

Title IX Policy

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I. POLICY STATEMENT

Chesapeake College prohibits all forms of sex and gender-based harassment and discrimination (including when based on sexual orientation, gender identity, sex characteristics, and pregnancy), including but not limited to, acts of sexual violence, sexual harassment, domestic violence, dating violence, and stalking. The College is committed to addressing all alleged incidents of sexual harassment and discrimination, preventing their reoccurrence, and remedying any effects.

The College is committed to addressing all alleged incidents of sexual harassment and discrimination, preventing their reoccurrence, and remedying any effects. This policy is in accordance with 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.”), as amended effective August 1, 2024, and applies to conduct which occurs on Chesapeake College property or at College-sanctioned events or programs that take place off campus, including trips or internships.

For alleged incidents of sex discrimination or sexual harassment occurring prior to August 1, 2024, the policy and procedures in place at the time of the alleged incident apply. Applicable versions of those policies and procedures are available upon request from the Title IX Coordinator.

All members of the College community are responsible for demonstrating responsibility, civility, and respect in their behavior. The College will promote a climate that is free from sex discrimination and harassment through education and prevention programs as well as timely and thorough response to reported violations of this Policy.

Any employee, student, vendor, or affiliated person who engages in conduct in violation of this Policy will be subject to disciplinary action, including but not limited to, dismissal from a class, suspension from the College, or permanent expulsion, or, in the case of employees, termination of employment.

All College community members are expected to comply with College policies related to sex discrimination regardless of sex, sexual orientation, gender identity, or gender expression. This includes all College students, College faculty, and College staff, as well as third Parties and contractors under the College’s control. Violations of the Policy may occur between individuals or groups of individuals of any sexual orientation or actual or perceived gender identity.

A. Prohibition of Sexual Harassment, Sex Discrimination, and Retaliation

Chesapeake College prohibits discrimination on the basis of sex and prohibits all forms of sexual and gender-based harassment and discrimination in any education program or activity that the College operates, as required by Title IX, including but not limited to admissions and employment, acts of sexual violence, sexual harassment, domestic violence, dating violence, and stalking.

This Policy applies to all sex discrimination occurring under the College's education programs and activities in the United States. Conduct that occurs under the College's education programs or activities includes but is not limited to conduct that occurs in a building owned or controlled by a student organization that is officially recognized by the College and conduct that is subject to the College's disciplinary authority. The College has an obligation to address a sex-based hostile environment under its education programs and activities, even when some conduct alleged to be contributing to the hostile environment occurred outside the College's education program or activity or outside the United States.

The College is committed to addressing all alleged incidents of sexual harassment and discrimination, preventing their reoccurrence, and remedying any effects. Discrimination on the basis of sex includes discrimination on the basis of sex stereotypes, sex characteristics, parental, family, or marital status, pregnancy or related conditions, sexual orientation, and gender identity.

The College also prohibits retaliation in any form against a complainant, respondent, witness, investigator or any person associated with a report.

Pursuant to Title IX and this Policy, no person shall, on the basis of sex, be denied admission, be excluded from participation in, be denied the benefits of, or otherwise be subjected to discrimination under any academic, extracurricular, research, occupational training, or other education program or activity operated by the College or be subjected by the College to discrimination in admission.

B. Application of this Policy

This Policy applies to (1) all students, faculty, staff, and third Parties under the College's control; (2) any College-owned or College-managed facility or property; (3) any College sponsored, recognized, or approved program, visit, or activity regardless of location; (4) any policy-defined misconduct that impedes equal access to any College program or activity; (5) any policy-defined act of sexual harassment and sex discrimination that adversely impacts the health, safety, and/or employment of a member of the College community.

The College shall provide notice of this Policy to students, employees, applicants, and other relevant persons. Application of this Policy may directly or indirectly require the application of other institutional policies; nothing in this Policy shall be construed to prohibit the application of related policies which include, but are not limited to, the policies listed here. If the application of this Policy conflicts with the application of another institutional policy, the College will make a good-faith effort to comply with all mandates; however, this Policy shall take precedence unless otherwise required by law.

Related policies include, but are not limited to: [the Student Code of Conduct](#), [Non-Discrimination and Non-Retaliation Policy](#), [Admissions Policy](#), and [FERPA Policy](#).

C. Policy Changes

Substantive changes to this Policy require approval by the Board of Trustees; editorial changes, title/position changes, and/or changes to its implementing procedures may be made as required by federal or state mandate and/or institutional need with timely notice to students and employees.

II. RESPONSIBILITIES

A. Individual Obligations

- i. Do not commit any acts of sexual harassment or sex discrimination.
- ii. Participate in campus events and programs designed to educate students and employees about Title IX. The College is an educational institution that is learner centered, so we urge you to learn.
- iii. Report any acts of sexual harassment or sex discrimination.
- iv. Participate in any proceeding for which you receive notification.
- v. Do not retaliate against any person who reports and/or cooperates with an investigation.

B. Institutional Obligations

- i. If sexual harassment and/or sex discrimination occurs, the College, upon knowledge of conduct that reasonably may constitute sex discrimination in its education program or activity must respond promptly and effectively, and take immediate, appropriate steps to end the harassment and/or discrimination, to prevent its recurrence, and to remedy its effects.
- ii. The College encourages any crime to be reported to the appropriate law enforcement agency, will cooperate with criminal investigations to the greatest extent permitted by law, and comply with all Clery mandated data collection and reporting requirements.

The College's institutional response to sexual harassment and/or sex discrimination is independent of any law enforcement and/or court action.

- iii. All College employees, except for designated "confidential employees" are required to report any sexual harassment and/or sex discrimination in accordance with the procedures specified below. Any non-confidential employee who either has authority to take corrective action on behalf of the College or has responsibility for administrative leadership, teaching, or advising in the College's education program or activity must notify the Title IX Coordinator if they have information about conduct that reasonably may constitute sex discrimination. All other non-confidential employees are obligated to either notify the Title IX Coordinator or provide the contact information of the Title IX Coordinator and information about how to make a complaint

of sex discrimination to any person who provides the employee with information about conduct that reasonably may constitute sex discrimination.

- iv. The College will provide prevention and awareness education to students, faculty, staff, and other relevant Parties. This education shall be designed to inform the campus community about what constitutes sexual harassment and sex discrimination, how to reduce the occurrence of sexual harassment and sex discrimination, safe bystander interventions, consequences of engaging in sexual harassment and sex discrimination, and how to report sexual harassment and sex discrimination. The College shall also secure or provide annual training for College employees who are charged with responding to, investigating, and/or adjudicating sexual harassment and sex discrimination.

The College has adopted comprehensive procedures to implement this Policy. Information related to Title IX compliance may be found at [here](#). If you have any questions or concerns or if you need to make a complaint, please complete the [incident reporting form](#) or contact the College's Title IX Coordinator or Title IX Deputy Coordinator (contact information below). In addition, inquiries about Title IX may be referred to the [U.S. Department of Education's Office of Civil Rights](#).

C. Title IX Coordinator and Team

- i. The College's Title IX Coordinator is responsible for the College's compliance with federal and state laws and/or regulations related to Title IX and the Clery Act as enacted in the Title IX Policy and these procedures. The Coordinator has oversight over the entire Title IX process, including taking complaints, initial notification of the Parties, implementing supportive measures, implementing informal resolutions where indicated, referring to formal investigation, and implementing the outcome.
- ii. The College may identify additional qualified College employees to function as Title IX officers or team members to assist with the implementation of these procedures and to conduct investigations as needed; contact information for these employees will also be published in appropriate materials. Inquiries concerning the application of Title IX may be referred to the Title IX Coordinator.
- iii. The College requires that any Title IX Coordinator, investigator, or decision-maker not have a conflict of interest or bias for or against complainants or respondents generally or an individual complainant or respondent. A decision-maker may be the same person as the Title IX Coordinator or investigator.
- iv. No individual designated as a Title IX Coordinator, investigator, decision-maker, or any person to facilitate an informal resolution process may have a conflict of interest or bias for or against complainants or respondents generally or an individual complainant or respondent.

Title IX Coordinator

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1000 College Circle, Wye Mills, MD 21679
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Title IX Deputy Coordinator

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Attorney Representation Resources – See RESOURCES (Section F)

Law Enforcement and Medical Services – See RESOURCES (Section F)

Always dial 911 in an Emergency!

D. PROCEDURES

A. Notification Requirements

Except as noted below, all Chesapeake College employees are required to report any sexual harassment or sex discrimination. Reports should be made to the Title IX Coordinator, Title IX Deputy Coordinator, Public Safety, or other identified Title IX official. Any person with information about sexual harassment and/or sex discrimination should report it to any of the above-referenced officials.

The College will assist any person needing assistance to make a report or complaint. The College strongly encourages any person who is a victim of or who witnesses any crime to contact law enforcement and/or call 911 immediately.

- i. Confidential Employees. The College will notify all participants in its education program or activity of how to contact its confidential resources, if any, excluding any employee whose confidential status is only with respect to their conducting an Institutional Review Board-approved human-subjects research study designed to gather information about sex discrimination as set out in the definition of confidential employee in Title IX regulations.

Confidential resources are available through For All Seasons at <https://www.chesapeake.edu/students/mental-health-resources> or 410.822.1018.

