Fall 2015
Winter 2016
Spring 2016
<table>
<thead>
<tr>
<th>Event</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>CONVOCATION</strong></td>
<td>Tuesday August 25</td>
</tr>
<tr>
<td><strong>CLASSES BEGIN</strong></td>
<td>Wednesday August 26</td>
</tr>
<tr>
<td><strong>HOLIDAY</strong></td>
<td>Monday September 7 - Labor Day</td>
</tr>
<tr>
<td><strong>THANKSGIVING BREAK</strong></td>
<td>Thursday-Sunday November 26-29</td>
</tr>
<tr>
<td><strong>CLASSES END</strong></td>
<td>Tuesday December 8</td>
</tr>
<tr>
<td><strong>STUDY DAY</strong></td>
<td>Wednesday December 9</td>
</tr>
<tr>
<td><strong>FINAL EXAMS</strong></td>
<td>Thursday-Wednesday December 10-16</td>
</tr>
<tr>
<td><strong>GRADUATE COMMENCEMENT</strong></td>
<td>Wednesday December 16</td>
</tr>
<tr>
<td><strong>UNDERGRADUATE COMMENCEMENT</strong></td>
<td>Thursday December 17</td>
</tr>
<tr>
<td><strong>HOLIDAY</strong></td>
<td>Friday January 1 - New Year’s Day</td>
</tr>
<tr>
<td><strong>CLASSES BEGIN</strong></td>
<td>Monday January 4</td>
</tr>
<tr>
<td><strong>HOLIDAY</strong></td>
<td>Monday January 18 - Dr. MLK’s Birthday</td>
</tr>
<tr>
<td><strong>CLASSES END</strong></td>
<td>Friday January 22</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Event</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>CLASSES BEGIN</strong></td>
<td>Monday January 25</td>
</tr>
<tr>
<td><strong>SPRING BREAK</strong></td>
<td>Sunday-Sunday March 13-20</td>
</tr>
<tr>
<td><strong>CLASSES END</strong></td>
<td>Tuesday May 10</td>
</tr>
<tr>
<td><strong>STUDY DAY</strong></td>
<td>Wednesday May 11</td>
</tr>
<tr>
<td><strong>FINAL EXAMS</strong></td>
<td>Thursday-Wednesday May 12-18</td>
</tr>
<tr>
<td><strong>GRADUATE COMMENCEMENT</strong></td>
<td>Wednesday May 18</td>
</tr>
<tr>
<td><strong>UNDERGRADUATE COMMENCEMENT</strong></td>
<td>Thursday May 19</td>
</tr>
</tbody>
</table>

*All dates are potentially subject to change*
GREETINGS FROM THE PRESIDENT

I am delighted to welcome you to the UMBC community. Ours is a special community — committed to nurturing people, ideas, and the values that support excellence and service. We also are an exciting university, where faculty, students, and staff are always working hard to excel.

This commitment to excellence has earned UMBC membership in the nation’s oldest and most prestigious scholarly honor society, Phi Beta Kappa. Of Phi Beta Kappa’s 280 member institutions — which represent less than 10% of all colleges and universities in the United States — UMBC is one of the youngest public campuses ever to gain admission. Also reflecting UMBC’s rapid development is its position among leading research universities in the United States.

We have created a campus environment in which students not only succeed but thrive on success - an environment that will engage and challenge you to discover and achieve your potential, whether in the classroom or lab, in the studio or on stage, in the library or residence hall, out in the community, in internships or co-ops, in intellectual or athletic competition, in the United States or abroad.

The faculty, undergraduate and graduate students, and staff you meet at UMBC will be an important part of your experiences here, and I encourage you to reach out actively to others — not simply to learn from them but also to be helpful.

You will be interested to know that more than a third of UMBC’s graduating seniors each year go immediately to some of the nation’s finest graduate and professional schools, while most of our other graduates move easily into professional positions in industry and government . UMBC graduates include thousands of doctors, scientists, lawyers, teachers, social workers, artists, and other professionals.

Again, welcome to UMBC. We wish you the very best and hope that your experience is deeply rewarding.

Sincerely,

Freeman A. Hrabowski, III
PRESIDENT
# Important Phone Numbers

<table>
<thead>
<tr>
<th>Topic</th>
<th>Department</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Academic Advising</td>
<td>Academic &amp; Pre-Professional Advising</td>
<td>410.455.2729</td>
</tr>
<tr>
<td>Billing</td>
<td>Student Business Services</td>
<td>410.455.2288</td>
</tr>
<tr>
<td>Campus Card</td>
<td>Campus Card &amp; Mail Services</td>
<td>443.612.2273</td>
</tr>
<tr>
<td>Employment &amp; Internships</td>
<td>Career Services Center</td>
<td>410.455.2216</td>
</tr>
<tr>
<td>Commuter Student Involvement</td>
<td>Off Campus Student Services</td>
<td>410.455.2770</td>
</tr>
<tr>
<td>Counseling Services</td>
<td>Counseling Center</td>
<td>410.455.2472</td>
</tr>
<tr>
<td>Disability Support</td>
<td>Student Support Services</td>
<td>410.455.2459</td>
</tr>
<tr>
<td>Financial Aid/Scholarships</td>
<td>Financial Aid Office</td>
<td>410.455.2387</td>
</tr>
<tr>
<td>Health Concerns</td>
<td>University Health Services</td>
<td>410.455.2542</td>
</tr>
<tr>
<td>Housing on Campus</td>
<td>Residential Life</td>
<td>410.455.2591</td>
</tr>
<tr>
<td>Leave of Absence/Withdrawal</td>
<td>Registrar</td>
<td>410.455.2500</td>
</tr>
<tr>
<td>Meal Plan</td>
<td>Dining Services</td>
<td>433.612.3663</td>
</tr>
<tr>
<td>Off Campus Housing</td>
<td>Off Campus Student Services</td>
<td>410.455.2770</td>
</tr>
<tr>
<td>Student Affairs</td>
<td>Vice President of Student Affairs</td>
<td>410.455.2393</td>
</tr>
<tr>
<td>Parking Information</td>
<td>Parking Services</td>
<td>410.455.2551</td>
</tr>
<tr>
<td>Safety</td>
<td>University Police</td>
<td>410.455.5555</td>
</tr>
<tr>
<td>Transportation</td>
<td>UMBC Transit</td>
<td>410.455.2454</td>
</tr>
</tbody>
</table>

For questions and/or concerns please contact: studentaffairs@umbc.edu

The Division of Student Affairs
ACADEMIC ADVISING

Academic advising plays an important part in the academic experience at UMBC. The advising process provides opportunities for students to meet one-on-one with faculty or staff members to discuss their interests and goals, academic plans and progress toward degree completion. Academic advising is ongoing and can occur both formally and informally over the course of a student's academic career. Each semester prior to registration, advisors meet with their advisees to provide guidance in selecting courses for the following semester. Academic advising at UMBC fosters a collaborative relationship between students and their advisors. Ultimate responsibility for meeting University requirements lies with students.

Staff advisors in the Office for Academic & Pre-Professional Advising provide academic advising for many first year students, including students who are undecided about a major and students interested in health professions. Students with academic majors are advised by advisors and faculty members within their respective departments. Graduate students are advised through their academic department.

The Office for Academic & Pre-Professional Advising encourages students to consider possible majors at UMBC through the utilization of online self-assessment tools to investigate skills and interests and by browsing through the advising library for major related information. Peer Advisors are also on hand to answer questions students might have as they work in the Office of Academic and Pre-Professional Advising. Workshops are also conducted throughout the semester on subjects such as “Choosing a Major. Where do I start?” and “Learning about Majors through Self-Assessment.”

The Office for Academic & Pre-Professional Advising also assists students experiencing academic difficulty by helping to identify its source and by selecting appropriate interventions. Some students are referred for specific assistance such as tutoring, while others may reconsider their choice of courses or major. Still others find that talking it through and adjusting study and work hours can ease some of the challenges they face.

Students wishing to enroll for more than 19.5 credits and those who wish to enroll in courses off campus during their final 30 semester hours can request permission through the Office for Academic & Pre-Professional Advising.
REGISTRATION

A student’s first registration occurs during an orientation/course selection session. From that point on, the registration process occurs during the latter part of each semester for the following semester. Assigned times to register are noted on the student’s myUMBC account. Prior to registration, students must make an appointment with their advisors to get schedule clearances.

The Registrar’s Office provides support for student registration. However, students are responsible for creating and managing their schedules through their myUMBC account. Through the student’s myUMBC account, students are able to make adjustments to their schedules (i.e., add, drop, withdraw, and join waitlists for classes).

Undergraduate students should contact the Office of the Registrar when questions about the registration process arise. Graduate students should start with the graduate program director in their department.

Information About Registration: http://registrar.umbc.edu/services/registration/information-About-Registration/

WITHDRAWAL/ABSENCE/RE-ENROLLEMENT

Student success is a priority at UMBC. While the University takes every effort to ensure that students make consistent academic progress and complete a degree(s) in a timely fashion, it is recognized that individual circumstances may change and in some cases student’s work on a degree may be interrupted. Should an undergraduate student find himself or herself in a position in which an interruption is necessary (i.e., class absence, course/term withdrawal, or break in enrollment) they should promptly review the information provided below and consult with an academic advisor. Such interruptions should only be considered by a student in exceptional circumstances to avoid delays in degree completion. Students should consider such interruptions carefully, as they may have academic and/or financial implications.


CHANGES IN REGISTRATION

Once registered for a particular semester, students may add or drop courses according to the Academic Calendar published on the Registrar’s Office website. After the end of the schedule adjustment period, dropped courses will be reflected on official transcripts with a grade of “W.” Students will receive grades for all courses not dropped by published deadlines. Students who fail to attend class without having dropped the course will receive a grade of “F” unless they have officially withdrawn from the university. Students must follow all registration procedures as published on the Registrar’s Office website each semester.

Students who have been administratively de-registered from UMBC or from a specific class will be notified in writing via e-mail sent to their UMBC e-mail address. De-registration can result from a class being cancelled due to insufficient enrollment, academic or disciplinary suspension, or other reasons.
The Learning Resource Center (LRC) is UMBC’s comprehensive academic support department. LRC provides learning assistance services that reflect the expectations of a research-focused Honors University. LRC supports student achievement with a variety of programs and services that serve as catalysts for learning including walk-in tutoring centers, small group tutoring, success classes, Supplemental Instruction (SI), Placement Testing, and early academic difficulty alerts (First-Year Intervention Program, FYI).

**LRC PROGRAMS INCLUDE:**

1. The Tutorial Center, providing small group peer tutoring for 115 selected courses. The Courses that receive the most student requests and/or are largely enrolled in by freshmen and sophomores are the primary courses tutored.

2. The Math Lab and The Writing Center, providing walk-in tutoring in selected math courses (Math Lab) and writing assistance (The Writing Center) for any paper in any UMBC course. They are located in the Retriever Learning Center (RLC) in the Library. The Placement Testing program, administering campus-developed placement tests in mathematics and composition to newly admitted freshmen and some transfer students. A standardized reading test also is administered to freshmen for advisement purposes. Advisors use these scores and other information to assist students with course selections. Sample tests are on the LRC and Orientation Web sites.

3. The First-Year Intervention Program (FYI), providing an early academic intervention effort. Before the final drop date of each semester, faculty-identified first-year students who are in danger of receiving a grade below “C” are sent myUMBC Academic Intervention Alerts. Students are directed to campus contacts and resources to help them improve their grade(s).

4. LRC-sponsored courses, Introduction to Algebra, Introduction to College Reading, and Advanced Diction for Graduate Teaching Assistants, LRC offers LRC 101 (Academic Success for Lifelong Learning) for students who are recommended by advisors, Placement Testing, or who self-select. LRC 101A (Academic Success for Lifelong Learning) is recommended/required for students in academic difficulty.

5. Supplemental Instruction (SI), providing peer led discussion groups several times weekly. SI is offered in Math 150 (Pre-calculus) as well as selected courses which are listed each semester on the LRC website.
The Student Support Services Department (SSS) provides support services to a select population of UMBC students who have specific needs for academic support. A federal grant supports these services, and students must meet federally defined eligibility criteria.

