



UMBC

Office of Equity and Inclusion

Know Your Rights: Title IX & Sexual and Gender Based Violence Reporting

How do I report?

Use our online reporting form

Email us or call us:

Office of Equity and Inclusion

OEI@umbc.edu

410.455.2735

Mikhel Kushner, Title IX Coordinator

TitleIXCoordinator@umbc.edu

410.455.1250

Visit us in person on the 9th Floor of the Administration Building

What can I report?

Sexual Coercion

Sexual Assault

Sexual Intimidation

Sexual Exploitation

Relationship Violence

Interpersonal Violence

Stalking

Domestic Violence

Cyber Stalking

Cyber Harassment

Harassment or discrimination on the basis of:

Sex

Gender

Gender Expression

Gender Identity

Sexual Orientation

Pregnancy

What if I need medical attention?

If you are in danger or need immediate medical care – CALL 911
If possible, quickly get to a safe place

If you have experienced *any kind of sexual violence* consider getting a SAFE.

What is a SAFE?

A Sexual Assault Forensic Exam (SAFE) is a medical exam performed by a trained SAFE examiner. A SAFE allows a medical professional to assess your physical health needs while also collecting and preserving evidence, and documenting injuries. All of this information is saved in case you want to report to law enforcement. The SAFE should be performed **within 120 hours/5 days** of the sexual violence.

Completing a SAFE does not require that a police report is filed or that a report to the University is made.

You can accept or decline any part of the SAFE and you are allowed to bring a support person with you to the exam.

How do I get a SAFE?

You are guaranteed free transportation to obtain a SAFE and a free SAFE. Transportation to a SAFE can be arranged through contacting:

Title IX Coordinator 410.455.8800 | The Women's Center 410.455.2714 | University Health Services 410.455.2542

For after-hours requests call the UMBC Police 410.455.5555

*No charges/reports need to be filed with the UMBC Police to access this free transportation service

Where can I get a SAFE?

Greater Baltimore Medical Center

(~20 miles from Main Campus)
6701 N. Charles Street
Towson, MD 21204
24/7 Emergency Department:
443.849.2225

Howard General Hospital

(~16 miles from Main Campus)
5755 Cedar Lane Hospital
Columbia MD, 21044
Emergency Room and SAFE
Program: 410.740.7778

Saint Agnes Hospital

(~3.6 miles from Main Campus)
900 South Caton Avenue
Baltimore, MD 21229
24/7 Emergency Department:
667.234.6000

*Although Saint Agnes is the
closest option, they do not have a
standing SAFE program, and will
have to bring in a SAFE nurse from
another hospital.*

*The wait to obtain a SAFE may be
shorter at other locations.*

Mercy Medical Center

(~9.4 miles from Main Campus)
345 St Paul Pl.
Baltimore, MD 21202
Forensic Nurse Examiner
Program 410.332.9494

Adventist Healthcare Shady Grove Medical Center

(~1 mile from Shady Grove)
9901 Medical Center Drive
Rockville, MD 20850
Forensic Medical Unit:
240.826.6000

What happens at a SAFE?

Before

- If possible, call ahead to the hospital so that the SAFE examiner can meet you in the Emergency Department
- If you can, please do not bathe, douche, smoke, use the toilet, or clean the location where the incident occurred before you go to the exam.
- Save items you were wearing, and any sheets or towels in a paper bag, or go to the hospital in the clothing worn during the assault and bring a change of clothes with you

During

The SAFE examiner will:

- Collect some basic information about your medical history and spend time documenting information about the assault for the evidence collection kit
- Conduct a thorough physical exam, including an internal examination, to look for injuries
- Collect and preserve evidence from the body, which may include blood, urine, hair, and oral, vaginal, and/or anal specimen
- Take photos of any injuries, such as bruises, cuts, scrapes, or bite marks, and collect clothing worn during the assault
- Provide medical treatment including information and/or medications to prevent sexually transmitted infections
- Provide referrals for counseling, community resources, and follow-up medical care

After

- You may be given prescriptions that need to be filled at a local pharmacy
- You may be encouraged to seek follow-up medical assistance
- Save any relevant text messages, records of phone calls, emails, pictures, notes, or gifts that could be used if you choose to make a report to UMBC or the police, or to obtain a protective order, should you choose to do so.

For more information about SAFE locations visit: [MCASA.org/Survivors/Getting-Medical-Attention](https://www.mcasa.org/Survivors/Getting-Medical-Attention)

When I submit a report, what rights do I have?

When UMBC receives a report of sexual misconduct (sexual assault, stalking, cyberstalking, sexual exploitation sexual coercion, and/or sexual harassment), intimate partner violence, or other related misconduct such as retaliation, **everyone involved in the report has the right to:**

1

Treatment with dignity, respect, and sensitivity by the all of the people at UMBC who are involved in your case

Fair and impartial (not biased) review and response to all concerns and reports

2

3

An explanation of how confidentiality works throughout the process.