Confidential resources must explain to any person who informs them of conduct that reasonably may constitute sex discrimination under Title IX:

- a. Of their status as confidential for purposes for purposes of this procedure, including the circumstances in which the employee is not required to notify the Title IX Coordinator about conduct that reasonably may constitute sex discrimination;
- b. How to contact the College's Title IX Coordinator and how to make a complaint of sex discrimination; and
- c. That the Title IX Coordinator may be able to offer and coordinate supportive measures, as well as initiate an informal resolution process or an investigation under the grievance procedures.

ii. **Non-Confidential Employees**

- a. Any non-confidential employee who either has authority to take corrective action on behalf of the College or has responsibility for administrative leadership, teaching, or advising in the College's education program or activity must notify the Title IX Coordinator if they have information about conduct that reasonably may constitute sex discrimination.
- b. All other non-confidential employees are obligated to either notify the Title IX Coordinator or provide the contact information of the Title IX Coordinator and information about how to make a complaint of sex discrimination to any person who provides the employee with information about conduct that reasonably may constitute sex discrimination.
- c. The requirements in the paragraphs immediately above do not apply to an employee who has personally been subject to conduct that reasonably may constitute sex discrimination under Title IX.

B. Reporting Guidelines

Who may file a report or complaint?

Anyone – oral and written reports and complaints are acceptable.

To whom is a report/complaint given?

Title IX Coordinator, Title IX Deputy Coordinator, Public Safety, members of the Title IX team, or the Office of Student Affairs.

How may I file a report/complaint?

By telephone, email, reporting form, or in person. Confidentiality will be protected to the greatest extent possible.

Do I have to give my name?

If you are an employee forwarding a report/complaint from a complainant or other person with knowledge, your name and contact information is required. If you are a complainant or other person with knowledge, providing your name and contact information will help the College take the appropriate action; anonymous reports will be accepted but are much more difficult to resolve.

Confidentiality will be protected by the Title IX Coordinator, Title IX Deputy Coordinator, and/or Title IX investigators and team members to the greatest extent possible.

Can I get in trouble for reporting?

No. Chesapeake College prohibits retaliation in any form and against any person. Also, the College will not initiate disciplinary action consistent with Amnesty provisions described in this Procedure.

How can I report an incident or make a complaint?

In accordance with Title IX enforcement, Chesapeake College provides a procedure for students filing a complaint against other Chesapeake College students; Chesapeake College employees; or a third party associated with the College (such as vendors and their employees or campus visitors). ***This [form](https://cm.maxient.com/reportingform.php?ChesapeakeCollege&layout_id=0) should be used to report Title IX issues raised by students. The form can be found on our website at: https://cm.maxient.com/reportingform.php?ChesapeakeCollege&layout_id=0.***

Please complete this form and submit for processing. A printed copy of the form may also be submitted to the Title IX Coordinator or Title IX Deputy Coordinator.

C. Complaints

To report information about conduct that may constitute sex discrimination or make a complaint of sex discrimination under Title IX, please refer to the College's Title IX resources.

- i. When notified of conduct that reasonably may constitute sex discrimination under Title IX or Title IX regulations, the College's Title IX Coordinator, must take the following actions to promptly and effectively end any sex discrimination in its education program or activity, prevent its recurrence, and remedy its effects:
 - a. Treat the complainant and respondent equitably;
 - b. Offer and coordinate supportive measures, as appropriate, for the complainant. In addition, if the College has initiated grievance procedures or offered an informal resolution process, offer and coordinate supportive measures, as appropriate, for the respondent;
 - c. Notify the complainant or, if the complainant is unknown, the individual who reported the conduct, of the grievance procedures under this policy and the informal resolution process, if available and appropriate; and if a complaint is made, notify the respondent of the grievance procedures under this policy and the informal resolution process, if available and appropriate;
 - d. In response to a complaint, initiate the grievance procedures or the informal resolution process, if available and appropriate and requested by all Parties;

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- e. In the absence of a complaint or the withdrawal of any or all of the allegations in a complaint, and in the absence or termination of an informal resolution process, determine whether to initiate a complaint of sex discrimination that complies with the grievance procedures (below).
 - ii. The following people have a right to make a complaint of sex discrimination, including complaints of sex-based harassment, requesting that Chesapeake College investigate and make a determination about alleged discrimination under Title IX:
 - a. A “complainant” which includes a student or employee of the College who is alleged to have been subjected to conduct that could constitute sex discrimination under Title IX;
 - b. A person other than a student or employee of the College who is alleged to have been subjected to conduct that could constitute sex discrimination under Title IX at a time when that individual was participating or attempting to participate in the College’s education program or activity;
 - c. A parent, guardian, or other authorized legal representative with the legal right to act on behalf of the complainant; or,
 - d. The College’s Title IX Coordinator.
 - iii. With respect to complaints of sex discrimination other than sex-based harassment, in addition to the persons listed in above, any student or employee, and any person other than a student or employee who was participating or attempting to participate in the recipient’s education program or activity at the time of the alleged sex discrimination may make a complaint.
 - iv. Consolidation of Complaints. Chesapeake College may consolidate complaints of sex discrimination against more than one respondent, or by more than one complainant against one or more respondents, or by one party against another party, when the allegations of sex discrimination arise out of the same facts or circumstances. When more than one complainant or more than one respondent is involved, references below to a party, complainant, or respondent include the plural, as applicable.
 - v. Principles
 - a. The College will treat complainants and respondents equitably.
 - b. The College presumes that the respondent is not responsible for the alleged sex discrimination until a determination is made at the conclusion of its grievance procedures.
 - c. The College will make a good faith effort to complete the resolution process within sixty to ninety (60-90) business days, including any appeals, which may be extended, as necessary, for appropriate cause. The Parties will receive regular updates on the progress of the Resolution Process, as well as notification and a rationale for any extensions or delays, and an estimate of how much additional time will be needed to complete the process.

1. Investigations are completed expeditiously, normally within sixty (60) business days, though some investigations may take longer, depending on issues such as the nature, extent, and complexity of the allegations, witness availability, law enforcement involvement, and other factors.
2. If a party or witness chooses not to participate in the Resolution Process or becomes unresponsive, the College reserves the right to continue it without their participation to ensure a prompt resolution. Non-participatory or unresponsive Parties retain the rights outlined in this Policy and the opportunity to participate in the Resolution Process.
3. The College may undertake a short delay in its investigation (several days to a few weeks) if circumstances require. Such circumstances include but are not limited to a request from law enforcement to temporarily delay the investigation, the need for language assistance, the absence of Parties and/or witnesses, and/or health conditions. The College will promptly resume its Resolution Process as soon as feasible. During such a delay, the College will implement and maintain supportive measures for the Parties as deemed appropriate.
4. The College's action(s) or processes are not typically altered or precluded on the grounds that civil or criminal charges involving the underlying incident(s) have been filed or that criminal charges have been dismissed or reduced.
5. The Recipient will make a good faith effort to complete the Resolution Process as promptly as circumstances permit and will regularly communicate with the Parties to update them on the progress and timing of the process.

D. Notice of Allegations

- i. Upon initiation of the College's Title IX grievance procedures, the College will notify the Parties in writing of the following with sufficient time for the Parties to prepare a response before any initial interview:
 - a. The College's Title IX grievance procedures and any informal resolution process;
 - b. Sufficient information available at the time to allow the Parties to respond to the allegations, including the identities of the Parties involved in the incident(s), the conduct alleged to constitute sex-based harassment, and the date(s) and location(s) of the alleged incident(s);
 - c. Retaliation is prohibited;
 - d. The respondent is presumed not responsible for the alleged sex-based harassment until a determination is made at the conclusion of the grievance procedures. Prior to such a

- determination, the Parties will have an opportunity to present relevant and not otherwise impermissible evidence to a trained, impartial decision-maker;
- e. The Parties may have an advisor of their choice who may be, but is not required to be, an attorney;
 - f. The Parties are entitled to an equal opportunity to access the relevant and not otherwise impermissible evidence or an accurate description of this evidence.
 - g. Section 7 of the College's Code of Conduct prohibits knowingly making false statements or knowingly submitting false information during the grievance procedures.
- ii. If, in the course of an investigation, the College decides to investigate additional allegations of sex-based discrimination or harassment by the respondent toward the complainant that are not included in the notice provided or that are included in a complaint that is consolidated, the College will notify the Parties of the additional allegations.
 - iii. The College will provide to a party whose participation is invited or expected, written notice of the date, time, location, participants, and purpose of all meetings or proceedings with sufficient time for the party to prepare to participate.
 - iv. The College will provide the Parties with the same opportunities to be accompanied to any meeting or proceeding by the advisor of their choice, who may be, but is not required to be, an attorney. The College will not limit the choice or presence of the advisor for the complainant or respondent in any meeting or proceeding. The College may establish restrictions regarding the extent to which the advisor may participate in these grievance procedures, as long as the restrictions apply equally to the Parties.

E. Investigation

- i. Chesapeake College will provide for adequate, reliable, and impartial investigation of complaints. The burden is on Chesapeake College, not on the Parties, to conduct an investigation that gathers sufficient evidence to determine whether sex discrimination occurred.
- ii. The College will provide an equal opportunity for the Parties to present fact witnesses and other inculpatory and exculpatory evidence that are relevant and not otherwise impermissible.
- iii. The College will review all evidence gathered through the investigation and determine what evidence is relevant and what evidence is impermissible regardless of relevance.
- iv. The College will provide each party with an equal opportunity to access the evidence that is relevant to the allegations of sex discrimination and not otherwise impermissible, in the following manner:

1. The College will provide an equal opportunity to access either the relevant and not otherwise impermissible evidence, or an accurate description of this evidence. If the College provides a description of the evidence, the College will provide the Parties with an equal opportunity to access the relevant and not otherwise impermissible evidence upon the request of any party;
2. The College will provide a reasonable opportunity to respond to the evidence or the accurate description of the evidence; and
3. The College will take reasonable steps to prevent and address the Parties' unauthorized disclosure of information and evidence obtained solely through the grievance procedures. Disclosures of such information and evidence for purposes of administrative proceedings or litigation related to the complaint of sex discrimination are authorized.