SSS also coordinates accommodation services for students with properly documented disabilities. Users of the services include blind and visually impaired, deaf and hearing impaired, physically and learning disabled students and others with other chronic, disabling conditions. Services include note takers, readers, electronic books, scribes, mobility training and interpreters. Personal counseling and special orientation are provided as needed. Students with disabilities should make an appointment to discuss their specific needs for services and accommodations. A resource and information center, in 213 Math/Psychology, houses some adaptive equipment. Additional adaptive equipment is available in the A.O.K. Library, and a public access TTY pay phone is available 24 hours a day in the University Police Department.
## DIVISION OF STUDENT AFFAIRS

The Commons, 319  
410.455.2393  
umbc.edu/saf  
M-F 8:30AM-5PM

We facilitate learning and prepare students for success in our multicultural & increasingly global society.

## ATHLETICS

Retriever Activities Center  
410.455.2126  
umbcretrievers.com  
M-TH 7AM-10PM,  
F 7AM-9PM,  
SAT-SUN 12PM-7PM

More than 400 student-athletes compete in 19 NCAA Division I sports at UMBC, specifically the America East Conference. Our mascot is the Chesapeake Bay Retriever and our spirit colors are black and gold.

## RECREATION

Retriever Activities Center, 321  
410.455.8888 x1545  
umbc.edu/recsports  
M-F 8PM-6PM

We provide a variety of programs, facilities, and equipment for broad and diversified, quality recreational opportunities to students, faculty, staff, and RAC members.
We provide a comprehensive list of services for students and alumni including individual career advisement, professional development, networking, job/internship search assistance, and links to professional resources.

We provide students with help through private and confidential meetings with counselors to address and assess their needs.

UHS provides convenient primary and urgent care and health education to UMBC students. Student’s insurance companies can be billed for covered services or charges may be billed to student’s campus card or university accounts. No student will be turned away.
OFF-CAMPUS & TRANSFER STUDENT SERVICES
The Commons, 1A09
410.455.2770
umbc.edu/ocss
M-F 8:30AM-5PM

We provide educational and social programs for commuters, transfers, and veterans. The office also maintains info about off campus housing, roommate referrals, MTA passes, and commuting information.

RESIDENTIAL LIFE
184 Erickson Hall
410.455.2591
410.455.FXIT (3948)
umbc.edu/reslife
M-F 8:30AM-4:30PM

We provide on-campus housing for students while creating connections and building community.

STUDENT JUDICIAL PROGRAMS
Student Development & Success Center
410.455.2453
umbc.edu/sjp
M-F 8AM-4:30PM

We assist our community members as they achieve excellence through the acceptance and practice of responsibility and integrity. The program supports the University’s dedication to student success and its purposes and goals by publishing, enforcing, drafting, and interpreting standards of student behavior and related policies and procedures.
We help students discover their leadership potential, learn to thrive in a diverse community, prepare for lives of civic involvement, and feel welcomed, empowered, connected, inspired, and ready to explore.

The Commons integrates all aspects of university life by serving as the principle gathering place and activity hub for the campus community.

We provide fixed route and charter bus services to any student with a university ID. Transit routes extend from the BWI MARC and Amtrak Station, and include residential, service, shopping, and entertainment opportunities near UMBC. Schedules can be found on the UMBC Transit website or the 24-hour info line.
The Women’s Center exists to assist all women in achieving their full potential in education, career, and personal life through academic and intellectual growth, professional development and personal empowerment.

DoIT’s Help Desk offers technical support to the campus community. Check the Knowledgebase (umbc.edu/oit) for solutions to common problems before calling.

Help Desk
DoIT’s Help Desk offers technical support to the campus community. Check the Knowledgebase (umbc.edu/oit) for solutions to common problems before calling.

Connecting to the UMBC Network
Students living on campus and using their own computers can access the residential network, ResNet, from Ethernet jacks or WiFi installed in rooms and apartments. Resident students can find instructions when they login to myUMBC or directly at resnet.umbc.edu
UMBC BOOKSTORE

410.455.2665
True Bit's Tech Center
410.455.3810
Yum Shoppe
410.455.3803
bookstore.umbc.edu

BOOKSTORE
The UMBC Bookstore, located in The Commons on Main Street, offers required and recommended textbooks and supplies for classroom use.

TRUE BIT'S TECH CENTER
An Authorized Apple Campus Store, True Bit's Tech Center is located in the rear of the Bookstore's main floor and carries computer equipment (Apple, Dell, Kindle, Surface Pro and Chrome Books) and software (Adobe, Microsoft Office, EndNote, and MatLab) at educational discounts.

YUM SHOPPE
The Yum Shoppe, located on the ground floor of the Commons, offers a wide variety of food options and is the only place on campus to find non-Pepsi beverage products. Also available are health and beauty aids, toiletries, and other sundries.
The student postal counter and shipping center in the University Center can handle all your mailing and shipping needs: local, national, and international. Materials, supplies, personal mailboxes and services such as faxing, copying, scanning, color printing, and notary public are readily available with the Card.

**THE CARD**
The UMBC Campus Card is the official UMBC ID, it is an essential part of campus life, allowing students to establish their identity and become one with the campus community.

**PHOTO IDENTIFICATION**
Just “show the Card” to attend campus social, sporting, and cultural events, vote in SGA elections or gain admittance to athletic facilities and shuttle buses. It enables access to UHS and visits in the residence halls. For a variety of campus activities, it is the only way to gain entry.

**LIBRARY & PRINT SERVICES**
The Card is required to check out library books and access reserve materials.

**MEAL PLANS**
The Card is the only way to participate in meal plans. For all information regarding Dining and Meal Plans, visit campuscard.umbc.edu
410.455.5555 (x 55555) umbc.edu/police

The UMBC Police Department is on duty 24 hours a day, 7 days a week.

ONE IMPORTANT PHONE NUMBER

UMBC Police, bike, and foot patrols can be reached immediately by dialing 410.455.5555 (x 55555)

UMBC TIPS

410.455.2466

The UMBC TIPS LINE is available to anyone who would like to pass along information to the UMBC Police Department.

REMEMBER:

• Escort service is available by calling ext. 55555 from any campus phone
• Emergency Blue Light phones are located around campus and connect directly to the police station
• Police officers conduct foot patrols in the apartment and residence hall communities
• Police officers maintain 24-hr hotlines to UHS and to an on-call counselor at University Counseling Services.
Parking services manages the assignment and distribution of parking permits as well as the enforcement of parking rules and regulations.

Each year the Shriver Center coordinates more than 1000 placements in applied learning experiences in nearly 100 non-profit, community based organizations, schools, and public sector agencies in the Baltimore area.
As a matter of UMBC policy and procedure, students are expected to familiarize themselves with resources such as the UMBC Policy, the Undergraduate Catalog, and the Degree Audit, and to adhere to all published degree requirements, academic calendar dates and university policies. Failure to do so does not provide a basis for exceptions to academic requirements or policies.

The University does not discriminate in offering equal access to its educational programs and activities or with respect to employment terms and conditions on the basis of race, creed, color, religion, sex, gender, pregnancy, ancestry, age, gender identity or expression, national origin, veterans status, marital status, sexual orientation, physical or mental disability, or genetic information, in accordance with applicable federal, state, and local laws and regulations, as well as University System of Maryland (“USM”) policies, including but not limited to, Titles VI and VII of the Civil Rights Act of 1964 as amended, Title IX of the Education Amendments of 1972 as amended, Section 504 of the Rehabilitation Act of 1973, Americans with Disabilities Act of 1990 as amended, and Age Discrimination in Employment Act of 1967 as amended.

For assistance or more information, contact the Office of Human Relations, Administration Building, Suite 903, 410.455.2807, TTY 410.455.3233, or go to umbc.edu/ogc/hr.

UMBC is an Equal Opportunity and Affirmative Action Institution.

In accordance with the guidelines established by UMBC and pursuant to federal law, identified as the “Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act of 1998,” all currently enrolled students, campus employees and all prospective students and prospective employees are entitled to request and receive a copy of the UMBC Annual Campus Security Report (CLERY REPORT). Copies of this report may be obtained by calling 410.455.5555 or in person from the UMBC Police Department or on-line at the Police Department’s website located at police.umbc.edu.
DISCLOSURE OF STUDENTS RECORDS PROCEDURES

The University of Maryland, Baltimore County (UMBC) adheres to a practice of compliance with the Family Educational Rights and Privacy Act (FERPA). As such, it is the practice of the University (1) to permit students to inspect their education records (2) to limit disclosure to others of personally identifiable information from education records without student’s prior written consent, and (3) to provide students the opportunity to seek correction of their education records where appropriate. The complete Disclosure of Student Records Procedure is available at http://www.umbc.edu/ogc/compliance.html.

SUBSTANCE ABUSE POLICY NOTIFICATION

As an institution of higher learning, UMBC seeks to promote the intellectual, social, cultural, and physical well being of all of its students, faculty and staff. The abuse of controlled substances and alcohol poses substantial risks to the well being and judgment of all members of the community.

The complete Substance Abuse Policy Notification is available at umbc.edu/ogc/compliance.html.

For further information concerning the Substance Abuse Policy as it applies to employees, call Human Resources at 410.455.2337. Questions concerning the policy, as it applies to students, should be directed to the Office of the Vice President for Student Affairs at 410.455.2393 or Student Judicial Programs at 410.455.2453.

CODE OF STUDENT CONDUCT STATEMENT

The Code of Student Conduct is intended to: outline certain responsibilities and expectations of UMBC students, assist students in understanding their role in the academic community, and establish procedures that ensure due process in the adjudication of complaints concerning students. The Code of Student Conduct can be found at the Student Judicial Programs Web site (umbc.edu/sjp/articles/code.html).
HEALTH REQUIREMENT POLICIES

Every student is required to have two MMR vaccinations after the age of 12 months, one of which is after 1980. If the student is living in university housing, he/she must have a meningitis shot or sign a waiver acknowledging that he/she understands the risks of meningitis and elects not to have the shot. If the student is not a U.S. citizen or permanent resident, he/she must have a TB test in the U.S. within three months of initial enrollment. Students who fail to provide this documentation during their initial semester of enrollment will have their class registration blocked for the upcoming semester. Information about the International Student Health Insurance Policy as well as information pertaining to the health needs of all students can be found at umbc.edu/uhs.

NON-SMOKING STATEMENT

The University of Maryland, Baltimore County students, faculty, staff, employees, and visitors are responsible for complying with the nonsmoking policy on campus. The full policy can be found at umbc.edu.

SEXUAL ASSAULT RESPONSE & RISK REDUCTION

UMBC is committed to:

1. educating the campus community about the nature, consequences, prevention and/or reduction of the risk of sexual assault, and
2. recognizing and responding to the severe trauma imposed by sexual assault on its survivors, by providing support, advocacy and assistance to survivors of sexual assault, including information and referrals for:
   1. health care
   2. emotional support
   3. community, legal and law enforcement systems, and
   4. adjudication through UMBC's Interim Policy on Sexual Misconduct and other administrative procedures.
EMERGENCY PREPAREDNESS

Information on UMBC’s emergency preparedness and response can be found on the University Police Web site. Additionally on the University Police website, students, faculty and staff are able to register for the emergency notification system which uses your cell phone text messaging capabilities to provide updates via text and through e-mail.

Students living on campus are encouraged to visit the “safety” section of the Residential Life Web site for safety and emergency response information specifically related to living in the residence halls or apartments.

Health alerts will be posted on the UMBC University Health Services Web site. Please refer to the Centers for Disease Control and Prevention for guidelines and advice on actions one should take to prepare for health emergencies.

All students, faculty and staff are encouraged to be adequately prepared for emergencies. It is recommended that everyone have water, food and other supplies on hand. Please refer to Red Cross guidelines and advice on actions one should take to prepare.

UMBC: A CARING COMMUNITY

It is important that all of us take care of ourselves and also look out for each other as members of this campus community. Counseling, Consultation and Information Services Available to The UMBC Community:

Emergencies: 410-455-5555 (on campus) or 911 (off campus)
If you know or observe that someone is a potential harm to him/herself or someone else please contact University Police at 410-455-5555.

