements made by a party or witness, unless such viewing is prohibited by law; these reviews shall occur before the Title IX investigator makes a final determination. All determinations regarding a violation of the policy will be made based on a “preponderance of the evidence” standard.

If, after the investigation described above, the Title IX investigator concludes that there has been no violation of University policy, the Title IX Investigator will notify the reporting party and responding party that the investigation is closed.

If the Title IX Investigator determines that sexual misconduct has occurred, the Deputy Title IX Coordinator will take steps to address the behavior and impose disciplinary action in accordance with applicable University policy and procedures. Disciplinary actions shall include, but not be limited to, reprimand, demotion, suspension without pay or recommendation for termination to prevent its recurrence.

The investigation will be completed within sixty (60) working days unless doing so would compromise the integrity of the investigation process or other extenuating circumstances exist.

If the Deputy Title IX Coordinator located in the Office of Human Resources determines that the complaint is false, all references to the complaint shall be expunged from the records of the responding party.

The reporting and responding parties will be notified, in writing, about the outcome of the complaint.

Appeal: The final outcome of an investigation may be appealed by either party. A party wishing to appeal must submit a written request to the Title IX Coordinator within five (5) working days after the receipt of the determination or decision. The written request for an appeal must include an explanation of how the considerations for appeal have been met. The sole considerations for an appeal are limited to the following:

1. A procedural error or omission occurred that significantly impacted the outcome of the investigation. A written summary inclusive of this error or omission and its potential impact must be included.

2. Consideration of new evidence, unknown or unavailable during the original investigation, which could substantially impact the original finding or disciplinary action. A written summary inclusive of this new evidence and its potential impact must be included.

The Title IX Coordinator will decide on an appeal after reviewing the full record relevant to the grievance. If appealing to the Title IX Coordinator will create a conflict of interest, the -president of the University will designate an unbiased person to review the appeal. The Title IX Coordinator or the president's designee will make a written decision on the appeal within fifteen (15) working days of the filing of that appeal and will provide it to the reporting and responding parties involved; this decision is the final outcome of the University process.

VI. Support for Parties Involved

The University is aware that a reporting party of, or witness to, sexual violence may be uncertain, confused, and/or unaware of the criminal and civil procedures, the internal University Title IX reporting and investigative process, or the many medical, emotional, trauma, and counseling support groups and services that are available.

In order to provide resources and to help lessen the concerns of a reporting party/witness or a responding party, services are available that can provide support to mentor a reporting party or witness through the various processes or services. An individual having the need for assistance or information may at any time contact:

Available On-Campus Services include:

Office of Community Life and the Dean of Students

1420 N. Charles Street, Academic Center, Room 112

410.837.4755

communitylife@ubalt.edu

Office of Human Resources

1319 N. Charles Street, Charles Royal Building, Third Floor

410.837.5410

hr@ubalt.edu

Counseling Center

1420 N. Charles Street, Academic Center, Room 111

410.837.5159

counseling@ubalt.edu

University of Baltimore Police Department

1319 N. Charles Street, Charles Royal Building, First Floor

410.837.4444

ubpolicedepartment@ubalt.edu

INOVA Employee Assistance Program

800.346.0110

877.845.6465 (ITTD for hearing impaired)

Available Off-Campus Services include:

TurnAround, Inc.

443.279.0379

www.turnaround.org

**Local Crisis Centers for Sexual Assault and Intimate Partner Violence with
24 Hour Hotlines and Trained Advocates Offer Confidential Support and Information:**

National Domestic Violence Hotline

410.889.SAFE

Maryland Domestic Violence Hotline

1.800.MD.HELPS

House of Ruth

1.888.880.7884

Medical Attention, Hospitals Offering a SAFE Exam (Sexual Assault Forensic Evidence):

Greater Baltimore Medical Center	443.849.2226
Mercy Hospital	410.332.9499
Baltimore City/County Police	911
Sexual Assault Legal Institute	877.496.7254
Baltimore City Protection Order Advocacy & Representation Project	410.783.0377
Baltimore County Protection Order Advocacy & Representation Project	410.887.3162

Individuals may also seek a protective order from the District Court in accordance with the provisions of Title 3, Subtitle 15 of the Courts and Judicial Proceedings of the Maryland Code, or a protective order or temporary protective order in accordance with Title 4, Subtitle 5 of the Family Law Article of the Maryland Code.

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