F. Title IX Grievance Process

Chesapeake College has adopted Title IX grievance procedures that provide for the prompt and equitable resolution of complaints made by students, employees, or other individuals who are participating or attempting to participate in its education program or activity, or by the Title IX Coordinator, alleging any action that would be prohibited by Title IX or the Title IX regulations.

The College has established the following process that allows for the reasonable extension of timeframes on a case-by-case basis for good cause with written notice to the Parties that includes the reason for the delay.

Certain College employees, or designees, who are trained in conducting a formal investigation may be designated by the Title IX Coordinator to investigate matters.

The College will seek to conclude the Formal Resolution Grievance Procedure within sixty (60) to ninety (90) work days after receiving a formal complaint. The time frame may be extended by the College for good cause, in which case written notice will be provided to the complainant and respondent that includes reasons for the extension.

The College may seek appropriate legal sufficiency review by counsel prior to any final decision.

- i. Formal Resolution Grievance Procedure. This procedure applies to complaints alleging sexual harassment, including sexual assault, dating violence, domestic violence and stalking involving students, staff, faculty and administrators. Alleged conduct outside the scope of the Title IX Policy will be addressed by other applicable College policies and procedures outlined in student and employee handbooks.

- a. The Title IX Coordinator will appoint a trained investigator(s) to conduct an investigation of the complaint, and written notice will be provided to both Parties. Written notice will include, but not be limited to
 1. the identity of the Parties involved in the incident, if known;
 2. reported violation with date, time and location of the alleged violation, if known;
 3. range of potential sanctions or disciplinary action associated with the alleged violation;
 4. a statement that the respondent is presumed not responsible for the alleged conduct and that a determination regarding responsibility is made at the conclusion of the grievance procedure;
 5. information regarding party rights to an advisor of choice; and
 6. a statement regarding prohibition on knowingly providing false information.
- b. Complainants should file a formal complaint as soon as possible following the alleged conduct. If the respondent is no longer a student or employee at the time of the formal complaint, the College may not be able to take disciplinary action against the respondent, but it will seek to provide support for the complainant and take steps to end the alleged conduct, prevent its recurrence, and address its effects.
- c. Additional notice will be provided if the College, during the course of an investigation, decides to investigate allegations about the complainant or respondent that are not included in the original notice. Parties will also be provided a copy of the College's Sexual Discrimination and Harassment Policy.
- d. During the investigation, the Parties will have an equal opportunity to be heard, to submit information and corroborating evidence, to identify witnesses who may have relevant information, and to submit questions that they believe should be addressed by the investigator to the other party or to any witness.
- e. The investigator will notify and seek to meet separately with the complainant, the respondent, and third-party witnesses determined to have information relevant to the investigation, and will gather relevant evidence and information. Parties will receive written notice of the date, time, location, participants, and purpose of any meeting, interview, or proceeding they are required or permitted to attend.
- f. After information has been gathered, the investigator will prepare a draft investigative report that summarizes the investigation, all witness interviews, and all relevant evidence. The investigator does not make any conclusions or recommendations as part of the draft investigative report.
- g. The Parties (and advisors, if applicable) will be provided a copy of the draft investigative report and any evidence regarding the incident obtained by the College that is directly related to the complaint allegations, including evidence upon which the College does not

intend to rely on to reach a determination regarding responsibility. Personally identifiable and other information will be redacted as required by applicable law.

- h. The complainant and respondent will each have ten (10) business days from the date the report is received to submit any additional comments, questions, or information to the investigator for consideration.
 - i. The investigator will consider all available evidence and prepare a final investigative report, incorporating any relevant feedback. The final investigative report will be provided to all Parties (and advisors, if applicable) with any directly related evidence that was not included in the report.
- ii. Decision Process
- a. A trained decision-maker, selected by the Title IX Coordinator, will review the investigative report and any relevant documentation, and may request additional information or ask questions of the Parties in order to make a final decision. The decision-maker may not be the same person as investigator.
 - b. Upon reviewing the relevant evidence, the decision-maker may also choose to meet with any party or witness to ask additional relevant questions that will aid the decision-maker in making their findings. These meetings will be recorded, and the recording or transcript will be shared with the Parties.
 - c. The decision-maker will issue a written determination of responsibility, by a preponderance of the evidence, for each alleged violation of Policy, which will be provided by the College to both Parties at the same time. The decision-maker's determination process typically takes approximately ten (10) business days, but this timeframe can vary based on a number of factors and variables. The Parties will be notified of any delays.
 - d. The written determination will include:
 - 1. Identification of allegations potentially constituting sexual harassment;
 - 2. Description of procedural steps taken during the formal complaint process;
 - 3. Findings of fact supporting the determination;
 - 4. Conclusions regarding application of policy to the facts;
 - 5. Statement and rationale supporting the determination of responsibility, any sanctions, and whether remedies designed to restore or preserve equal access will be provided to the Complainant;
 - 6. Notice of appeals process.
 - e. If it is determined there is a preponderance of the evidence that the respondent is responsible for a violation of the College's Title IX Policy, the decision-maker will determine sanctions proportionate to the findings.

- f. The Parties will be notified simultaneously, in writing, of the findings and any sanctions, if applicable. Sanctions are designed to eliminate prohibited conduct, prevent its recurrence, and remedy its effects. Sanctions can include, but are not limited to: required training or education, no contact orders, oral or written warning, reprimand, probation, suspension or dismissal or discharge.
- g. Either party may appeal the decision by following the Appeals process described in this Procedure.

iii. Dismissal of Formal Complaint

- a. The College may dismiss a complaint of sex discrimination if:
 - 1. The College is unable to identify the respondent after taking reasonable steps to do so;
 - 2. The respondent is not participating in the College's education program or activity and is not employed by the College;
 - 3. The complainant voluntarily withdraws any or all of the allegations in the complaint, the Title IX Coordinator declines to initiate a complaint, and the College determines that, without the complainant's withdrawn allegations, the conduct that remains alleged in the complaint, if any, would not constitute sex discrimination under Title IX even if proven; or
 - 4. The College determines the conduct alleged in the complaint, even if proven, would not constitute sex discrimination under Title IX. Before dismissing the complaint, the College will make reasonable efforts to clarify the allegations with the complainant.
- b. Upon dismissal, Chesapeake College will promptly notify the complainant of the basis for the dismissal. If the dismissal occurs after the respondent has been notified of the allegations, then the College will also notify the respondent of the dismissal and the basis for the dismissal promptly following notification to the complainant, or simultaneously if notification is in writing.
- c. When a complaint is dismissed, the College will, at a minimum, as appropriate:
 - 1. Offer supportive measures to the complainant;
 - 2. If the respondent has been notified of the allegations, offer supportive measures to the respondent; and,

3. Take other prompt and effective steps through the Title IX Coordinator to ensure that sex discrimination does not continue or recur within the College's education program or activity.
- d. Chesapeake College will notify the complainant that a dismissal may be appealed and will provide the complainant with an opportunity to appeal the dismissal of a complaint. If the dismissal occurs after the respondent has been notified of the allegations, then the College will also notify the respondent that the dismissal may be appealed. Dismissals may be appealed on the following bases:
1. Procedural irregularity that would change the outcome;
 2. New evidence that would change the outcome and that was not reasonably available when the dismissal was made; and
 3. The Title IX Coordinator, investigator, or decision-maker had a conflict of interest or bias for or against complainants or respondents generally or the individual complainant or respondent that would change the outcome.
- e. If the dismissal is appealed, Chesapeake College will:
1. Notify the Parties of any appeal, including notice of the allegations, if notice was not previously provided to the respondent;
 2. Implement appeal procedures equally for the Parties;
 3. Ensure that the decision-maker for the appeal did not take part in an investigation of the allegations or dismissal of the complaint;
 4. Ensure that the decision-maker for the appeal has been trained consistent with the Title IX regulations;
 5. Provide the Parties a reasonable and equal opportunity to make a statement in support of, or challenging, the outcome; and
 6. Notify the Parties of the result of the appeal and the rationale for the result.
- iv. Privacy and Confidentiality. The College will take reasonable steps to protect the privacy of the Parties and witnesses during its grievance procedures. These steps will not restrict the ability of the Parties to obtain and present evidence, including by speaking to witnesses; consult with their family members, confidential resources, or advisors; or otherwise prepare for or participate in the grievance procedures. The Parties cannot engage in retaliation, including against witnesses.