Counseling Center: 410-455-2472
If you know or observe someone to be troubled, confused, very sad, highly anxious, irritable, lacks motivation and/or concentration, demonstrates bizarre behavior, or thinking/talking, writing/e-mailing/texting about suicide please contact UMBC Counseling Center at 410-455-2472.

Behavioral Concerns:
Some UMBC community members may find themselves confronted with a situation in which they feel uncertain, uncomfortable or disturbed by an individual’s behavior, whether in class, in the workplace or at a meeting or event. University Police (410-455-5555), Student Judicial Programs (410-455-2453), Student Affairs Office (410-455-2393) and members of the Behavioral Risk Assessment and Consultation Team (410-455-2393; 410-455-5555; 410-455-2420) are a resource for you and can help you deal with the situation.
The University of Maryland Graduate School, Baltimore (UMGSB) has developed the Policy and Procedures for Student Academic Misconduct to address various forms of student academic misconduct. For student misconduct in research and scholarly work at the University of Maryland, Baltimore County (UMBC), the Policy and Procedures for Handling Allegations of Misconduct in Research and other Scholarly Activities are applicable.

UMBC has designed procedures to provide students with a means for review of final course grades alleged to be arbitrary and capricious. These procedures are outlined for Undergraduate students and Graduate students.

Policies and Procedures for the Appeal of Academic Dismissal
These procedural guidelines are designed to provide a means for the resolution of appeals by students who have been dismissed from the UMGSB because of poor academic performance or progress. These policies and procedures can be found by visiting umbc.edu/gradschool/essentials/proc_policies.html

For the most reliable closing, updates and reopening information, members of the UMBC community and visitors should rely on the only three official sources of information:

** UMBC’s homepage
** myUMBC
** Hot line telephone number (410-455-6789).
GRADUATE STUDENTS

The following policies have been approved by either the University of Maryland Board of Regents or the Graduate Council of the University of Maryland Graduate School, Baltimore to govern the conduct of graduate education, research and student life. For more information on the Graduate School policies, visit the Graduate School Web site at umbc.edu/gradschool.

GRADUATE STUDENT MEDIATION PROCEDURE

The MC provides mediation when major disagreements or differences of opinion arise between a graduate student and his/her advisor and/or other members of a graduate program that (a) cannot be resolved successfully at the program level; (b) are serious enough in nature to jeopardize a student’s ability to complete his/her education; and (c) are not covered by other policies. For more information on the Graduate Student Mediation Procedures, visit umbc.edu/gradschool/essentials/proc_mediation.html.

All policies are subject to review and change. Students are responsible for applying the most current version of the policy available on the Graduate School website.

UMBC POLICIES SPECIFIC TO GRADUATE STUDENTS

The following policies specific to graduate students are available on the Graduate School web site: umbc.edu/gradschool/procedures/policies.html
- Graduate Assistant Handbook
- Rights and Responsibilities for Academic Integrity
- Policy on Student Classification for Admission and Tuition Purposes
- Disclosure of Student Records Policy
- Policy and Procedures for Student Academic Misconduct
- Procedural Guidelines for Handling of Allegations of Arbitrary and Capricious Grading
- Policies and Procedures for the Appeal of Academic Dismissal
- Graduate Student Mediation Procedure
- University of Maryland Position on Acts of Violence and Extremism Which are Racially, Ethically, Religiously or Politically Motivated
- Doctoral Research Registration Policies
The University of Maryland, Baltimore County ("University" or "UMBC") is a dynamic public research university integrating teaching, research and service. UMBC understands that as an educational institution, it plays an essential role in preparing the future generations of leaders. By virtue of this special role, the University is fully committed to providing an environment where all UMBC community members are treated with respect and dignity and UMBC community member differences are honored. To achieve this environment, the University recognizes its responsibility to maintain an environment which is free from Sexual Misconduct and other Related Misconduct. Such acts violate the essential dignity of our community members and are contrary to our institutional values. To that end, this Policy sets forth how the University defines Sexual Misconduct and other Related Misconduct, describes available resources and reporting options, explains whether and to what extent interactions with various resources are confidential, identifies interim measures that may be available in particular cases, and describes the University’s education and prevention programs. The accompanying Procedures set forth how the University will address reports of Sexual Misconduct and other Related Misconduct, as well as identify the rights of all parties involved in the process.

NOTICE OF NON-DISCRIMINATION

The University of Maryland, Baltimore County ("University" or "UMBC") values safety, cultural and ethnic diversity, social responsibility, lifelong learning, equity, and civic engagement. Consistent with these principles, the University does not discriminate in offering equal access to its educational programs and activities or with respect to employment terms and conditions on the basis of an UMBC community member’s race, creed, color, religion, sex, gender, pregnancy, ancestry, age, gender identity or expression, national origin, veterans status, marital status, sexual orientation, physical or mental disability, or genetic information.

Inquiries concerning the application of Title IX may be referred to:

Stephanie Lazarus, Title IX Coordinator
University of Maryland Baltimore County
Office of Human Relations
1000 Hilltop Circle
Administration Building, Room 902
Baltimore, MD 21250
410.455.5745 • slazar@umbc.edu

U.S. Department of Education
Office for Civil Rights
Lyndon Baines Dept. of Education Bldg.
400 Maryland Ave, SW
Washington, DC 20202
202.453.6100

U.S. Department of Education
Office for Civil Rights
The Wanamaker Bldg., Region III Office
100 Penn Square, East-Suite 505
Philadelphia, PA 19107
215.656.6010

TDD; 800.877.8339
OCR@ed.gov
www2.ed.gov

Inquiries concerning the Notice of Non-Discrimination may be referred to:

Bobbie L. Hoye
Assistant General Counsel/Human Relations Officer
University of Maryland Baltimore County
Office of Human Relations
1000 Hilltop Circle
Administration Building, 9th Floor
Baltimore, MD 21250
410.455.1606 • bhoye@umbc.edu

David R. Gleason
General Counsel
University of Maryland Baltimore County
Office of the General Counsel
1000 Hilltop Circle
Administration Building, 10th Floor
Baltimore, MD 21250
410.455.2870 • gleason@umbc.edu
How to Get Help in the Event of an Emergency: Because Sexual Misconduct may constitute both a violation of this Policy and criminal activity, the University encourages all students, faculty, staff, and community members affected by Sexual Misconduct to seek Immediate Assistance from the University Police or a local law enforcement agency. University police may also be contacted directly, by using the Blue Light emergency phones, located throughout the UMBC campus along sidewalks and buildings. Additionally, individuals can call 410.455.3133 if they are in need of a University escort on campus.

Procedures related to student cases: http://humanrelations.umbc.edu/sexual-misconduct/interim-title-ix-procedures-for-students/

<table>
<thead>
<tr>
<th>Emergency Response</th>
<th>Confidential Counseling</th>
<th>Confidential Medical Care</th>
<th>Crisis Response</th>
</tr>
</thead>
<tbody>
<tr>
<td>Emergency Law Enforcement</td>
<td>University Counseling Center</td>
<td>University Healthy Services</td>
<td>Rina Rhyne, Voices Against Violence Program Coordinator: 410.455.2542</td>
</tr>
<tr>
<td>Call 911</td>
<td>410.455.2472</td>
<td>410.455.2542</td>
<td></td>
</tr>
<tr>
<td>University Police 410.455.5555</td>
<td>Employee Assistance Program (INova) (Employees only): 1.800.346.0110</td>
<td>Greater Baltimore Medical Center 443.849.2226 SAFE Program Emergency Room</td>
<td>The Women’s Center 410.455.2714</td>
</tr>
<tr>
<td>Baltimore County Police 410.887.2214</td>
<td>Mercy Hospital 443.332.9499 SAFE Program Emergency Room</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Request Transportation for SAFE Exam (free of charge):
Jennifer K. Lepus 410.455.3751
Jess Myers 410.455.2714
Kirn Leisey 410.455.2393

The contact information for the Resources listed was confirmed at the time of the Policy’s initial publication, as of December 31, 2014. The contact information will be periodically updated, however, up to date contact information and additional resources can always be found at the University’s websites:

- Voices Against Violence umbc.edu/uhs/vav/
- Relationship Violence Awareness & Prevention umbc.edu/rvap/
- Human Relations umbc.edu/humanrelations/
# Table of Contents

I. Policy Statement

II. Scope and Applicability

III. Preservation of Evidence

IV. Prohibited Conduct

V. Related Concepts

VI. University Employee Reporting Obligations

VII. Reporting Prohibited Conduct

VIII. Reporting Party Requests for Confidentiality

IX. Time Frame For Resolution

X. Amnesty

XI. Co-Occurring Criminal Investigation

XII. Exceptions for Public Disclosures and Certain Research-Based Disclosures

XIII. Clery Act Compliance and Release of Information

XIV. Interim Protective Measures

XV. Range of Disciplinary Actions or Sanctions

XVI. Agreements with Local Law Enforcement and Rape Crisis Programs

XVII. University Sexual Assault Climate Survey

XVIII. University Procedures for Responding to Reports of Prohibited Conduct

XIX. Title IX Coordinator and Title IX Team

XX. Educational and Prevention Programs and Training

XXI. Record Keeping

XXII. Related Policies

XXIII. External Reporting Agencies
I. POLICY STATEMENT

The University is dedicated to fostering an inclusive and welcoming environment for all members of the campus community and recognizes its responsibility to maintain a campus environment which is free from Sexual Misconduct, and other Related Misconduct. This Policy embodies the University’s commitment to increasing awareness of such prohibited conduct and actively promoting prevention and educational programs for community members in an effort to eliminate occurrences, prevent reoccurrences, and address and remedy the discriminatory effects of the Sexual Misconduct.

This Policy expressly prohibits all forms of Discrimination and Harassment on the basis of an UMBC community member’s sex (including pregnancy), gender, sexual orientation, or gender identity or expression (collectively referred to as “Protected Status”) in its educational programs and activities or with respect to terms and conditions of employment. It expressly, therefore, also prohibits Sexual Misconduct, which is a form of sex discrimination, including Sexual and Gender Based Harassment, Sexual Violence, Relationship Violence, Domestic Violence, Sexual Exploitation, and Sexual Intimidation. This Policy further expressly prohibits Sex and Gender Based Stalking. Finally, this Policy expressly prohibits Retaliation against an UMBC community member for their good faith participation in reporting, assisting others in reporting, or opposing a violation of this Policy. University faculty, staff, and students who violate this Policy may face disciplinary action up to termination or dismissal.

Discrimination, Harassment, Sexual Misconduct (including Sexual and Gender Based Harassment, Sexual Violence, Relationship Violence, Domestic Violence, Sexual Exploitation, Sexual Intimidation, and Sex and Gender Based Stalking), and Retaliation (collectively hereafter referred to as “Prohibited Conduct”) are defined below in Section IV of this Policy.

The University’s commitment is consistent with the values and standards of an intellectual community of distinction, as well as the law and USM policies.

The University is also committed to the principles of free inquiry and expression. Nothing in this Policy is intended to abridge teaching methods, freedom of expression, or the University’s educational mission.

II. SCOPE AND APPLICABILITY

A. UMBC Community Members Covered By This Policy

This Policy applies to the conduct of, and protects all students (including but not limited to, undergraduate, graduate, professional and doctoral, post-doctoral, and student employees), faculty, and staff.

The Policy also applies to the conduct of and protects all interns, contractors, volunteers, guests, visitors, and other third parties under circumstances within the University’s control.

The individuals covered by this policy, shall be collectively hereafter referred to as “member of the UMBC community” or “UMBC community member.”
B. Jurisdiction

This Policy applies to Prohibited Conduct in connection with any UMBC office, or regional center education program or activity. Including Prohibited Conduct: (1) in any UMBC facility or on any UMBC property; (2) in connection with any UMBC sponsored, recognized, or approved program, visit, or activity, regardless of location; (3) that impedes equal access to any UMBC educational program or activity or adversely impacts the employment of a member of the UMBC community; or (4) that otherwise threatens the health or safety of a member of the UMBC community. Nothing in this policy is intended to supersede or conflict with any federal compliance obligation.