This includes notification at any time during the process that information *must* be shared with more people than originally agreed to

The ability to choose whether or not to file a report with law enforcement except when UMBC officials determine they must notify law enforcement because there is an imminent (immediate) risk of harm to an individual or the community

If a report *must* be filed, you have the right to decline personal participation in a police investigation

4

5

Access to law enforcement to file a report with or without support from OEI or other UMBC community members

Access to information and the ability to ask questions about all formal and informal options for resolving the report.

6

An explanation of protective and supportive measures, and the opportunity to request those measures

7

Accommodations (such as protective or supportive measures) are available at any time and cannot be limited based on how much someone participates in an investigation, how interested someone is in having an investigation, or their interest in coming to a formal or informal resolution

A resolution to the report that sticks to the timelines outlined in UMBC's policy, is fair and not biased, and allows everyone involved to be heard

8

9

Written notification that is prompt and fair and includes:

- What was reported including the date, time and location (if known) and the possible sanctions associated with what was reported
- Information about rights under UMBC's policy and information about additional potential ways to address the situation including criminal charges or civil lawsuits.
- The date, time, and location of each hearing, meeting, and/or interview that takes place during the process that participants can or must attend
- Any final decision about whether a policy violation occurred and information about why that decision was made
- The details of any sanctions that come with the final decision (if the law allows -- this is not always the case)
- Information about the right to appeal and a description of the appeal process (only for a formal investigation)

Ongoing assistance from and access to a support person and/or advisor who can be a licensed attorney, an advocate supervised by an attorney, or a trained advocate for the whole process, including a formal investigation. The support person or advisor can:

- Come to hearings, meetings, and interviews with you
- Privately consult with you during meetings and interviews, except during questioning at a hearing
- Help you use your rights during the process

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These rights apply throughout the entire process including throughout a formal investigation process

When I submit a report, what rights do I have?

If the person/people who perpetuated harm (responding party) is a student, staff or faculty member at UMBC, **everyone involved in the case has the right to:**

Informal resolution tools such as mediation **only if** (1) the report *does not* involve sexual assault or sexual coercion; (2) the person who experienced harm asks for an informal resolution; (3) everyone involved in report & the Office of Equity and Inclusion agree to an informal process; and (4) UMBC provides trained staff for the informal resolution process. **Anyone involved can end the informal resolution process at any time and choose to switch to a formal investigation.**

A formal investigation with the option for full participation by everyone involved to include:

- Opportunity to be heard through the process, as well as to review and provide written response to reports and proposed findings.
- Ability to submit evidence, witness lists, and suggest specific questions to be asked to the other party
- Access to the case file including any evidence from the investigation that the decision-maker will consider (some information will be kept out of the file as required by law)
- Option to participate without being required to be in the physical presence of the other party
- Opportunity to appeal the final decision or sanctions
- Assurance that, except for minor necessary delays, UMBC review will continue parallel to any investigation by law enforcement or other outside agencies.



UMBC

Campus Resources

Confidential Resources Counseling Services

UMBC Counseling Center

Counseling and mental health services for students provided by licensed professionals (on-call after hours), including referrals to off-campus services for students

410.455.2472

Universities at Shady Grove Center for Counseling and Consultation

Comprehensive counseling, psychological, and consultative services to the students, faculty, and staff at the USG campus

301.738.6273

Interfaith Center

Provides space for students, staff and faculty from all religious and spiritual backgrounds to meet, worship, discuss, and celebrate their individual and collective faiths and belief systems.

*Only Pastoral Counselors are Confidential.
All other staff are non-confidential resources*

410.455.3657

Employee Assistance Program

Provides counseling, support, and assistance for employees, as well as access to online resources.

1.855.410.7628

TTY# for the hearing impaired:

1.800.697.0353.

Confidential Resources Medical Services

University Health Services

Provides free medical exams, including STI/HIV and pregnancy testing for members of the UMBC community by licensed professionals

Note: UHS cannot provide a SAFE

410.455.2542

Conversations with these Confidential Resources will not trigger a report to the Title IX Coordinator or otherwise be shared. The only exceptions are when there is clear and imminent danger that someone's life is at risk, there is apparent or suspected abuse of a child or dependent adult, or there is a legal obligation to reveal such information under an enforceable court order.

Quasi-Confidential Resources

Conversations with a Quasi-Confidential Resource may remain confidential unless, there is a continuing threat of harm, or there is a legal obligation to reveal such information. Otherwise, Quasi-Confidential Resources will report incidents, but are not required to share any identifying information with the University's Title IX Coordinator.