v. Evaluation of Evidence/Credibility

- a. The College will objectively evaluate all evidence that is relevant and not otherwise impermissible, including both inculpatory and exculpatory evidence. Credibility determinations will not be based on a person's status as a complainant, respondent, or witness.
- b. The following types of evidence, and questions seeking that evidence, are impermissible (i.e., will not be accessed or considered, except by Chesapeake College to determine whether one of the exceptions listed below applies; will not be disclosed; and will not otherwise be used), regardless of whether they are relevant:
 1. Evidence that is protected under a privilege recognized by Federal or State law or evidence provided to a confidential employee, unless the person to whom the privilege or confidentiality is owed has voluntarily waived the privilege or confidentiality;
 2. A party's or witness's records that are made or maintained by a physician, psychologist, or other recognized professional or paraprofessional in connection with the provision of treatment to the party or witness, unless the College obtains that party's or witness's voluntary, written consent for use in its grievance procedures; and
 3. Evidence that relates to the complainant's sexual interests or prior sexual conduct, unless evidence about the complainant's prior sexual conduct is offered to prove that someone other than the respondent committed the alleged conduct or is evidence about specific incidents of the complainant's prior sexual conduct with the respondent that is offered to prove consent to the alleged sex-based harassment. The fact of prior consensual sexual conduct between the complainant and respondent does not by itself demonstrate or imply the complainant's consent to the alleged sex-based harassment or preclude determination that sex-based harassment occurred.
- c. The College will provide an equal opportunity for the Parties to present fact witnesses and other inculpatory and exculpatory evidence that are relevant and not otherwise impermissible.
- d. The College prohibits questions that are unclear or harassing of the party being questioned.
- e. The decision-maker will weigh the credibility of a party or witness, including when a party or witness refuses to respond to relevant and permissible questions. However, the decision-maker will not draw an inference about whether sex-based harassment occurred based solely on a party's or witness's refusal to respond to relevant and permissible questions.
- f. The College will review all evidence gathered through the investigation and determine what evidence is relevant and what evidence is impermissible regardless of relevance.

vi. Attorneys, Non-Attorney Advisor, and Personal Supporters

- a. Both the complainant and the respondent are permitted to be accompanied by a personal supporter of choice, and an advisor, who may or may not be a licensed attorney, an advocate supervised by an attorney, or a trained advocate during any interview, meeting or disciplinary proceeding in connection with any Formal Resolution procedure. No more than two persons may accompany the involved party, including a personal supporter and an advisor, an attorney, or a non-attorney advocate. Advisor Attorneys and non-attorney advocates are not direct participants in the investigation stage of the process. Their role is to attend meetings and proceedings, consult privately with the involved party and/or assist with exercise of rights.
- b. The College will provide the Parties with the same opportunities, if any, to have people other than the advisor of the Parties' choice present during any meeting or proceeding.
- c. The College will provide each party and the party's advisor, if any, with an equal opportunity to access the evidence that is relevant to the allegations of sex-based harassment and not otherwise impermissible, in the following manner:
 1. The College will provide an equal opportunity to access either the relevant and not otherwise impermissible evidence, or the same written investigative report that accurately summarizes this evidence.
 2. The College will provide a reasonable opportunity to review and respond to the evidence or the investigative report.
 3. The College will take reasonable steps to prevent and address the Parties' and their advisors' unauthorized disclosure of information and evidence obtained solely through the sex-based harassment grievance procedures.
- d. In appropriate situations, expert witnesses may be permitted. If you anticipate calling an expert witness, please contact the Title IX Coordinator. Permitting of expert witnesses, if allowed, will be applied equally to the Parties.

vii. Questioning the Parties and Witnesses

The College will provide a process that enables the decision-maker to question Parties and witnesses to adequately assess a party's or witness's credibility to the extent credibility is both in dispute and relevant to evaluating one or more allegations of sex discrimination.

- a. To the extent credibility is in dispute and relevant to one or more of the allegations, the decision-maker may meet individually with the Parties and witnesses to question them in order to assess their credibility. These meetings will be recorded, and the recording or transcript will be shared with the Parties.

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- b. The College's process for proposing and asking relevant and not otherwise impermissible questions and follow-up questions of Parties and witnesses, including questions challenging credibility, will:
 1. Allow the investigator or decision-maker to ask such questions during individual meetings with a party or witness;
 2. Allow each party to propose such questions that the party wants asked of any party or witness and have those questions asked by the investigator or decision-maker during one or more individual meetings, including follow-up meetings, with a party or witness, subject to the procedures for evaluating and limiting questions discussed below; and
 3. Provide each party with an audio or audiovisual recording or transcript with enough time for the party to have a reasonable opportunity to propose follow-up questions.
- viii. Determination Whether Sex Discrimination Occurred. Following an investigation and evaluation of all relevant and not otherwise impermissible evidence, the decision-maker will:
- a. Use the preponderance of the evidence standard of proof to determine whether sex discrimination occurred. The standard of proof requires the decision-maker to evaluate relevant and not otherwise impermissible evidence for its persuasiveness. If the decision-maker is not persuaded under the applicable standard by the evidence that sex discrimination occurred, whatever the quantity of the evidence is, the decision-maker will not determine that sex discrimination occurred.
 - b. Notify the Parties simultaneously in writing of the determination whether sex-based harassment occurred under Title IX including a description of the alleged sex-based harassment; information about the policies and procedures that the College used to evaluate the allegations; the decision-maker's evaluation of the relevant and not otherwise impermissible evidence and determination whether sex-based harassment occurred; when the decision-maker finds that sex-based harassment occurred, any disciplinary sanctions the College will impose on the respondent, whether remedies other than the imposition of disciplinary sanctions will be provided by the College to the complainant, and, to the extent appropriate, other students identified by the College to be experiencing the effects of the sex-based harassment; and the College's procedures and permissible bases for the complainant and respondent to appeal.
 - c. The College will not impose discipline on a respondent for sex discrimination prohibited by Title IX unless there is a determination at the conclusion of the grievance procedures that the respondent engaged in prohibited sex discrimination.

- d. If there is a determination that sex discrimination occurred, the Title IX Coordinator will, as appropriate:
 1. Coordinate the provision and implementation of remedies to a complainant and other people Chesapeake College identifies as having had equal access to the College's education program or activity limited or denied by sex discrimination;
 2. Coordinate the imposition of any disciplinary sanctions on a respondent, including notification to the complainant of any such disciplinary sanctions;
 3. Take other appropriate prompt and effective steps to ensure that sex discrimination does not continue or recur within Chesapeake College's education program or activity;
 4. Comply with the grievance procedures before the imposition of any disciplinary sanctions against a respondent; and,
 5. Not discipline a party, witness, or others participating in the grievance procedures for making a false statement or for engaging in consensual sexual conduct based solely on the determination whether sex discrimination occurred.
- e. The determination regarding responsibility becomes final either on the date that the College provides the Parties with the written determination of the result of any appeal, or, if no party appeals, the date on which an appeal would no longer be considered timely.

ix. Appeals

- a. Either party may file an appeal from:
 1. The College's dismissal of a Complaint or allegations contained therein; or,
 2. A determination regarding responsibility.
- b. Grounds for appeal are limited to:
 1. Procedural irregularity that affected the outcome of the matter;
 2. New information not reasonably available at the time a determination regarding responsibility or dismissal was made that could affect the outcome of the matter; or,
 3. The Title IX Coordinator, investigator(s), or decision-maker(s) had a conflict of interest or bias for or against complainants or respondents generally, or the individual complainant or respondent that affected the outcome of the matter.
- c. Other appeal bases may be considered by the College only if offered equally to the Parties by the College.
- d. An appeal must be submitted in writing to the Title IX Coordinator, within five (5) business days following notice of the decision to be appealed. If a request for appeal is not received within that time, the decision will stand.

- e. The appeal must contain a detailed written statement specifying the precise grounds for appeal with supporting facts. The appeal must be signed by the party filing the appeal, or sent using the party's College issued email account.
 - f. The College, in its sole discretion, may establish an appeal panel comprised of no fewer than three College employees. In no event will the appeal process, if the College establishes a panel, be conducted in a manner more restrictive than what the College offers in all other comparable proceedings, including proceedings relating to other discrimination complaints.
 - g. The appeal will consist of a review of the investigative file, including all evidence, decisions, and sanctions, if applicable, in order to make a final determination. The decision and sanctions, if applicable, determined on appeal will be final. No other administrative processes otherwise available to students or employees may be used to further appeal the decision. All Parties will be informed in writing of the outcome.
- x. Appeal of Dismissal and Determinations
- a. If a party appeals a dismissal or determination whether sex-based harassment occurred, the College will:
 - 1. Notify the Parties in writing of any appeal, including notice of the allegations, if notice was not previously provided to the respondent;
 - 2. Implement appeal procedures equally for the Parties;
 - 3. Ensure that the decision-maker for the appeal did not take part in an investigation of the allegations or dismissal of the complaint;
 - 4. Ensure that the decision-maker for the appeal has been trained consistent with the Title IX regulations;
 - 5. Communicate to the Parties in writing that the College will provide the Parties a reasonable and equal opportunity to make a statement in support of, or challenging, the outcome; and
 - 6. Notify the Parties in writing of the result of the appeal and the rationale for the result.
- xi. Informal Resolution. In lieu of resolving a complaint through the College's Title IX grievance procedures, the Parties may instead elect to participate in an informal resolution process.
- a. The College does not offer informal resolution to resolve a complaint that includes allegations that an employee engaged in sex-based harassment of an elementary school or secondary school student, or when such a process would conflict with Federal, State, or local law. A formal complaint is not a prerequisite to informal resolution.