C. Reports Involving Minors

Any member of the UMBC community, who suspects that a child is being harmed, or observe a child being harmed, should contact law enforcement by dialing 911 or 410-455-5555.

In addition, pursuant to Family Law Article of the Maryland Annotated Code, Sections 5-701 through 5-708, any member of the UMBC community, who has a reason to believe that a child has been abused or neglected, has a mandatory obligation to report that suspicion to the local department of social services or local police department and to the University’s Designee for reporting child abuse.

The Baltimore County Department of Social Services: 410.853.3000
University Police Department: 410.455.5555
Baltimore County Police Department: 410.887.2214
UMBC Title IX Coordinator: 410.455.5745

Detailed information regarding reporting suspected child abuse and neglect may be found at www.usmh.usmd.edu/ regents / bylaws / SectionVI/ VII50.pdf.

III. PRESERVATION OF EVIDENCE

Seeking assistance promptly may be important to ensure physical safety, obtain medical care, or other support including assistance with peace/protective orders. It may also be necessary to preserve relevant evidence, particularly forensic evidence, which can assist the University and/or law enforcement in responding effectively. Because the standards for finding a violation of criminal law are different from the standards for finding a violation of this Policy, criminal investigations or reports are not determinative of whether Sexual Misconduct, for purposes of this Policy, has occurred. In other words, conduct may constitute Sexual Misconduct under this Policy even if it is not a crime or law enforcement agencies lack sufficient evidence of a crime and therefore decline to prosecute.

IV. PROHIBITED CONDUCT

This Policy prohibits all forms of Discrimination and Harassment, due to a UMBC community member’s Protected Status. This Policy expressly prohibits Sexual Misconduct, which is a form of sex discrimination, which includes Sexual and Gender Based Harassment, Sexual Violence, Relationship Violence, Domestic Violence, Sexual Exploitation, Sexual Intimidation, and Sex and Gender Based Stalking. Finally, this Policy expressly prohibits Retaliation against any UMBC community member for their good faith participation in reporting, assisting others in reporting, or opposing a violation of this Policy.

The use of alcohol, drugs, and/or legally prescribed medication, does not justify or excuse behavior that constitutes Prohibited Conduct under this Policy. Further, the use of alcohol, drugs, and/or legally prescribed medication never makes an individual at fault for being subjected to behavior that constitutes Prohibited Conduct under this Policy.
A. Discrimination

This Policy prohibits Discrimination. For the purposes of this Policy, Discrimination is defined as any unlawful preference or prejudice to a UMBC community member as compared to others, that is based on the UMBC community member’s Protected Status, and that is sufficiently serious to unreasonably interfere with or limit a UMBC community member’s access to employment or conditions and benefits of employment; ability to participate in, access, or benefit from educational programs, services, or activities; or ability to participate in, access, or benefit from the University’s extracurricular programs.

B. Sexual Misconduct

This Policy prohibits Sexual Misconduct. For purposes of this Policy, Sexual Misconduct is defined as a form of sex discrimination, which includes Sexual and Gender Harassment, Sexual Violence, Relationship Violence, Domestic Violence, Sexual Exploitation, Sexual Intimidation, and Sex and Gender Based Stalking, as defined below.

1. Sexual and Gender Based Harassment

This Policy Prohibits Sexual and Gender Based Harassment. For purposes of this Policy, Sexual and Gender Based Harassment includes Quid Pro Quo Harassment and Hostile Environment Harassment.

a. Quid Pro Quo Harassment

This Policy prohibits Quid Pro Quo Harassment. For purposes of this Policy, Quid Pro Quo Harassment is defined as unwelcome conduct based on the UMBC community member’s Protected Status, where submission to, or rejection of, such unwelcome conduct is used, explicitly or implicitly, as the basis for any decision affecting a UMBC community member’s education, employment, or participation in a University sponsored, recognized, or approved program, visit, or activity.

b. Hostile Environment Sexual and Gender Based Harassment

This Policy prohibits Hostile Environment Sexual and Gender Based Harassment. For purposes of this Policy, Hostile Environment Sexual and Gender Based Harassment is defined as any unwelcome sexual advance, unwelcome request for sexual favors, unwelcome verbal, physical, electronic or other conduct of a sexual nature, that targets a UMBC community member because of their Protected Status, when: such conduct is sufficiently severe or pervasive that it alters the conditions of education, employment, or participation in a University sponsored, recognized, or approved program, visit, or activity; and creates an environment that a reasonable person in similar circumstances would find intimidating, hostile, humiliating, demeaning or a sexually offensive. An isolated incident, unless sufficiently severe, does not amount to Hostile Environment Sexual and Gender Based Harassment.

Hostile Environment Sexual and Gender Based Harassment is also defined as harassment for exhibiting what is perceived as a stereotypical characteristic for one’s sex or gender or for failing to conform to stereotypical notions of masculinity and femininity, regardless of the individual’s actual or perceived sex, gender, sexual orientation, or gender identity or expression.
2. Sexual Violence

This Policy prohibits Sexual Violence. For purposes of this Policy, Sexual Violence is defined as physical sexual acts perpetrated or attempted without consent. Sexual Violence includes, but is not limited to, rape, sexual assault, sexual battery, and sexual coercion. Sexual Violence, in any form, is a criminal act.

a. Sexual Assault I

This Policy prohibits Sexual Assault I. For purposes of this Policy, Sexual Assault I is defined as any act of non-consensual sexual intercourse (vaginal, anal, or oral). For purposes of this Policy, non-consensual sexual intercourse can occur between UMBC community members and between a UMBC community member and a Non-UMBC community member. Sexual intercourse includes vaginal or anal penetration (however slight) by a penis, object, tongue, finger, or any body part; and oral copulation involving mouth to genital or genital to mouth contact.

b. Sexual Assault II

This Policy prohibits Sexual Assault II. For purposes of this Policy, Sexual Assault II is defined as any act of non-consensual sexual contact (however slight) without consent. For purposes of this Policy, non-consensual sexual contact can occur between UMBC community members and between a UMBC community member and a Non-UMBC community member. Non-consensual sexual contact means any intentional touching of the intimate body parts of another person, causing another person to touch someone's intimate body parts, or disrobing or exposure of another person without consent. Intimate body parts may include genitalia, groin, breast, buttocks, or clothing covering them, or any other body part that is touched in a sexual manner. Non-consensual sexual contact also includes attempted non-consensual sexual intercourse.

3. Relationship Violence

This Policy prohibits Relationship Violence. For purposes of this Policy, Relationship Violence is defined as physical violence, coercion, threats, intimidation, isolation, stalking, or other forms of emotional, sexual, or economic abuse directed towards a person who is or has been in a social relationship of a romantic or intimate nature with a UMBC community member. This includes any behaviors that intimidate, manipulate, humiliate, isolate, frighten, terrorize, coerce, threaten, blame, hurt, injure, or wound another. Relationship Violence can be a single act or a pattern of behavior.

The existence of a social relationship shall be determined based on a consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

4. Domestic Violence

This Policy prohibits Domestic Violence. For purposes of this Policy, Domestic Violence is defined as physical violence, coercion, threats, intimidation, isolation, stalking, or other forms of emotional, sexual, or economic abuse directed towards: a.) a UMBC community member’s current or former spouse or intimate partner; b.) a person with whom the UMBC community member shares a child in common; c.) a person who is cohabitating with or has cohabitated with the UMBC community member as a spouse or intimate partner; d.) a person similarly situated to a spouse of the UMBC community member; or e.) any other person who is protected from those acts under the domestic or family violence laws of Maryland. This includes any behaviors that intimidate, manipulate, humiliate, isolate, frighten, terrorize, coerce, threaten, blame, hurt, injure, or wound another. Domestic Violence can be a single act or a pattern of behavior.
5. Sexual Exploitation

This Policy prohibits Sexual Exploitation. For purposes of this Policy, Sexual Exploitation is defined as non-consensual or abusive sexual advantage of another person for the purpose of sexual gratification, financial gain, personal benefit or advantage, or any other non-legitimate purpose. Sexual Exploitation may take many forms, subtle and indirect or blatant and overt.

6. Sexual Intimidation

This Policy prohibits Sexual Intimidation. For purposes of this Policy, Sexual Intimidation means threatening to sexually assault another person; Sex and Gender-based Stalking, including cyber-stalking; or engaging in indecent exposure.

7. Sex and Gender Based Stalking

This Policy prohibits Sex and Gender Based Stalking ("Stalking"). For purposes of this Policy, Stalking is defined as a form of Sexual Intimidation, when there is a course of conduct that would cause a reasonable person to fear for their immediate health or safety or the safety of others, or suffer substantial emotional distress, which is directed at a specific person based upon that person’s Protected Status.

C. Retaliation

This Policy prohibits Retaliation. For the purposes of this Policy, Retaliation is defined as intimidating, threatening, coercive, or discriminatory action, inaction, conduct, or words, taken against a UMBC community member, for the purpose of interfering with any right or privilege secured by law or this Policy that is intended to discourage a reasonable person from engaging in a protected activity. Retaliation does not include petty slights and annoyances.

Protected activity includes a UMBC community member’s: good faith participation in filing, reporting, investigating, or resolving an alleged violation of this Policy; opposition to policies, practices, or actions that a UMBC community member has a good faith and reasonable belief are in violation of this Policy; providing assistance to another UMBC community member in filing or reporting an alleged violation of this Policy; or participation as a witness in an investigation of an alleged violation of this Policy. Protected activity does not include unlawful activities such as acts or threats of violence.

V. RELATED CONCEPTS USED IN THIS POLICY

A. Coercion

For purposes of the Policy, Coercion is defined as unreasonable pressure to persuade or compel a person to engage in any conduct or behavior, including sexual activity.

B. Complicity

For purposes of this Policy, Complicity is defined as any act that knowingly aids, facilitates, promotes, or encourages the commission of a violation of this Policy.
C. Consent

For purposes of this Policy, Consent is defined as 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 or behavior. It is the responsibility of the person who wants to engage in sexual activity or behavior to ensure that they have the consent from the other person to engage in the sexual activity or behavior.

- Consent cannot be inferred from silence, passivity, or a lack of resistance.
- There is no requirement that a UMBC community member verbally or physically resist unwelcome sexual activity or behavior.
- Consent must be present throughout the entire sexual activity or behavior and may be withdrawn at any time. Once consent is withdrawn, the sexual activity or behavior must cease immediately. If there is confusion as to whether there is consent or whether prior consent has been withdrawn, it is essential that the sexual activity or behavior cease until the confusion is resolved.
- 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 or existing consensual dating or sexual relationship. In the context of a current relationship, consent for future sexual activity or behavior cannot be implied.
- Consent to one form of sexual activity or behavior cannot automatically imply consent to engage in other forms of sexual activity or behavior.

D. Group Infractions

For purposes of this Policy, Group Infractions are defined as members of a group, organization, team, or individuals acting collusively, who commit an act that constitutes Prohibited Conduct under this Policy. The individuals may be charged as a group or individually, depending upon the specific circumstances.

E. Incapacitated or Incapacitation

For the purposes of this Policy, Incapacitation is a state in which a person’s decision-making ability is impaired such that the person lacks the ability to understand the “who, what, where, why, or how” of their sexual activity or behavior. Incapacitation may result from sleep or unconsciousness, temporary or permanent mental or physical disability, or the influence of alcohol, drugs, including but not limited to, Rohypnol, Ketamine, GHB, Burundanga, and other substances used to facilitate date-rape or Sexual Misconduct, or legally prescribed medication. Incapacitation may also occur when a person is physically restrained, without their consent, so the person is physically unable to resist sexual activity or behavior.

F. Interim Protective Measures

For purposes of this Policy, Interim Protective Measures are defined as the reasonably available steps the University may take to protect UMBC community members in response to an allegation of Prohibited Conduct under this Policy.

G. Protected Status

For purposes of this Policy, Protected Status is defined as a UMBC community member’s gender, gender identity or expression, sex (including pregnancy), and/or sexual orientation.
1. Gender

For purposes of this Policy, Gender is defined as a person’s socially constructed status based on the behavioral, cultural, or psychological traits typically associated with societal attribution of masculinity and femininity, typically related to one’s assigned sex at birth.