At UMBC, Athletic trainers as well as the staff of the Women's Center are quasi-confidential resources.

Women's Center at UMBC

Advances gender equity and an inclusive campus climate through co-curricular programming, support services, and advocacy for marginalized individuals and communities and cultivates a survivor-responsive campus as a means to address sexual violence. Professional staff can meet with UMBC community members to provide support via appointments or walk-in as staff are available.

The Women's Center also offers several discussion-based programs: a weekly discussion group for students; **We Believe You**: for survivors of sexual violence/power-based violence; **Between Women**: for women students who identify as LGBTQIA+ spectrum; **Women of Color Coalition**: for self-identified women of color students, faculty, and staff; and more. 410.455.2714

Additional UMBC Resources

Title IX Coordinator

Direct resource for support and information related to concerns and reports of sexual violence and harassment and other forms of sex and gender-based violence impacting community member access to their academic program, workplace, or UMBC services and programs generally. Contact point for required reporting and questions about UMBC's Sexual Misconduct Policy, including informal resolution options, formal resolution through investigation, interim protective or supportive measures, and general support & resources.

410.455.1250

UMBC Police

24-hour police services and emergency response, acts as liaison with other agencies (e.g. courts system, medical facilities, criminal investigations), including protective order registration for on-campus enforcement and campus escorts, 410.455.5555

Universities at Shady Grove Public Safety and Security

24-hour campus security and emergency response, acts as liaison with local police and UMBC Police, including protective order registration for on-campus enforcement and campus escorts. 301.738.6065

UMBC Student Affairs: Addresses a wide-variety of student concerns, including student life, housing, health/mental health, and student care and misconduct. 410.455.2393

UMBC Residential Life: Provides facilities, services, and programs that support the academic mission of the institution and enhance the quality of life for students that live on campus. 410.455.2591

Initiatives for Identity, Inclusion & Belonging:

Dedicated to creating an environment that supports cross-cultural education and collaboration and celebrating cultural diversity, equality, and social justice. 410.455.2686.

Office for Academic and Preprofessional Advising:

Provides assistance to students experiencing academic difficulty. 410.455.2729

Non-Confidential Resources

Office of Accessibility and Student Disability Services

Coordinates reasonable accommodations for students, faculty, and staff with disabilities, "qualified" under the Americans with Disabilities Act (ADA and ADAA) and Section 504 of the Rehabilitation Act of 1973, who request and are eligible for services. 410.455.2459

International Education Services: Provides activities, services and advising on visa related matters, for study abroad students, international students, international faculty, researchers and scholars at UMBC. 410.455.2624

UMBC Human Resources: Provides professional services and information to employees regarding benefits, compensation & classification, and employee relations. 410.455.2337

Maryland Resources

Maryland Coalition Against Sexual Assault:
301.565.2277

Directory of Maryland Sexual Assault Crisis Centers

The Maryland Collaborative

TurnAround, Inc.: 24-hour hotline: 443.279.0379

Sexual Assault Legal Institute of Maryland:
301.565.2277 or toll-free 877.496.SALI

Women's Law Center of Maryland

Provides help with sexual violence and intimate partner violence issues

Multi-Ethnic Domestic Violence Project (MEDOVI)

Provides immigration legal services to foreign-born Maryland residents who have experienced domestic violence, sexual assault and/or human sex trafficking

Maryland Network Against Domestic Violence:
301.429.3601

Directory of Maryland Domestic Violence Centers

HopeWorks: 24-hour helpline: 410.997.2272 or 1.800.752.0191

House of Ruth: 24-hour hotline: 410.889.7884 or toll-free legal hotline 1.888.880.7884

Muslimat Al-Nisaa Shelter: Shelter and resources for Muslim women and children

Baltimore County Domestic Violence Referral Program: 24-hour hotline: 410.828.6390

Family and Children's Services (Baltimore County): 410.281.1334

Asian/Pacific Islander Domestic Violence Resource Project (DVRP): 202.833.2233

Sexual Assault

Relationship Violence

National Resources

Sexual Assault

National Sexual Violence Resource Center:
Directory of state coalitions

Rape, Abuse, and Incest National Network (RAINN): Sexual Assault Hotline: 24-hour hotline: 1.800.656.4673
[Online chat hotline](#)

Stalking

Stalking Prevention Awareness and Resource Center (SPARC)

Safe Horizon

Relationship Violence

National Domestic Violence Hotline:
Directory of state coalitions
24-hour hotline: 1.800.799.7233 | [Online chat](#)

National Teen Dating Helpline:
24-hour hotline: 1.866.331.9474 | [Online chat](#)

GLBT National Help Center:
Hotline: 1.888.843.4564 | [Online chat](#)

Stronghearts Native Helpline
Hotline: 1-844-762-8483

Project Sakinah