- b. To initiate Informal Resolution, a complainant needs to submit a formal complaint. If a Respondent wishes to initiate Informal Resolution, they should contact the Title IX Coordinator to so indicate.
- c. Mediation or other informal mechanisms for resolving a complaint may be considered if:
 1. The complainant requests an informal mechanism;
 2. All Parties to the complaint, and the College, agree;
 3. Trained staff are available to coordinate;
 4. All Parties have the opportunity to end the informal mechanism at any time in favor of formal proceedings;
 5. The alleged conduct does not involve sexual assault or sexual coercion; and
 6. The alleged conduct does not involve allegations that an employee sexually harassed a student.
- d. Chesapeake College will seek to conclude the Informal Resolution process within thirty (30) days. The time frame may be extended by the College for good cause, in which case written notice will be provided to the complainant and respondent that includes reasons for the extension.
- e. The College will inform the Parties in writing of any informal resolution process it offers and determines is appropriate, if any. The College will not offer informal resolution to resolve a complaint when such a process would conflict with Federal, State, or local law. Before the initiation of an informal resolution process, the College will explain in writing to the Parties:
 1. The allegations;
 2. The requirements of the informal resolution process;
 3. That any party has the right to withdraw from the informal resolution process and initiate or resume grievance procedures at any time before agreeing to a resolution;
 4. That if the Parties agree to a resolution at the end of the informal resolution process, they cannot initiate or resume grievance procedures arising from the same allegations;
 5. The potential terms that may be requested or offered in an informal resolution agreement, including notice that an informal resolution agreement is binding only on the Parties; and,
 6. What information the College will maintain and whether and how the College could disclose such information for use in Title IX grievance procedures if such procedures are initiated or resumed.

xii. Supportive Measures

The College will offer and coordinate supportive measures, as appropriate, for the complainant and/or respondent to restore or preserve that person's access to Chesapeake College's education program or activity or provide support during the College's Title IX grievance procedures or during the informal resolution process.

- a. Supportive measures are "individualized services" reasonably available that are non-punitive, non-disciplinary, and not unreasonably burdensome to the other party while designed to ensure equal educational access, protect safety, or deter sexual discrimination or harassment. Supportive measures may be provided to both complainant and respondent before or after the filing of a formal complaint, or where no formal complaint has been filed.
- b. Supportive measures may be requested by either party, or the College may initiate the supportive measures in the absence of a request, at any time, during the process.
- c. Notice of Supportive Measure(s) - The College will provide the employee or student notice of the provision of supportive measure(s).
- d. The College will provide supportive measures as requested and/or appropriate. The provision of supportive measures shall be determined on a case-by-case basis by the Title IX Coordinator. Recommended Supportive Measures shall be implemented by the appropriate College official.
- e. Supportive measures do not replace or diminish the College's responsibility to conduct an appropriate immediate assessment, preliminary inquiry, or formal investigation as needed for the situation.
- f. The College will provide a complainant or respondent with a timely opportunity to seek modification or reversal of the College's decision to provide, deny, modify, or terminate supportive measures applicable to them. Appeals regarding supportive measures may be sent to the Associate Vice President of Human Resources (for employees) or the Vice President for Student Success and Enrollment Services (for students).
- g. For complaints of sex-based harassment, these supportive measures may include, but are not limited to:
 - Crisis intervention
 - Hospital or other qualified medical center/provider for immediate, emergency treatment *Complainant cannot be required to pay for a rape kit.
 - Police Report Criminal charge(s)
 - Court-issued Protective/Peace Order
 - Mutual No Contact Order
 - Mutual No Negative Contact Order

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- Referral for non-emergency medical treatment
 - Referral for counseling
 - Referral to community agency
 - Support with notification of loved ones or friends
 - Security escort on campus
 - Activity modifications
 - Campus suspension
 - Employee administrative leave
 - Increased security and monitoring of certain areas of the campus
 - Training and education programs related to sex-based harassment
 - Campus ban (i.e., non-students, non-employees)
 - Class change(s)
 - Academic accommodations (course section change, course drop without penalty, etc.)
 - Recommended personal safety measures (change routine, phone number, etc.)
 - Work assignment change or work location change
 - Specific requests by complainant, witnesses, other affected persons
- h. Students With a Disability. If the complainant or respondent is a College student with a disability, the Title IX Coordinator may consult, as appropriate, with the individual or office that the College has designated to provide support to students with disabilities to determine how to comply with Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. 794, in the implementation of supportive measures.
- xiii. Disciplinary Sanctions and Remedies
- a. Following a determination that sex-based harassment occurred, the College may impose disciplinary sanctions, which may include, for students found responsible for violating the policy:
 - 1. Probation with Special Conditions pursuant to the Student Code of Conduct
 - 2. Suspension from the College pursuant to the Student Code of Conduct
 - 3. Dismissal/expulsion from the College pursuant to the Student Code of Conduct
 - b. Possible consequences to employees found responsible for violating this policy:
 - 1. Probationary employment terminated pursuant to Faculty/Staff Manual
 - 2. Disciplinary action pursuant to Faculty/Staff Manual
 - 3. Dismissal pursuant to Faculty/Staff Manual
- xiv. Emergency Removal

Chesapeake College reserves the right to take whatever measures it deems necessary in response to allegations of sexual discrimination or harassment in order to protect the safety of the College community.

- a. The College may remove a respondent from the College's education program or activity on an emergency basis, provided that the College undertakes an individualized safety and risk analysis, determines that an imminent and serious threat to the health or safety of a complainant or any students, employees, or other persons arising from the allegations of sex discrimination justifies removal, and provides the respondent with notice and an opportunity to challenge the decision immediately following the removal.
- b. The College may also place any non-student employee respondent on paid administrative leave during the pendency of the grievance process.
- c. This provision must not be construed to modify any rights under the Individuals with Disabilities Education Act, 20 U.S.C. 1400 et seq., Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. 794, or the Americans with Disabilities Act of 1990, 42 U.S.C. 12101 et seq.

xv. Administrative Leave

The College may place an employee respondent on administrative leave from employment responsibilities during the pendency of the College's grievance procedures. This provision must not be construed to modify any rights under Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. 794, or the Americans with Disabilities Act of 1990, 42 U.S.C. 12101 et seq.

G. Pregnancy and Parenting

Title IX provides that "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 education program or activity receiving Federal financial assistance."

The Education Department's regulations implementing Title IX specifically prohibits discrimination against a student or employee based on pregnancy, childbirth, false pregnancy, termination of pregnancy, or recovery from any of these conditions. These Title IX regulations also prohibit colleges from applying any rule related to a student or employee's parental, family, or marital status that treats that student or employee differently based on their sex or sex characteristics.

- i. Requirements. Colleges are required to:
 - a. Excuse absences because of pregnancy or childbirth as long as the treating physician deems the absences medically necessary. Upon the student's or employee's return, they must be allowed to return to the same academic and extracurricular status as before medical leave began, and the student must be permitted to earn any credits missed during the absence.

- b. Any special instructional programs or classes must be voluntary and comparable to what is offered to other students; a pregnant student must be permitted to participate in regular programs and classes if the student wishes. Likewise, any special services provided to students who have temporary medical conditions must also be provided to a pregnant student.
 - c. Make adjustments to a regular program or class that are reasonable and responsive to the student's temporary pregnancy status (e.g., larger desk, frequent trips to bathroom).
- ii. Prohibitions. Colleges are prohibited from:
- a. Excluding a pregnant student or employee from participating in any part of an educational program, including, but not limited to, specific classes, extracurricular programs, interscholastic sports, honor societies, and opportunities for student leadership, on the basis of such student's pregnancy, childbirth, false pregnancy, termination of pregnancy or recovery therefrom.
 - b. Requiring pregnant students or students who have given birth to submit medical certification for participation in educational program/activities unless such certification is required for all students with physical or emotional conditions requiring the attention of a physician.
 - c. Harassing pregnant or parenting students or employees.
- iii. Procedures
- a. Pregnant and parenting students who wish to access their rights under Title IX should attempt to work out appropriate accommodations with their instructors. They may also contact the Deputy Title IX Coordinator, Dr. Miriam Osborne-Elliott (mosborne@chesapeake.edu or 410.827.5829) if they have questions regarding appropriate accommodations.
 - 1. Faculty members with questions regarding appropriate accommodations in a particular situation should contact Deputy Title IX Coordinator, Dr. Miriam Osborne-Elliott (410.827.5829 or mosborne@chesapeake.edu).
 - b. Employees with questions regarding pregnancy and parenting accommodations under Title IX may contact the Title IX Coordinator, Amy Bonner (abonner@chesapeake.edu or 410.827.5811).

H. Transgender Individuals

Pursuant to U.S. Department of Justice and U.S. Department of Education guidance, Chesapeake College has developed the following procedures to safeguard Personally Identifiable Information (PII) and address other rights of transgender students and employees.

The Office of Registration will:

1. Prohibit non-consensual disclosure of a student's personally identifiable information (PII) – including the transgender student's birth name and sex assigned at birth – under terms of FERPA;
2. Prohibit inclusion of a student's sex as directory information as regulated by FERPA;
3. Respond to a request to amend information related to a student's transgender status consistent with its general practices for amending other students' records under FERPA.

In addition, the College will:

1. Provide a safe and non-discriminatory environment;
2. Treat students consistent with their gender identity (including use of pronouns and names consistent with that gender identity) even if their education records or identification documents indicate a different sex;
3. Allow students to access sex-segregated activities and facilities through use of facilities that are consistent with their gender identity;
4. Allow transgender students access to overnight accommodations on College-sponsored trips consistent with their gender identity and not require transgender students to stay in single-occupancy accommodations or to disclose personal information when not required of other students.