2. Gender Identity or Expression

For purposes of this Policy, Gender Identity or Expression is defined as a person’s actual or perceived gender identity, self-image, appearance, behavior, or expression, regardless of whether that identity, self-image, appearance, behavior, or expression is different from that traditionally associated with the person’s gender at birth.

3. Pregnancy

For purposes of this Policy, Pregnancy is defined as a range of matters concerning the childbearing process, including current pregnancy, past pregnancy, potential or intended pregnancy, and medical conditions related to pregnancy or childbirth.

4. Sex

For purposes of this Policy, Sex is defined as an individual's biological status of male or female.

5. Sexual Orientation

For purposes of this Policy, Sexual Orientation is defined as the identification, perception, or status of an individual as to homosexuality, heterosexuality, or bisexuality.

H. Reporting Party

For purposes of this Policy, Reporting Party is defined as the UMBC community member, who has been subjected to conduct that constitutes Prohibited Conduct under this Policy, regardless of whether the Reporting Party makes a report or seeks redress under this Policy.

I. Responding Party

For purposes of this Policy, Responding Party is defined as the UMBC community member, group, organization, team, or individuals acting collusively, alleged to have committed an act that constitutes Prohibited Conduct under this Policy.

VI. UNIVERSITY EMPLOYEE REPORTING OBLIGATIONS

The University values the privacy of its students, faculty, and staff and will make every effort to respect and safeguard the information they share. Information related to a report made under this Policy will only be shared with others, on a limited need-to-know basis. However, pursuant to federal and state law, in some circumstances, certain UMBC community members have specific reporting obligations.

A. Confidential Resources

The University understands that some individuals may not be prepared to make a report to law enforcement or to the University. Therefore, the University has Confidential Resources available to provide confidential counseling, crisis support, medical care, and/or advocacy services for UMBC community members affected by an incident of Prohibited Conduct.
1. Pastoral Counseling:

Professional, licensed, ordained clergy, who provide pastoral counseling to members of the UMBC community at the University are Confidential Resources.

2. Professional Licensed Mental Health Providers:

Professional, licensed mental health providers who provide mental-health counseling to members of the UMBC community, and also those who act in roles under the supervision of a licensed counselor, through the Counseling Center (for students) and the Employee Assistance Program (for employees) are Confidential Resources. Conversations with these Confidential Resources will remain confidential, except, when there is clear and imminent danger that someone’s life is at risk, there is apparent or suspected abuse of a child or dependent adult; or there is a legal obligation to reveal such information under enforceable court order.

3. Professional Licensed Healthcare Providers:

Professional, licensed healthcare providers who provide medical care to members of the UMBC community, and other health provider who act in roles under the supervision of a licensed healthcare provider, through the University’s Health Services, are Confidential Resources. Conversations with these Confidential Resources will remain confidential, except, when there is clear and imminent danger that someone’s life is at risk, there is apparent or suspected abuse of a child or dependent adult; or there is a legal obligation to reveal such information under enforceable court order.

Notification to any of the Confidential Resources, identified above, does not constitute notice to the University nor does it trigger an obligation on the part of the University to investigate the alleged Prohibited Conduct.

B. Quasi-Confidential Resources

Non-Licensed Counselors, Non-Licensed Healthcare Providers, and/or Advocates who work or volunteer at the Counseling Center, University Health Services, Voices Against Violence, or Women’s Center are Quasi-Confidential Resources. Conversations with these Quasi-Confidential Resources can remain confidential unless, there is a continuing threat of harm, as determined in the sole discretion of the University, or there is a legal obligation to reveal such information (for example in cases of mandatory reporting related to abuse or neglect of minors or in response to a legally sufficient subpoena). Further, Quasi-Confidential Resources may report incidents of Prohibited Conduct under this Policy, without any identifying information and will send the reports to the University’s Title IX Coordinator.

C. Responsible Employees

The University recognizes that some UMBC community members may be most comfortable disclosing information about an incident of Prohibited Conduct to someone they know. Many University employees have been designated as Responsible Employees.

For purposes of this Policy, a Responsible Employee is defined as including any UMBC community member who (1) has the authority to take action regarding Prohibited Conduct covered under this Policy; (2) is an employee who has been given the duty of reporting Prohibited Conduct under this Policy; or (3) is someone another UMBC community member could reasonably believe has this authority or duty.
Responsible Employees are Non-Confidential which means they will safeguard the UMBC community member’s privacy, however they are required to immediately share the known details of an incident of Prohibited Conduct (date, time, location, names of parties involved, description of the incident, etc.), to the Title IX Coordinator and other need-to-know University officials. Responsible Employees will try to ensure that any UMBC community member making a disclosure to a Responsible Employee, understands the Responsible Employee’s reporting obligations. Those identified below have been designated as Responsible Employees:

- Title IX Coordinator
- All Title IX Team Members
- All employees in Human Resources
- All employees in the Office of the General Counsel
- All University Police
- All UMBC Administrators (President, Provost, Vice Presidents, Vice Provosts, Deans, Associate Deans, Directors, Department Chairs)
- All UMBC Supervisors (excluding Supervisory Confidential Resources)
- All UMBC Faculty (including Adjuncts)
- All UMBC Graduate Assistants
- All UMBC Academic Advisors
- All UMBC Athletic Coaches (including Volunteer Coaches), Trainers, and Advisors
- All UMBC Resident Assistants
- All UMBC First Responders (excluding First Responders who are Confidential Resources)

VII. REPORTING PROHIBITED CONDUCT

The University has a variety of welcoming and accessible ways for UMBC community members to raise concerns and report instances of Prohibited Conduct. While there are multiple reporting options available across the University, the University recognizes that centralized reporting is an important tool in addressing, ending, and preventing Prohibited Conduct under this Policy. The University encourages UMBC community members to report and/or seek support, regardless of when or where an incident occurred.

The University understands that at the time a report is made, the Reporting Party may only want to seek resources and support and may not be prepared to decide what steps in the process they want to take. Choosing to make a report and informing the University of the Reporting Party’s preferred method of addressing the report, can unfold over time as the process proceeds. The University recognizes that the decision whether or not to make a report of Prohibited Conduct is personal, and that there are many barriers and influences, both individual and societal, to reporting. A Reporting Party can choose to pursue both a report under this Policy and a criminal investigation at the same time.
A. Making a Report to a Designated Responsible Employee

Under the Policy, a Reporting Party can make a report to the University by telling a Designated Responsible Employee what happened, in-person, by telephone, in writing, by e-mail, electronically, or anonymously. Designated Responsible Employees are Non-Confidential, which means they will disclose the known details of the incident (date, time, location, names of parties involved, description of the incident, etc.), to the Title IX Coordinator and other need-to-know University administrators.

Reports of incidents of Prohibited Conduct can be made to any of the Designated Responsible Employees identified below:

Paul Dillon, University Police: 410.707.6012
Jeff Cullen, Student Judicial Programs: 410.455.2453
John Fox, Office of Residential Life: 410.455.2591
Lee Hawthorne, Office of Student Life: 410.455.1745
Stephanie Lazarus, Title IX Coordinator 410.455.5745

B. Making a Report to a Quasi-Confidential Resource

Under the Policy, a Reporting Party can make a report to the University by telling a Quasi-Confidential Resource what happened, in-person, by telephone, in writing, by e-mail, electronically, or anonymously. Quasi-Confidential Resources will report incidents of Prohibited Conduct under this Policy, without sharing any identifying information to the University’s Title IX Coordinator.

Reports of incidents of Prohibited Conduct can be made to any of the following Quasi-Confidential Resources identified below:

Rina Rhyne, Voices Againsty Violence Coordinator 410.455.3748
Jess Myers, Women’s Center 410.455.2714

C. Anonymous Reporting

Any UMBC community member may make an anonymous report of Prohibited Conduct to the University without disclosing one’s name and without identifying the Responding Party or requesting any action. Based upon the amount of information provided about the incident and the UMBC community member’s involved, the University’s response to an anonymous report may be limited.

VIII. REPORTING PARTY REQUESTS FOR CONFIDENTIALITY

A Reporting Party may request that their identity is not disclosed to anyone else, including the Responding Party or that the University not investigate or take action. While such request may limit the University’s ability to address and respond to the reported Prohibited Conduct, in consultation with the Title IX Coordinator, the request will be taken into consideration and weighed against the University’s responsibility to provide a safe and non-discriminatory environment for all UMBC community members. However, the University will endeavor to honor any request, whenever possible, considering the totality of the circumstances. The University will promptly notify the Reporting Party whether the request can be honored, and, if not, the reasons why it cannot be honored and discuss any appropriate Interim Protective Measures.
IX. REPORTING PARTY REQUESTS FOR CONFIDENTIALITY

A Reporting Party may request that their identity is not disclosed to anyone else, including the Responding Party or that the University not investigate or take action. While such request may limit the University’s ability to address and respond to the reported Prohibited Conduct, in consultation with the Title IX Coordinator, the request will be taken into consideration and weighed against the University’s responsibility to provide a safe and non-discriminatory environment for all UMBC community members. However, the University will endeavor to honor any request, whenever possible, considering the totality of the circumstances. The University will promptly notify the Reporting Party whether the request can be honored, and, if not, the reasons why it cannot be honored and discuss any appropriate Interim Protective Measures.

IX. TIME FRAME FOR RESOLUTION

The University will seek to resolve every report of Prohibited Conduct within sixty (60) calendar days after receiving the report, excluding any appeal. The time frame may be extended for good cause, as determined on a case-by-case basis, as necessary to ensure the integrity and completeness of an investigation, comply with a request by law enforcement, reasonably accommodate the availability of witnesses, reasonably accommodate delays by the parties, account for University closures, or address other legitimate reasons, including the complexity of the investigation (e.g. the number of witnesses and volume of information provided by the parties) and the severity and extent of the alleged Prohibited Conduct.

X. AMNESTY

The University prohibits student conduct action (except for mandatory intervention/assessment for substance abuse) for a violation of the University’s alcohol or drug use policies by a student who reports Prohibited Conduct to the University or law enforcement or participates in a matter that involves Prohibited Conduct as a witness, if the institution determines that (1) the violation occurred during or near the time of the alleged Prohibited Conduct; (2) the student made the report of Prohibited Conduct, or is participating in an investigation as a witness, in good faith; and (3) the violation was not an act that was reasonably likely to place the health or safety of another individual at risk.

XI. CO-OCCLUDING CRIMINAL INVESTIGATION

The filing of a report of Prohibited Conduct that constitutes Sexual Misconduct under this Policy is independent of any criminal investigation or proceeding, which means a report made to law enforcement, does not preclude a person from proceeding with a complaint of Sexual Misconduct under this Policy. The University is required to conduct an investigation in a timely manner, which means in most cases, the University will not wait until a criminal investigation or proceeding is concluded before conducting its own investigation or implementing Interim Protective Measures to protect the safety of the Reporting Party and/or the entire UMBC campus community, if necessary.

However, at the request of law enforcement, the University’s investigation may be delayed temporarily, during the initial evidence gathering stage of the criminal investigation, as long as the delay does not inhibit the University’s ability to respond to the Prohibited Conduct in a prompt manner. If such a request is made, the University Police will submit the request in writing to the Title IX Coordinator, and the Reporting Party and Responding Party will be notified. In addition, when possible, in cases where there is a co-occurring criminal investigation by University Police, Baltimore County Police or the local prosecutor’s office, the University will work collaboratively and supportively with each respective agency within the parameters outlined above.
XII. EXCEPTIONS FOR PUBLIC DISCLOSURES AND CERTAIN RESEARCH-BASED DISCLOSURES

Disclosures in the following categories shall not be considered notice to the University of Prohibited Conduct for the purpose of triggering its obligation to investigate any particular incident(s):

A. Public Disclosures

Public disclosures include disclosures of incidents of alleged Sexual Misconduct during or in connection with public awareness events such as “Take Back the Night,” candlelight vigils, protests, “survivor speak-outs,” or other forums. Although such disclosures do not constitute notice to the University of Sexual Misconduct for purposes of triggering its obligation to investigate any particular incident(s), such disclosures may inform the need for campus-wide education and prevention efforts, and the University will provide information at these events about UMBC community members’ Title IX rights and about available University and community resources and support services.