Employees with questions regarding their rights under Title IX may contact the Title IX Coordinator, Amy Bonner (abonner@chesapeake.edu or 410.827.5811).

I. Amnesty, Drug/Alcohol Violations

- i. Complainants and witnesses shall not be subject to disciplinary action for drug/alcohol violations if:
 - b. the violation occurred during/near time of assault;
 - c. the assault report and participation in the investigation is in good faith, and,
 - d. the violation was "not an act that was reasonably likely to place the health or safety of another individual at risk".
- i. Complainants and witnesses may be referred for treatment as appropriate.
- ii. This Policy prohibits the imposition of a campus conduct action, except for a mandatory intervention for substance abuse, for a violation of Chesapeake College alcohol or drug use policies for a student who reports to the College or a law enforcement officer conduct implicated by this Policy or who participates in an investigation of such conduct as a witness if:

- d. the College determines the violation occurred during or near the time of the alleged misconduct;
- e. the student is determined to have made the report of misconduct or is participating in an investigation as a witness in good faith; and,
- f. the College determines that the violation was not an act that was reasonably likely to place the health or safety of another individual at risk.

J. Rights Afforded to Parties under Title IX

Your Rights as a Complainant or Respondent:

- i. Access to supportive measures. Examples include academic or employment accommodations or changes, no contact order, and Public Safety escort on campus. Supportive measures are determined on a case-by-case basis and will be provided when possible.
- ii. To be treated with dignity, respect and sensitivity by officials of the institution during all phases of the grievance proceedings.
- iii. To receive clear guidance about the grievance process, including timely written notice of specified matters, including the student's rights and responsibilities under the Title IX policy, information regarding other civil and criminal options, and the range of potential sanctions associated with the alleged violation.
- iv. To receive counseling referrals
- v. To be free from retaliation or harassment by any person
- vi. For your privacy/confidentiality to be protected when possible
- vii. To have a fair and impartial investigation, including to:
 - a. Provide a statement, information, witnesses, documents, and other evidence
 - b. Receive timely updates about the progress of the investigation
 - c. Have the investigation concluded within a reasonable period of time (typically no more than 60 days)
 - d. To have prompt and equitable grievance proceedings that provide an opportunity for all Parties to be heard
- viii. To have participation in grievance proceedings, including:
 - a. access to the case file and evidence
 - b. access to counsel paid for by MHEC as described in this policy
- ix. To receive timely written notification of:
 - a. Reported violation
 - b. Rights and responsibilities
 - c. Scheduling details for each meeting or proceeding where attendance is required or permitted
 - d. Notice of outcome including any sanctions imposed
 - e. To file a criminal complaint and/or to seek an order of protection from local authorities

E. Definitions

For these definitions to apply, the circumstances must qualify as a Title IX matter, including jurisdiction, and must be processed in accordance with Title IX rules. Similar definitions can be found in the Student Code of Conduct for similar acts of misconduct which do not qualify as Title IX matters; they are processed pursuant to the Student Code of Conduct.

Complaint: An oral or written request to the College that objectively can be understood as a request for the recipient to investigate and make a determination about alleged discrimination under Title IX or its regulations.

Complainant: Complainant includes a student or employee of Chesapeake College who is alleged to have been subjected to conduct that could constitute sex discrimination under Title IX; or a person other than a student or employee of Chesapeake College who is alleged to have been subjected to conduct that could constitute sex discrimination under Title IX at a time when that individual was participating or attempting to participate in the College's education program or activity.

Confidential Employee: (1) An employee of the College whose communications are privileged or confidential under Federal or State law. The employee's confidential status, for purposes of this definition, is only with respect to information received while the employee is functioning within the scope of their duties to which privilege or confidentiality applies; (2) an employee of the College whom the College has designated as confidential under this Policy for the purpose of providing services to persons related to sex discrimination. If the employee also has a duty not associated with providing those services, the employee's confidential status is only with respect to information received about sex discrimination in connection with providing those services; or (3) an employee of the College who is conducting an Institutional Review Board-approved human-subjects research study designed to gather information about sex discrimination—but the employee's confidential status is only with respect to information received while conducting the study.

Consent: 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. 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 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.

Dating Violence: Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship shall be determined based upon a consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

Disciplinary Sanctions: Consequences imposed on a respondent following a determination under Title IX that the respondent violated the recipient's prohibition on sex discrimination.

Domestic Violence: Felony or misdemeanor crimes committed by a person who: is a current or former spouse or intimate partner of the victim under the family or domestic violence laws of the State of Maryland, or a person similarly situated to a spouse of the victim; is cohabitating, or has cohabitated, with the victim as a spouse or intimate partner; shares a child in common with the victim; or commits acts against a youth or adult victim who is protected from those acts under the family or domestic violence laws of the State of Maryland.

Education Program or Activity: Locations, events, or circumstances where the Recipient exercises substantial control over the context in which the discrimination, harassment, retaliation, and/or Other Prohibited Conduct occurs and also includes any building owned or controlled by a student organization that the Recipient officially recognizes.

Employee: A person employed by Recipient either full- or part-time, including student employees when acting within the scope of their employment.

Party: A complainant or respondent.

Pregnancy or Related Conditions: Pregnancy, childbirth, termination of pregnancy, or lactation, medical conditions related thereto, or recovery therefrom.

Relevant: Related to the allegations of sex discrimination under investigation as part of these grievance procedures. Questions are relevant when they seek evidence that may aid in showing whether the alleged sex discrimination occurred, and evidence is relevant when it may aid a decision-maker in determining whether the alleged sex discrimination occurred.

Remedies: Measures provided, as appropriate, to a complainant or any other person the College identifies as having had their equal access to the College's education program or activity limited or denied by sex discrimination. These measures are provided to restore or preserve that person's access to the College's education program or activity after the College determines that sex discrimination occurred.

Respondent: A person who is alleged to have violated the College's prohibition on sex discrimination.

Retaliation: Intimidating, threatening, coercing, or discriminating against any individual for the purpose by the College, a student, an employee, or other person authorized by the College to provide aid, benefit, or service under the College's education program or activity, for the purpose of interfering with any right or privilege secured by Title IX or its regulations, or because the person has reported information, made a complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, or proceeding, under Title IX.

Sex-based Harassment: A form of sex discrimination, including sexual harassment and other harassment on the basis of sex, including on the basis of sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, and gender identity, that is:

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- i. *Quid pro quo harassment.* An employee, agent, or other person authorized by the College to provide an aid, benefit, or service under the College's education program or activity explicitly or impliedly conditioning the provision of such an aid, benefit, or service on a person's participation in unwelcome sexual conduct;

 - ii. *Hostile environment harassment.* Unwelcome sex-based conduct that, based on the totality of the circumstances, is subjectively and objectively offensive and is so severe or pervasive that it limits or denies a person's ability to participate in or benefit from the College's education program or activity (*i.e.*, creates a hostile environment). Whether a hostile environment has been created is a fact-specific inquiry that includes consideration of the following:
 - a. The degree to which the conduct affected the complainant's ability to access the College's education program or activity;
 - b. The type, frequency, and duration of the conduct;
 - c. The Parties' ages, roles within the College's education program or activity, previous interactions, and other factors about each party that may be relevant to evaluating the effects of the conduct;
 - d. The location of the conduct and the context in which the conduct occurred; and,
 - e. Other sex-based harassment in the recipient's education program or activity; or

 - iii. *Specific offenses.*
 - a. Sexual assault meaning an offense classified as a forcible or nonforcible sex offense under the uniform crime reporting system of the Federal Bureau of Investigation;
 - b. Sexual Assault includes: Rape, Sodomy, Sexual Assault With an Object, Fondling, Statutory Rape and Incest.
 1. Rape: The penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, regardless of the age of the complainant, if the complainant did not consent or if the complainant was incapable of giving consent.
 2. Sodomy: Oral or anal sexual intercourse with another person, forcibly, and/or against that person's will (non-consensually), or not forcibly or against the person's will in instances in which the complainant is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity.
 3. Sexual Assault with an Object: The use of an object or instrument to penetrate, however slightly, the genital or anal opening of the body of another person, forcibly, and/or against that person's will (non-consensually), or not forcibly or

against the person's will in instances in which the Complainant is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity.

4. Fondling: The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the person subject to the touching, including instances where the person subject to the touching is incapable of giving consent because of their age or because of their temporary or permanent mental incapacity.
 5. Statutory Rape: Sexual intercourse with a person who is under the statutory age of consent where the offender did not force or threaten the complainant.
 6. Incest: Non-forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- c. Dating violence meaning violence committed by a person: (a) who is or has been in a social relationship of a romantic or intimate nature with the victim; and (b) where the existence of such a relationship shall be determined based on a consideration of the following factors: (1) the length of the relationship; (2) the type of relationship; and (3) the frequency of interaction between the persons involved in the relationship;
 - d. Domestic violence meaning felony or misdemeanor crimes committed by a person who: (a) is a current or former spouse or intimate partner of the victim under the family or domestic violence laws of the jurisdiction of the recipient, or a person similarly situated to a spouse of the victim; (b) is cohabitating, or has cohabitated, with the victim as a spouse or intimate partner; (c) shares a child in common with the victim; or (d) commits acts against a youth or adult victim who is protected from those acts under the family or domestic violence laws of the jurisdiction; or,
 - e. Stalking meaning engaging in a course of conduct directed at a specific person that would cause a reasonable person to: (a) fear for the person's safety or the safety of others; or (b) suffer substantial emotional distress.

Sexual Exploitation: 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.

Student: Any person who has gained admission to the College.

Supportive Measures: Individualized measures offered as appropriate, as reasonably available, without unreasonably burdening a complainant or respondent, not for punitive or disciplinary reasons, and without fee or charge to the complainant or respondent to: (a) restore or preserve that party's access to the College's education program or activity, including measures that are designed to protect the safety

of the Parties or the College's educational environment; or (b) provide support during the College's grievance procedures or during an informal resolution process.

Title IX: "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 education program or activity receiving Federal financial assistance."

Other Terms

Amnesty: Complainants and witnesses shall not be subject to disciplinary action for drug/alcohol violations IF (a) violation occurred during/near time of assault, (b) assault report/participation is in good faith, and (c) violation was "not an act that was reasonably likely to place the health or safety of another individual at risk."

Bystander Intervention: "Everyone can play an active role in stopping domestic violence and sexual assault before it occurs by becoming an engaged bystander and helping to establish an environment where healthy and positive relationships are based on respect, safety, and equality. Moreover, taking steps to stop harassment or violence can make a significant difference in someone's life, and send a powerful message to the perpetrator and society as a whole about which social norms are acceptable and which are unacceptable." - <http://nomore.org/take-action/preventviolence/> .

Clery Offenses: The U.S. Department of Education requires all colleges receiving federal education funding to annually report the incidence and location of specific crimes, hate crimes, arrests, and disciplinary action. Statistics must be submitted to the federal database, and a written report must be published.

Contact (for purposes of No Contact /No Negative Contact Orders): Includes all forms of verbal, written, electronic, and non-verbal communications. Examples include (but are not limited to) face-to-face conversations, telephone conversations, texts, posts on social media (to or about the other person or the situation), notes, letters, conversations with other students to or about the other person or the situation, attempts to contact each other through any medium, hand gestures, loitering where the other person is or expected to be, and any or attempted contact with the other person's family/household members. Such contact is negative if it is hostile, aggressive, insulting, embarrassing, or has the intent or effect of making the other person uncomfortable, embarrassed, or afraid. In short, you are each required to interact with each other courteously. If you cannot do so, then you must have no contact of any kind.

FERPA: Family Educational Rights Privacy Act (20 U.S.C.1232G): This federal law outlines the rights of students regarding their educational record(s). Generally, FERPA does not allow a college or its employees to release certain information to third Parties without either written permission from the student or a recognized exception to the law such as an emergency. Compliance with Title IX and the provisions of the College's Sexual Misconduct and Sex Discrimination Policy as well as accompanying procedures do not constitute a violation of FERPA.

F. RESOURCES

A. Incident Report Form for Students

Complete information about policy, procedures, and prevention education is posted online at <http://www.chesapeake.edu/students/chesapeake-college-title-ix-policy-statement>.

In accordance with Title IX enforcement, Chesapeake College provides a procedure for students filing a complaint against other Chesapeake College students; Chesapeake College employees; or a third party associated with the College (such as vendors and their employees or campus visitors). ***This form should be used to report Title IX issues raised by students. The form can be found on our website at: https://cm.maxient.com/reportingform.php?ChesapeakeCollege&layout_id=0***

Please complete this form and submit for processing. A printed copy of the form may also be submitted to:

Title IX Coordinator

Amy Bonner
Associate Vice President of Human Resources
1000 College Circle, Wye Mills, MD 21679
Dorchester Administration Building
Phone: 410.827.5811

Title IX Deputy Coordinator

Dr. Miriam Osborne Elliott
Dean of Students
1000 College Circle, Wye Mills, MD 21679
Dorchester Administration Building
Phone: 410.827.5829

Attorney Representation Resources - The Maryland Higher Education Commission (MHEC) maintains a list of attorneys and legal services programs who have indicated they are willing to represent students in Title IX proceedings on a pro bono basis or for reduced legal fees. More information can be found at: <https://mhec.maryland.gov/Pages/Title-IX-Campus-Sexual-Assault-Proceedings---Attorney-List.aspx>.

Important Emergency Phone Numbers

LAW ENFORCEMENT	MEDICAL SERVICES (with sexual assault evidence collection kits)
Chesapeake College Public Safety (Wye Mills) 410.758.7275	University of Maryland Shore Medical Center at Easton 410.822.1000

Queen Anne’s County (for Wye Mills Campus) Sheriff’s Department
410.758.0770

Dorchester County (for Cambridge Center) Sheriff’s Department
410.228.4141

City of Cambridge (for Cambridge Center) Police Department
410.228.3333

Cambridge Center Public Safety
410.463.4185

University of Maryland Shore Medical Center at Cambridge

410.822.1000 or 410.228.5511

COUNSELING SERVICES

For All Seasons Behavioral Health and Rape Crisis Center

800.310.7273 or 410-820-5600 (24-hour hotlines)

Text in English & Spanish: 410-829-6143

Emergency – DIAL 911

B. Prevention, Education, & Training Plan

Chesapeake College provides information about Title IX through multiple avenues. Training must be regularly provided to students, faculty, and staff.

Prevention & Awareness Education Includes:

- what constitutes sexual harassment and sex discrimination;
 - safety/security procedures and resources;
 - bystander intervention;
 - risk reduction, and
 - consequences (penalties) for sexual harassment or sex-based discrimination.
- i. Employee Training. Employees, promptly upon hiring or change of position that alters their duties under Title IX, and annually thereafter are trained on receiving, reporting, and handling complaints.
- a. Examples of training for employees include the College’s obligation to address sex discrimination in its education program or activity; the scope of conduct that constitutes sex discrimination under Title IX and Title IX regulations, including the definition of sex-based harassment; and all applicable notification and information requirements under applicable Title IX regulations.
- b. Training also includes:
1. Title IX Coordinator training
 2. Title IX investigator training(s) coordinated by Title IX Coordinator (annually)
 3. Information and updates at all College meetings (annually)
 4. Presentations/discussions with constituency groups (upon request)
 5. Online web-based mandatory trainings for employees

- ii. **Orientations**. Information is provided in various orientations with students and employees.
- iii. **Publications**. Policy statement and related information is provided in the following publications:
 - College catalog
 - Student Guide
 - Faculty/Staff Manual
 - Student Code of Conduct
 - Course Syllabi

C. Frequently Asked Questions

What is Title IX?

Title IX is federal law that prohibits discrimination against any person on the basis of sex or sex characteristics in any education program or activity. Sexual harassment is a form of discrimination under Title IX. The College's policy and procedures relating to sexual harassment and sex-based discrimination include requirements under Title IX, Clery Act, Violence Against Women Act, and related laws.

What is the most important thing I need to know?

It is all important, but everyone should know that:

- All information related to Title IX compliance may be found at:
<http://www.chesapeake.edu/students/chesapeake-college-title-ix-policy-statement>.
- Chesapeake prohibits sexual harassment and sex-based discrimination, and retaliation.
- Any person with knowledge of sexual harassment and sex-based discrimination should make a report.

What do I do if someone tells me they have been a victim of sexual harassment or sex-based discrimination?

You should encourage that person to report the incident. You should also recommend they visit the College's [Title IX webpage](#).

Education and training will be provided to students and employees, and information will be published and posted online on Title IX issues, including what constitutes sexual harassment and sex-based discrimination, safety/security procedures and resources, bystander intervention, risk reduction, consequences if found responsible, and receiving, reporting and handling complaints.

If you are a mandatory reporter, you should report the incident to the Title IX Coordinator or Deputy Title IX Coordinator.

To whom do I report sexual harassment or sex discrimination?

The Title IX Coordinator, the Director of Public Safety, or any other College employee designated as a “responsible party.” (Please see “Title IX definitions” on the College’s Title IX webpage for other employees in the “responsible party” class.)

Contact information for the primary contacts is listed below.

Title IX Coordinator: Amy Bonner, Human Resources Office, Dorchester Administration Building, 410.827.5811 or abonner@chesapeake.edu.

Deputy Title IX Coordinator: Dr. Miriam Osborne-Elliott, Dorchester Administration Building, 410.827.5829 or mosborne@chesapeake.edu.

Whom should I contact in an emergency – if I’m a victim of sexual assault or a witness to a sexual assault?

If you are a victim of sexual assault who needs assistance or a witness to a sexual assault and need emergency assistance – either law enforcement or medical services – use the following emergency contact information:

LAW ENFORCEMENT	MEDICAL SERVICES (with sexual assault evidence collection kits)
<p>Chesapeake College Public Safety (Wye Mills) 410.758.7275</p> <p>Queen Anne’s County (for Wye Mills Campus) Sheriff’s Department 410.758.0770</p> <p>Dorchester County (for Cambridge Center) Sheriff’s Department 410.228.4141</p> <p>City of Cambridge (for Cambridge Center) Police Department 410.228.3333</p> <p>Cambridge Center Public Safety 410.463.4185</p>	<p>University of Maryland Shore Medical Center at Easton 410.822.1000</p> <p>University of Maryland Shore Medical Center at Cambridge 410.822.1000 or 410.228.5511</p>
	COUNSELING SERVICES
	<p>For All Seasons Behavioral Health and Rape Crisis Center 800.310.7273 or 410-820-5600 (24-hour hotlines) Text in English & Spanish: 410-829-6143</p>

Emergency – DIAL 911

Will the police be involved?