B. Certain Research-Based Disclosures

Research-based disclosures include disclosures of incidents of alleged Sexual Misconduct made by a University student during such student’s participation as a subject in an Institutional Review Board approved human subjects research protocol. Institutional Review Boards may, however, in appropriate cases, require researchers to provide information to all subjects of a study about their Title IX rights and about available University and community resources and support services.

XIII. CLERY ACT COMPLIANCE AND RELEASE OF INFORMATION

In handling reports related to Prohibited Conduct, the University remains responsible for complying with the requirements of the Crime Awareness and Campus Security Act of 1990 (“Clery Act”) and its amendments. The University will comply with Clery Act requirements, including crime recording and reporting requirements, where compliance is not otherwise reached by actions under this Policy.

Pursuant to the Clery Act anonymous statistical information regarding reported criminal incidents must be shared with the UMBC Police Department for inclusion in the daily crime log. This information will be included in the University’s Annual Security Report and the University may also share aggregate and non-personally identifiable data about reports, outcomes, and sanctions.
XIV. INTERIM PROTECTIVE MEASURES

Interim Protective Measures are temporary actions taken by the University prior to concluding the investigation which may be applied to the Reporting Party, Responding Party, and other involved UMBC community members as appropriate to ensure their safety and well-being and to limit undeterred campus educational and employment access. Interim measures may be requested by the Reporting Party or the Responding Party, or the University can initiate the Interim Measures in the absence of a request, at any time, during the process. Individuals can make a request for Interim Protective Measures in-person or in-writing to any of the Designated Responsible Employees listed above, in Section II.

When a report is received, the University, in consultation with the Title IX Coordinator, can impose reasonable and appropriate Interim Protective Measures.

Interim Protective Measures are taken based on the information available at the time and are not intended to be permanent resolutions. Interim Protective Measures may be withdrawn or amended as additional information is discovered. The University will take appropriate, responsive, and prompt action to enforce Interim Protective Measures and to respond to any reports about the inadequacy or failure of another UMBC community member to abide by the Interim Protective Measures. The range of Interim Protective Measures can include, but are not limited to:

- Access to counseling and medical services and assistance in setting up initial appointments, both on and off campus
- Imposition of a campus “No-Contact Order”
- Rescheduling of exams and assignments
- Providing alternative course completion options
- Change in class schedule, including the ability to drop a course without penalty or to transfer sections
- Change in work schedule or job assignment
- Arranging for class incompletes, a leave of absence, or withdrawal
- Change in campus housing assignment or housing license
- Assistance from University support staff in completing University housing relocation
- Restricting access to certain University facilities, resources, or activities pending resolution of the report
- To the extent practicable, preserving eligibility for academic, athletic, or other scholarships, institution-based financial aid, or program eligibility
- Providing academic support services, such as tutoring
- University-imposed leave or suspension for the Responding Party

XII. RANGE OF DISCIPLINARY ACTIONS OR SANCTIONS

This Policy prohibits a broad range of conduct, which is serious in nature. In keeping with the University’s commitment to fostering an environment that is safe, respectful, inclusive, and free of Prohibited Conduct, this Policy allows for wide latitude in the imposition of disciplinary actions or sanctions tailored to the facts and circumstances of each report, the impact of the Prohibited Conduct on the Reporting Party and surrounding UMBC community members, and accountability for the Responding Party. The imposition of disciplinary actions (in employment context) or sanctions (in educational context) are designed to eliminate Prohibited Conduct under the Policy, prevent its recurrence, and remedy its effects, while supporting the University’s mission and federal obligations. Disciplinary actions or sanctions may include educational, restorative, rehabilitative, and punitive components. Some conduct, however, is so egregious in nature, so harmful to the individuals involved and the entire UMBC community, or so deleterious to the educational or working environment, that it requires severe disciplinary action, up to and including termination from the University or severe sanctions, up to and including dismissal from the University.
Disciplinary actions which may be imposed on faculty, staff, and student employees in the employment context, can include, but are not limited to the following: no contact orders, a letter of reprimand, censure, service to the University, counseling, retraining, transfer, demotion, suspension, and/or termination.

Sanctions which may be imposed on students in the academic context, can include, but are not limited to the following: no contact orders, housing restrictions (including removal from on-campus housing), community service, educational requirements, written warning, reprimand, probation, suspension, and/or dismissal.

Individuals who commit certain Prohibited Conduct in violation of federal, state, or local law may also be subject to criminal charges and penalties.

XVI. AGREEMENTS WITH LOCAL LAW ENFORCEMENT AND RAPE CRISIS PROGRAMS

UMBC will pursue formalized agreements with (1) the local law enforcement and (2) a State designated rape crisis program and/or federally recognized sexual assault coalition. The agreement with law enforcement will comply with Title IX and clearly state when the University will refer a matter to local law enforcement. The agreement with rape crisis or sexual assault programs will formalize a commitment to provide trauma-informed services to victims/survivors of sexual assault and to improve the University’s overall response to sexual assault.

XVII. UNIVERSITY SEXUAL ASSAULT CLIMATE SURVEY

On or before March 1, 2016, and at least every two (2) years thereafter, the University will: (1) develop an appropriate Sexual Assault campus climate survey using nationally recognized best practices for research and climate surveys; and (2) administer the Sexual Assault campus climate survey to students in accordance with the procedures set by the Maryland Higher Education Commission (MHEC). On or before June 1, 2016, and at least every two (2) years thereafter, each institution shall submit to MHEC a report in accordance with the requirements set forth in Md. Code Annotated, Education Article, Section 11-601(g).

XVIII. UNIVERSITY PROCEDURES FOR RESPONDING TO REPORTS OF PROHIBITED CONDUCT

Procedures for Reports of Prohibited Conduct against Students: Reports alleging Prohibited Conduct by students under this Policy shall be reviewed in accordance with the Procedures for Reporting and Responding to Reports of Sexual Misconduct and Other Related Misconduct when the Responding Party is a Student.

Procedures for Reports of Prohibited Conduct against Staff: Reports alleging Prohibited Conduct by staff under this Policy shall be reviewed in accordance with the Procedures for Reporting and Responding to Reports of Sexual Misconduct and other Related Misconduct when the Responding Party is Staff.

Procedures for Reports of Prohibited Conduct against Faculty: Reports alleging Prohibited Conduct by faculty under this Policy shall be reviewed in accordance with the Procedures for Reporting and Responding to Reports of Sexual Misconduct and other Related Misconduct when the Responding Party is Faculty.

Procedures for Reports of Prohibited Conduct against Interns, Contractors, Volunteers, Guests, Visitors, and/or Other Third Parties: If a member of the UMBC community is subjected to Prohibited Conduct under this Policy by an intern, contractor, volunteer, guest, visitor, or other third party, the University can/may request that a formal letter be issued to deny their access to the University. The University is authorized to deny campus access to third-parties who engage in disruptive behavior under Maryland State Law, §§ 26-101 and 26-102, Education Article, Annotated Code of Maryland.
XIV. TITLE IX COORDINATOR AND TITLE IX TEAM

Pursuant to Title IX of the Education Amendments of 1972 and the U.S. Department of Education’s implementing regulations at 34 C.F.R. Part 106, the University’s Title IX Coordinator has primary responsibility for coordinating the UMBC’s efforts to comply with and carry out the University’s responsibilities under Title IX, which prohibits sex discrimination in all the operations of the University, as well as retaliation for the purpose of interfering with any right or privilege secured by Title IX. The Title IX Coordinator oversees the University’s response to reports and complaints that relate to Prohibited Conduct involving UMBC community members, to monitor outcomes, identifies and addresses any patterns, and assesses effects on the campus climate, so the University can address issues that affect the wider campus community. The Title IX Coordinator is also responsible for leading the University’s Title IX Team, which may include Deputy Title IX Coordinators, Title IX Investigators, members from University Police, Student Affairs, the Provost’s Office, Human Resources, and other campus members who work with matters of gender equity and/or sexual violence.

XV. EDUCATIONAL AND PREVENTION PROGRAMS AND TRAINING

The University’s Division of Student Affairs, Women’s Center, Office of Human Relations, Human Resources, and other campus partners offer educational and prevention programs to promote the awareness and prevention of incidents of Prohibited Conduct. The educational and prevention programs include an overview of the University’s policies and procedures; discussion of the impact of alcohol and illegal drug use; safe and positive options for bystander intervention; and information about risk reduction.

The University’s Voices Against Violence (“VAV”) program addresses all aspects of sexual violence prevention, response, and referral and further serves as a coordinated and collaborative campus resource. The VAV program has established a University protocol for receiving and responding to reports of sexual violence. University-wide training regarding the VAV protocol is provided throughout the year and is available for groups, upon request.

The University sponsors the Peer Health Educators program which partners students with the University’s Health Services to provide educational programs about sexual violence to residence halls, classes, sports teams, and greek organizations. Further, the University supports the “I Deserve” campaign, which raises awareness about relationship violence, and the “What Is Your Green Dot” campaign, which provides awareness and training regarding bystander intervention.

Further, incoming first year and transfer students and new employees will receive primary prevention and awareness training as part of their orientation. Returning students and employees will also have ongoing opportunities for training and education.

Also, all persons involved in any way in responding to, investigating, or adjudicating reports involving Prohibited Conduct, including but not limited to, the Title IX Team, Responsible Employees, law enforcement, pastors, counselors, health professionals, resident advisers, and on-campus advocates, must have annual training in receiving, reporting and handling complaints of Prohibited Conduct; must be familiar with the University’s procedures; and must understand the parameters of confidentiality.
XXI. Record Keeping

The University will keep records of Prohibited Conduct matters, including, but not limited to records of any (1) complaints/ reports of Prohibited Conduct; (2) investigation, adjudication and resolution of complaints; (3) training (including, but not limited to, lists of trainees, training dates and content); and (4) related surveys and reports. Records will be maintained in accordance with the University’s Records Retention Schedule.

XXII. Related Policies

University of Maryland Baltimore County Policy on Amorous and Sexual Relationships, Revised July 1, 2004

XXIII. External Reporting Agencies

In addition to or as an alternative to the University’s procedures for reporting Prohibited Conduct, reports of Prohibited Conduct, may be filed with the following agencies:

**Equal Employment Opportunity Commission (EEOC)**
City Crescent Building
10 S. Howard Street, Third Floor
Baltimore, Maryland 21201
Phone: 1.800.669.4000
Fax: 410.962.4270
TTY: 1.800.669.6820
Website: [www.eeoc.gov](http://www.eeoc.gov)

**Maryland Commission on Civil Rights (MCCR)**
William Donald Schaefer Tower
6 St. Paul Street, Ninth Floor
Baltimore, Maryland 21202
Phone: 410.767.8600
Fax: 410.333.1841
TTY: 410.333.1737
Website: [www.mccr.maryland.gov](http://www.mccr.maryland.gov)

**Office for Civil Rights**
U.S. Department of Education
The Wanamaker Building
100 Penn Square East, Suite 515
Philadelphia, PA 19107-3323
Phone: 215.656.8541
Fax: 215.656.8605
TDD: 1.800.877.8339
Email: OCR.Philadelphia@ed.gov
Website: [http://www2.ed.gov/about/offices/list/ocr/docs/tix_dis.html](http://www2.ed.gov/about/offices/list/ocr/docs/tix_dis.html)

Reporting parties who wish to file complaints with these external agencies should make contact as soon as possible, to verify any applicable filing time limits and deadlines.
INTERIM
CODE OF STUDENT CONDUCT
EFFECTIVE 8/17/2015 UNTIL FURTHER NOTICE
Article I: Student Conduct and Judicial Affairs Mission

The University of Maryland Baltimore County is strongly committed to the development of the student and promotion of personal integrity and self-responsibility. Students enrolling at UMBC become citizens of the community and are entitled to enjoy the privileges and required to assume the responsibilities associated with this affiliation. UMBC affirms its commitment to achieving diversity in higher education and continues to improve the quality and increase the diversity of its student body. The University consistently strives to create a community that welcomes and celebrates differences. Since the rights of all students are protected, and an atmosphere conducive to intellectual development, personal growth, and community association are to be promoted, standards and guidelines on student behavior are necessary. This Code of Student Conduct is intended to outline certain responsibilities and expectations of UMBC students, assist the students to understand their role in the academic community, and to establish procedures that ensure due process in the adjudication of complaints concerning students.