They may be involved. Chesapeake strongly encourages complainants to report crimes to local law enforcement, and the College will assist complainants in contacting police. Complainants will not be compelled to contact police. (**NOTE:** *Chesapeake strongly urges complainants to get necessary medical treatment; doing so will not automatically involve the police.*)

Will the accused person be removed from campus?

Possibly. The College's top priority must be to stop the sexual harassment or sex-based discrimination and to prevent its recurrence. Therefore, the accused person's removal from campus may be necessary, and the situation will be evaluated in accordance with policy. Factors to be considered include the nature of the complaint, the extent of harm to the complainant, and the extent of risk to any other person or the campus generally.

What if no one knows who is responsible for the sexual harassment or sex discrimination?

A Timely Warning Notice under the Clery Act using multiple communication methods may be issued, and the College will make every effort to identify the person with the help of law enforcement if the complainant agrees to involve the police. (See above.)

Will the campus be notified that sexual harassment or sex-based discrimination occurred?

Probably not – unless a Timely Warning Notice is issued. Generally, the College will honor confidentiality to the greatest extent possible to protect the privacy of the people involved, the rights of the complainant and the accused person, and the integrity of the process. However, Chesapeake submits its crime statistics to the federal government and publishes a crime report annually; that information is available to anyone via the College's Safety and Security webpage.

What should I do if I am a victim of sexual harassment, sex-based discrimination or any other violation outlined in this policy?

- Confide in a parent, spouse, relative, friend, neighbor, or other caring person in your life. You are NOT alone, and the support of others will be important in the coming days/weeks.
- Call 911 in an emergency; then call Public Safety
- Contact Public Safety for assistance/services (e.g., escort to class, your vehicle)
- Exercise caution at all times and follow personal safety practices; the College's Public Safety Office publishes [personal safety information](#) as resource. Report any problems or concerns you have right away!
- Report any theft, loss, or property damage to your insurance company.
- Think about what you can do to make the process as thorough as possible. Take time now to write a detailed statement about what happened – while your memory is fresh. Preserve any evidence you have in your possession. Provide the names and contact information for any

witnesses whose information would be helpful. Consider what questions you would like the College Official(s) handling the matter to ask other Parties.

- Check your social media and device privacy settings. Block any unwelcome persons or numbers.
- Do NOT retaliate or take matters into your own hands! Retaliation is strictly prohibited.
- Follow all directions issued by the College and/or the court.
- Cooperate with law enforcement if there is a parallel criminal investigation.
- **Students:** Contact your instructors to manage your coursework, especially if you will be absent; contact your academic advisor and/or the Student Success Center if you find yourself struggling academically. Contact Academic Access & Disability Resources if you have a disability for which reasonable academic accommodations are needed.
- **Students:** If you choose to withdraw from the College, consult Admissions/Registration Office to submit the proper paperwork (taking note of dates when you can withdraw without receiving "F" grades as well as tuition refund deadlines), the Financial Aid Office to be aware of any consequences to your current and future aid packages, and your academic advisor to plan how/where to continue your education elsewhere. Withdrawing from the College may or may not result in this matter being closed without further action. No outcome regarding the disciplinary process, your student status, your housing status, or any financial obligation is guaranteed.
- **Employees:** Contact your supervisor to manage your work, especially if you will be absent. Follow the HR policies for reporting absences/leave. If you choose to resign from the College, follow the standard procedures outlined in HR policies. Resigning from the College may or may not result in this matter being closed without further action. No outcome regarding the disciplinary process or your employee status is guaranteed.

How can I help?

Participate in all educational and training opportunities; intervene if you see something happening; and help us create a campus climate where sexual harassment and sex-based discrimination never happens.

How can I contact the USDOE Office of Civil Rights?

A complaint of discrimination can be filed by anyone who believes that a school or college that receives federal financial assistance has discriminated against someone on the basis of race, color, national origin, sex, disability or age. The person or organization filing the complaint need not be the victim of the alleged discrimination, but may complain on behalf of another person or group.

For information on how to file a complaint with the United States Department of Education's Office of Civil Rights, visit <http://www2.ed.gov/about/offices/list/ocr/docs/howto.html> or contact OCR's Customer Service Team at 1-800-421-3481.

D. Additional Crisis Support Resources

- h. Crisis Support. The following local crisis support resources are available to victims of sexual assault and domestic violence.

For All Seasons, Inc. Hotline (1.800.310.7273)

For All Seasons provides counseling, advocacy, and education to victims of rape, sexual assault and abuse.

Mid-Shore Council on Family Violence (1.800.927.4673)

The Mid-Shore Council on Family Violence provides direct services for victims of family violence, including a 24-hour hotline, crisis intervention, counseling, support group, emergency shelter, client advocacy, children's programs, court accompaniment, information and referral.

Eastern Shore Operations Center (1.888.407.8018)

The ESOC operates 24/7 to deal with both crisis and non-crisis mental health concerns. In emergency situations, the ESOC can even send out one of its Mobile Crisis Teams to provide immediate mental health assistance. Or, it can help a student make connections with a public mental health care provider in his or her own county.

Life Crisis Center Hotline (1.410.749.HELP) (1.410.749.4357)

The Life Crisis Center Hotline provides counseling for victims of domestic violence or sexual assault, suicide prevention, support groups, emergency shelter, shelter referral, medical care, and assistance with the process of prosecution.

Suicide Hotline (1.800.SUICIDE) (800.273.8255)

Maryland Coalition Against Sexual Assault

The Suicide Hotline provides counseling for suicide prevention.

- ii. Medical Resources. The following medical centers are equipped with sexual assault evidence collection kits:

University of Maryland Shore Medical Center at Easton

Address: 219 S. Washington Street, Easton, MD 21601

Phone: (410) 822-1000

<http://umshoreregional.org/about/facilities/easton>

University of Maryland Shore Medical Center at Cambridge

Address: 300 Byrn Street, Cambridge, MD 21613

Phone: (410) 228-5511

<http://umshoreregional.org/about/facilities/dorchester>

- iii. Law Enforcement Resources. The following law enforcement resources are available to students on Chesapeake College's Wye Mills Campus or the Chesapeake College Cambridge Center:

Chesapeake College Wye Mills Campus: Campus Public Safety - 410.758.7275

Queen Anne's County Sheriff's Department - 410.758.0770

Chesapeake College Cambridge Center Public Safety - 410.463.4185

Dorchester County Sheriff's Department - 410.228.4141

City of Cambridge Police Department - 410.228.3333

iv. Risk Reduction Resources

The Rape Abuse Incest National Network (RAINN) has developed an online library of resources addressing how to reduce your risk of experiencing or perpetrating sexual misconduct and relationship violence. Use the links below to familiarize yourself with the wealth of important information and advice available through RAINN.

<https://www.rainn.org/get-information/sexual-assault-prevention>

<https://www.rainn.org/get-information/sexual-assault-prevention/safety-plan>

<https://www.rainn.org/get-information/computer-safety>

<https://www.rainn.org/get-information/sexual-assault-prevention/avoiding-pressure>

<https://rainn.org/get-information/sexual-assault-prevention/alcohol-safety>

<https://rainn.org/get-information/sexual-assault-prevention/what-is-consent>

<https://www.rainn.org/get-information/sexual-assault-prevention/bystanders-can-help>

For more information on RAINN's rape and sexual violence services, call 1.800.656.4673 (1.800.656.HOPE) or use their secure, online private chat option:

<https://hotline.rainn.org/online/terms-of-service.jsp>

The One Love Foundation, founded in 2010 to honor the memory of Yeadley Love, works with young people across the country to raise awareness about the warning signs of abuse and activate communities to change the statistics around relationship violence. The Foundation also offers real-time resources – live chat, text message, hotline and Call a Peer Advocate – via:

[http://www.joinonelove.org/real time resources](http://www.joinonelove.org/real_time_resources)

v. Other Resources

How Can I Help A Friend or Family Member Who Is Being Abused? by *The National Domestic Violence Hotline*

<http://www.thehotline.org/help/help-for-friends-and-family/>

Tips for Supporting a Survivor of Sexual Assault by *Know Your IX*

<http://knowyourix.org/i-want-to/support-survivor/>

Types of Abuse

<https://www.loveisrespect.org/resources/types-of-abuse/>

Help Your Child by *Loveisrespect.org*

<https://www.loveisrespect.org/supporting-others-dating-abuse/support-your-child/>

No More – Together We Can End Domestic Violence & Sexual Assault

<http://nomore.org>

Resources for Male Survivors by *Men Can Stop Rape*

<https://mcsr.org/>

The following local emergency resources are available to victims of sexual assault and domestic violence:

For All Seasons, Inc. Hotline (1.800.310.7273)

For All Seasons provides counseling, advocacy, and education to victims of rape, sexual assault and abuse.

Mid-Shore Council on Family Violence (1.800.927.4673)

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Eastern Shore Operations Center (1.888.407.8018)

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Life Crisis Center Hotline (1.800.422.0009)

The Life Crisis Center Hotline provides counseling for victims of domestic violence or sexual assault, suicide prevention, support groups, emergency shelter, shelter referral, medical care, and assistance with the process of prosecution.

Suicide Hotline (1.800.SUICIDE)

The Suicide Hotline provides counseling for suicide prevention.