The Office of Student Judicial Programs supports the University’s dedication to student success and its educational purposes and goals by publishing, enforcing, drafting and interpreting standards of student behavior and related policies and procedures; facilitates student and community developmental and ethical growth opportunities promoting personal integrity, civility, self-responsibility, citizenship and appreciation for diversity; works to maintain a safe and productive environment supporting the University’s educational purpose and the students’ educational goals; and promotes the privileges and responsibilities associated with a student’s affiliation with the University.

In addition to the Code of Student Conduct, all students at the University of Maryland Baltimore County are also subject to the University’s Policy on Prohibited Sexual Misconduct and Other Related Misconduct (“Sexual Misconduct Policy”) and affiliated Procedures, which are separate from the Code of Student Conduct standards and procedures. The Sexual Misconduct Policy covers behaviors related to discrimination, sexual and gender harassment, sexual assault, sexual exploitation, relationship violence, domestic violence, sexual intimidation, sex- and gender-based stalking, and retaliation. The Sexual Misconduct Policy is listed as UMBC Policy IV-1.60.01 found at http://www.umbc.edu/policies In cases where the provisions in the Code of Student Conduct and the provisions in the Sexual Misconduct Policy and affiliated Procedures thereof are different or inconsistent, the Sexual Misconduct Policy and Procedures supersede for cases involving matters covered by the Sexual Misconduct Policy. Therefore, all students are expected to read the Sexual Misconduct Policy and Procedures, as well as the Code of Student Conduct, to gain a thorough understanding of the expectations and procedures set forth in both processes and the differences between the two. When a student has been found in violation of the Sexual Misconduct Policy, the possible sanctions that may be applied are the same as those described in the Article V.C. of this Code of Student Conduct.

Article II: Purpose, General Provisions & Philosophy

A. The University of Maryland, Baltimore County (UMBC) can make its maximum contribution as an institution of higher learning only if high standards of courtesy and integrity are maintained
by every member of the University community. It is incumbent upon students to conduct themselves within the framework of reasonable rules and regulations designed to prevent interference with, or obstruction of, the orderly operation of the University. Misconduct which violates the basic standards of behavior necessary for the maintenance of an educational environment or which adversely affects the ability of others to pursue their educational goals may ultimately call into question the student's membership in the University community.

B. The primary purpose of this Code of Student Conduct is to serve the interests of both the UMBC community and the individual student by: (1) prescribing the standards of conduct expected of students; (2) outlining actions which can be taken when misconduct occurs; (3) establishing procedures which ensure due process in the adjudication of complaints concerning students; and (4) imposing sanctions in the University setting to protect, deter, and educate.

C. The Student Judicial Programs Office promotes the concepts of fairness and due process in Student Conduct Review settings throughout the University community, while striking a balance between community standards and individual behavior through the educational development of students.

D. All students are subject to the Code of Student Conduct. Individuals who are not currently enrolled at the University remain subject to the Student Conduct Review process for misconduct that occurred during any period of enrollment, for misconduct that occurred during a period between any consecutive semesters, terms, or summer sessions for which they are enrolled, or for misconduct that occurred during the time after admission to the University but prior to first enrollment, and for statements, acts or omissions related to application for enrollment.

E. UMBC is strongly committed to an academic environment that supports the humanity and dignity of all persons. As such, any behavior which threatens that principle, shall be subject to serious sanctions. In this regard, any act which threatens the safety or well being of other persons shall be viewed as extremely serious and subject to the most serious sanctions, including suspension or dismissal from the University. Weapons are prohibited from being kept or carried on campus other than with the University Police in accordance with their procedures.

F. Any violation or attempted violation of University rules and regulations which is motivated by bias towards a person or group protected by UMBC’s Notice of Non-Discrimination shall subject a student to a more severe sanction than would ordinarily accompany that violation or attempted violation.

G. UMBC is also strongly committed to an academic environment that supports the health, safety, and well being of all persons. Any behavior that violates this principle shall be subject to severe sanctions. To that end, the possession, use, or distribution of controlled dangerous substances shall be viewed as warranting the most serious sanctions including suspension or dismissal from the University. Alcohol possession, use, or distribution also warrants
serious sanctions which may or may not result in suspension or dismissal in light of consideration for complicating and/or mitigating circumstances. Parental notification may occur in appropriate cases where a student engages in a drug or alcohol violation.

H. While UMBC does not condone violations of its policies, the health and safety of our students is our primary concern and reporting crimes of violence and hazing are of paramount importance. UMBC seeks to create a culture of trust and care paired with safety and responsibility, while reducing any barriers that would prevent students from seeking assistance in an emergency or when they are the victim or bystander to a crime of violence or hazing. Disciplinary action may be waived for students in violation of alcohol or other drug policies who responsibly report crimes of violence or hazing. Appropriate alternative educational conditions may be substituted in lieu of formal disciplinary action. The Director of Student Judicial Programs or their designee will make the final determination of the applicability of this protocol.

I. All proceedings of the University’s Student Conduct Review process are confidential and classified as disciplinary records. In accordance with the Family Educational Rights and Privacy Act (FERPA), the University’s Disclosure of Student Records Procedure states that students’ judicial and disciplinary records are education records. The Student Right-to-Know and Campus Security Act modified FERPA to allow institutions to inform victims of the outcome of student judicial proceedings regarding an alleged crime of violence as defined by the U.S. Code. The Student Right-to-Know and Campus Security Act was amended by the Higher Education Amendments of 1992 (sometimes known as the Campus Sexual Assault Victims Bill of Rights Act) requiring the University to inform the victim of an alleged perpetrator of a crime of violence or a non-forcible sex offense of the final results of student disciplinary proceedings against the Charged Student. Although all judicial proceedings are considered confidential, FERPA permits and, in some cases, requires the disclosure of these records, with and without notice to the student. Some of the exceptional circumstances recognized in FERPA include, but are not limited to, release to University personnel with a legitimate educational interest, release in response to a subpoena, release to parents of income tax dependent students, and permissible disclosure to parents or legal guardians of a student who is less than 21 years of age and is responsible for violating campus rules governing the use or possession of alcohol or a controlled substance. If a student is responsible for violating UMBC rules or policies related to an allegation that the student perpetrated a crime of violence or a non-forcible sex offense, the University may release disciplinary records of that student relating to that violation.

J. UMBC is also strongly committed to a community environment that supports the health, safety, and well being of all persons and property. To that end, serious misconduct that is related to institution-sponsored events, including athletic events (“event-related misconduct”) is unacceptable. “Event-related misconduct” is rioting, assault, theft, vandalism, fire-setting, or other misconduct related to an institution-sponsored event, occurring on- or off-campus, that results in harm to persons or property or otherwise poses a threat to the stability of the campus or campus community.
Student Conduct Review for event-related misconduct may take place regardless of the existence, status, or outcome of any criminal charges in a court of law related to the misconduct. Violations of this kind shall subject a student to the most serious sanctions, which may include suspension or dismissal from the University. Any decision to impose a sanction less than suspension or dismissal, for event-related misconduct must be supported by written findings signed by the Vice President for Student Affairs. A student suspended for violations that include “event-related misconduct” shall not be admitted to any other institution in the University System of Maryland during the term of the suspension. A student dismissed for violations that include “event-related misconduct” shall not be admitted to any other institution in the University System of Maryland for at least one year from the effective date of the dismissal.

Article III: Definitions

Please refer to Student Judicial Programs website (umbc.edu/sjp) to access to the Code of Student Conduct in its entirety, including Definitions.

Article IV: Authority

A. The Director of Student Judicial Programs shall determine the composition of a Hearing Board or Appellate Board.
B. The Director of Student Judicial Programs for the administration of the Student Conduct Review Program may develop policies, and procedural rules for the hearings, which are not inconsistent with provisions of the Code of Student Conduct.
C. Decisions made by a Hearing Board and/or the Conduct Officer shall be final, pending the stated appeal process.
D. A Hearing Board may be designated as arbiter of disputes within the student community in cases that do not involve a violation of the Code of Student Conduct. All parties must agree to arbitration, and to be bound by the decision with no right of appeal.
E. The University has the inherent authority and right to take necessary and appropriate action to protect the safety and well being of the University community, and to protect the continuing operation of the University.

Article V: Prohibited Conduct

A. Student Responsibility to Know Rules and Regulations
Each student is responsible for notice of and compliance with the provisions of the University's Rules and Regulations. All students are expected and required: (a) to obey the law, (b) to comply with University Rules and Regulations and with directives issued by a University official in the course of his or her authorized duties, and (c) to observe standards of conduct appropriate for an academic institution. Each student is charged with the obligation to conduct himself/herself in a manner compatible with the University's function as an educational institution.

B. Rules and Regulations
Any student found to have violated the following rules and regulations is subject to the sanctions outlined in Section C, below:
1. Violations of Fire and Safety Regulations.
   This rule prohibits, but is not limited to, the following:
   a) failure to comply with posted evacuation procedures;
   b) tampering with fire protection apparatus;
   c) possession, use, or threatened use of fireworks, bombs, or explosive devices of any character;
   d) use of open flame devices or combustible materials, including chemicals, which endanger the safety or well being of the University community;
   e) unauthorized use of, tampering with, or misuse of electrical equipment, burglar alarms, fire exits, or giving false alarms or false reports of fire or emergency; or,
   f) Fire-setting.

2. Behavior Which Jeopardizes the Health or Safety of Self or Others.
   a) unauthorized/illegal possession, storage, or use of weapons or firearms (Possession of a license to possess or use a weapon shall not constitute a defense of any violation of this Rule, as the University reserves the right to restrict even licensed possession or licensed behavior when such restrictions adds to the protection of person or property of the University.);
   b) acts, or threats, of physical assault or abuse;
   c) violence;
   d) failure to cease repetitive unwanted behavior directed toward a particular individual or individuals;
   e) disorderly conduct;
   f) hazing as that term is defined in UMBC Policy V-8.00.01 found at http://www.umbc.edu/policies
   g) forcible detention;
   h) threatening behavior;
   i) indecent exposure;
   j) alcohol poisoning;
   k) drug overdose; or,
   l) rioting.

3. Misconduct Involving Alcohol.

   The University prohibits the unauthorized possession, use, or distribution of alcoholic beverages. The University enforces all state and federal laws or regulations that regulate and control the sale or use of alcohol. Consistent with state laws, University policy limits on-campus use of alcoholic beverages to specified areas and to persons of legal age (21 years old in the State of Maryland).
   This rule prohibits, but is not limited to, the following:
   a) unauthorized or illegal use of any alcoholic beverages;
   b) aiding or abetting an underage person in the purchase of alcoholic beverages;
   c) disorderly conduct due all or in part to being under the influence of alcohol;
   d) the possession, consumption, or distribution of alcohol in any University facility or event, except as provided by the institution, in accordance with state and local law;
e) misrepresentation of age to obtain alcoholic beverages;
f) providing alcohol to underage persons;
g) possession of an open alcohol container in a public area;
h) consumption of alcohol in a public area; or
i) possession, use, or distribution of alcohol by underage persons.

4. Misconduct Involving Illegal Drugs or Controlled Substances.

The University prohibits the possession, use, sale or distribution of illegal drugs or controlled substances and enforces all state and federal laws that prohibit the possession or sale of illegal drugs or drug paraphernalia. This rule prohibits, but is not limited to, the following:

a) possession, use, distribution, sale, manufacture, or processing of illegal or unprescribed narcotics, illegal drugs, hallucinogens, and controlled dangerous substances;
b) possession, use, or sale of drug paraphernalia;
c) possession, use, sale, or distribution of legal drugs which were not prescribed to the recipient or person in possession; or
d) misuse of prescribed drugs or over the counter drugs.

5. Theft or Property Damage.

Intentional or negligent acts or attempted acts resulting in theft or property damage are prohibited. This includes, but is not limited to:

a) theft, vandalism, destruction, damage, abuse, or fraudulent use of University or private property, including University property, personal or University credit cards, and University funds; or
b) theft, destruction, damage, abuse, or fraudulent use of University services, including attendance in classes in which the student is not enrolled, computer, telephone, and mail services.

6. Unauthorized Entry or Presence in or on University Property.

This rule prohibits, but is not limited to, the following:

a) failure or refusal to leave University Property, or a specific portion thereof, or a University facility when requested by an authorized University official; or
b) improper or unauthorized entry into a University building, facility, or campus residence.


This rule prohibits, but is not limited to, the following:

a) falsifying, forging, altering, causing the alteration of, or furnishing false information (written or oral) on, or relative to, University records, or to University officials;
b) falsifying, forging, altering, causing the alteration of, or furnishing false information regarding identification cards, absence excuses, parking hangers, transcripts, grade reports, test papers, answer sheets, examinations, admissions or financial aid applications, registration materials, and computer records;
c) unauthorized possession or use of University records, documents, instruments, or property (e.g., identification card or key);
d) failure to provide student identification, or other identification, to University officials upon request;
e) providing false or misleading information on police reports, Residential Life Information Forms, or during testimony before the Parking Appeals Board;
f) furnishing false information to any University official or office; or
g) misrepresenting ownership of University or private property (e.g., selling textbooks as an authorized owner/seller).

8. Failure to Meet Financial Obligations to the University.

This rule prohibits, but is not limited to, the following:
a) the failure to pay delinquent accounts, including parking violation fees, after the University has notified the student of the debt; or
b) the use of worthless checks, money orders, or credit cards in payment to the University for tuition, room and board, fees, library fines, traffic penalties, etc.

9. Disruption of Any University Activity.

This rule prohibits, but is not limited to, the following:
a) acts inhibiting, interfering with, obstructing, or damaging either (i) an academic activity (e.g., teaching, research, or University Administration) or organized student activity; or (ii) a campus resource relating to academic materials (e.g., library books, audiovisual materials and tapes);

b) any intentional act substantially interfering with the freedom of expression of others on University Property or at University sponsored activities; or

c) activity which disrupts or interferes with normal University functions or operations.


This rule prohibits the violation of Residential Life policies, rules, or regulations, as provided in the Guide to Community Living and the Residential Life license.


This rule prohibits, but is not limited to the following:
a) on campus gambling, including raffles, except when appropriate Baltimore County permits are obtained and filed in advance with the appropriate UMBC office;

b) pools and other bets on sporting events.

Students are responsible for knowing and observing all local, state and federal laws. Action by law enforcement agencies, or lack of such action, will not preclude action by the University as well, in the event the misconduct in question also constitutes a violation of this Code.

13. Violation of Published University Rules, Regulations or Policies.

Students are responsible for knowing and observing all published UMBC rules, regulations and policies.


This rule prohibits the breach of computer security, harmful or unauthorized access, unauthorized copying or distribution of programs and/or data, unauthorized transfer of programs and/or data access denial, or the attempt to commit such acts. See the UMBC Policy for Responsible Computing.

15. Abuse of the Student Conduct Review System.

This rule prohibits, but is not limited to, the following:
   a) failure to obey a written Notice to Appear issued by the Director;
   b) falsification, distortion, or misrepresentation of information before the Conduct Officer, Director, a Hearing Board or Appellate Board;
   c) disruption or interference with the orderly conduct of a Student Conduct Review;
   d) referral of an allegation of misconduct known to be false;
   e) attempting to discourage or influence an individual’s proper participation in, or use of, the Student Conduct Review System;
   f) attempting to influence the impartiality of a member of a Hearing Board or Appellate Board prior to, and/or during the course of, the Student Conduct Review;
   g) harassment (verbal or physical) and/or intimidation of a member of a Hearing Board or Appellate Board, the Charging Party, a witness or victim, prior to, during the course of, or after the Student Conduct Review;
   h) failure to comply with the sanction(s) imposed under the Code of Student Conduct; or
   i) influencing or attempting to influence another person to commit an abuse of the Student Conduct Review System; or
   j) retaliating against any participant in the Student Conduct Review Process.

16. Failure to Comply with the Request of a University Official.

This rule prohibits, but is not limited to, the following:
   a) failure to comply with a reasonable and lawful request or directions by a University official;
   b) interference with students, faculty, staff, or law enforcement officials acting in the performance of their official duties; or
c) failure to comply with a Student Conduct Notification.

17. Skateboarding, Rollerblading, or Rollerskating in or Near a University Building.

This rule prohibits, but is not limited to, the following:
   a) use of a skateboard, rollerblades, bicycles or rollerskates in a manner that may cause damage to University property; or
   b) use of a wheeled device around University buildings in a manner that may cause injury to pedestrians.

18. Aiding or Abetting Misconduct.

This rule prohibits aiding or abetting misconduct by others which would be in violation of the rules outlined in this Code or of federal, state or local laws. Aiding is defined as acting with intentionality to directly assist another in the planning or commission of misconduct. Abetting is defined as the intentional encouragement, promotion, or facilitation of any action which assists or supports another in the achievement of misconduct, or of the intentional creation of the conditions necessary for misconduct to occur.

19. Violation of Copyright.

This rule prohibits, but is not limited to, the downloading or sharing of the intellectual property and copyrighted works of others without permission or consent of the copyright holder, including music, motion pictures, computer software, photos, data files, and configuration files and maps using UMBC computer resources.

C. Sanctions and Conditions

1. The following sanctions may be imposed upon any Charged Student, found to have violated the Code of Student Conduct:
   a) Disciplinary Reprimand - This sanction indicates that the Charged Student’s “good standing” status is in jeopardy and further violations may result in Disciplinary Probation, Suspension, or Dismissal.
   b) Disciplinary Probation - This sanction places the Charged Student on probationary status during which further violations of the Code of Student Conduct may result in Suspension or Dismissal.
   c) Disciplinary Suspension - A sanction of suspension terminates a student’s status as an enrolled student for either a specific or indefinite period of time. The suspension may take effect immediately, on some future date to be specified, or be held in abeyance. A suspended student is restricted from campus and may not be present on campus without specific written authorization from the Vice President for Student Affairs or designee. Any violation of this restriction shall subject the student to arrest for trespassing. A student who is suspended shall exit campus immediately upon receiving notice that the sanction of suspension has been imposed. University Police must accompany the student when retrieving personal belongings. This sanction is noted on the student’s transcript as “Disciplinary Suspension”. As described in
Article VII, the Student may file a written request with the Office of Student Judicial Programs to have this notation expunged after the period of suspension has ended. Otherwise, the notation will remain on the student’s transcript unless the disciplinary file is expunged. A student under this sanction may reapply for admission after the designated number of semesters or years and must show cause why the behavior for which the student was suspended will not reoccur and that during the suspension the student has made positive contributions to society (e.g. through work, volunteer service, schooling, etc.).

d) **Disciplinary Dismissal** - A sanction of dismissal permanently terminates a student’s status as an enrolled student. A dismissed student is restricted from campus and may not be on campus without specific written authorization from the Vice President for Student Affairs or designee. Any violation of this restriction shall subject the student to arrest for trespassing. A student who is dismissed shall exit campus immediately upon receiving notice that the sanction of dismissal has been imposed. University Police must accompany the student when retrieving personal belongings. This sanction is noted on the student’s transcript as “Disciplinary Dismissal” and will remain on the student’s transcript unless the disciplinary file is expunged.

2. The following conditions may be imposed, along with a sanction, for any Charged Student found to have violated the Code of Student Conduct. Conditions include, but are not limited to:
   a) Financial restitution for any loss sustained or incurred by the institution or member(s) of
   b) Community restitution.
   c) Participation in a restorative circle or conference
   d) Attendance at an alcohol and/or other drug education program.
   e) Counseling Session.
   f) Educational Project.
   g) Suspension of computer account.
   h) Restriction from specific University buildings, areas, or facilities.
   i) Termination of UMBC Residential Life license.
   j) Termination of Food Services contract.
   k) Restriction or denial of campus driving privileges for disciplinary violations involving the use or registration of motor vehicles and parking permits.
   l) No contact with designated persons.
   m) Residential Life housing reassignment or loss of ability to re-license or reapply for UMBC
   n) Establishment of Educational Achievement Expectations.
   o) Revocation or denial of degree/diploma.
   p) Academic Registration block.
   q) Monetary fines.
   r) Loss of University privileges, including social privileges, athletic privileges, housing privileges, co-curricular privileges, facility-use privileges.
s) Residential Life Probation – This condition places the student on a notice that further violations may lead to the termination of the student’s UMBC Residential Life license.

t) Random Drug Testing.

3. Attempts to violated this Code are subject to sanctions to the same extent as completed violations.

4. Failure to complete a mandated sanction within the allotted time may result in administrative actions including but not limited to block on the student’s ability to register for classes.

**Article VI: Processes and Outcomes**

A. Jurisdiction of the University
   Any student who engages in conduct that is prohibited by the rules and regulations outlined in this Code is subject to a Student Conduct Review. Misconduct that takes place off the campus and is deemed detrimental to the interests of the University is also subject to a Student Conduct Review.

B. Criminal and Civil Accountability
   In addition to a student’s accountability to the University, a student also remains accountable to civil authorities and may be prosecuted criminally for violations of law. A Student Conduct Review at the University will normally proceed during the pendency of criminal proceedings.

C. Access for Persons with Disabilities
   The University will provide reasonable accommodations to students with disabilities, to enable them to participate fully in the processes, programs, and services offered by Student Judicial Programs. Accommodations are determined on an individual basis by Student Support Services. Any student with a disability requiring an accommodation should notify the Conduct Officer seven (7) days prior to the Pre-Hearing Conference or Student Conduct Hearing.

D. Student Conduct Review Process
   Please refer to the site for Student Judicial Programs (umbc.edu/sjp) to access the Code of Student Conduct in its entirety, including Student Conduct Review Process.

E. Interim Suspension, Restriction from University Property

   1. A student may be suspended or restricted from University Property for an interim period pending Student Conduct Review or medical evaluation. The Vice President for Student Affairs, or a designee, may initiate this action. The interim suspension or restriction is effective without prior notice, when there is evidence that the continued presence of the student on University Property, or in specific facilities, poses a substantial threat to himself or herself, or to others, or to the stability and continuance of normal University functions.
2. A student may request a review of the interim action. This request must be in writing to the Vice President for Student Affairs, or designee. A response to the request will be made within five (5) days from the date of receipt of the request. The review shall examine the following issues only:

   a) the reliability of the information concerning the student’s conduct, including the matter of identity; and
   b) whether the alleged conduct and surrounding circumstances reasonably indicate that the continued presence of the student on University Property, or in a specific campus facility, poses a substantial threat to him or herself or to others or the stability and continuance of normal University functions.

3. Interim suspension or restriction from University Property shall be followed, within ten (10) days, by an opportunity to have a Pre-Hearing Conference or Student Conduct Hearing as described in this Code.

F. Appeals
   Please refer to the site for Student Judicial Programs (umbc.edu/sjp) to access the Code of Student Conduct in its entirety, including Appeals.

Article VII: Expunging Disciplinary Records and/or Removing Notations

A disciplinary record may be expunged and/or a transcript notation removed for good cause by the Director of Student Judicial Programs. A “Petition to Expunge” shall be submitted by the Student Petitioner to the Director for review. Factors to be considered shall include the following:

   • the present demeanor of the Petitioner;
   • the conduct of the Petitioner since the violation;
   • the nature and severity of the violation;
   • the nature and severity of any damage, injury, or harm resulting from the misconduct; and
   • the recommendation of the Charging Party.

Article VIII: Interpretation and Review

1. Any question of interpretation regarding the Code of Student Conduct shall be referred to the Director of Student Judicial Programs.
2. The Code of Student Conduct shall be reviewed every two (2) years under the direction of the Director of Student Judicial Programs.