

The background of the entire page is a photograph of a brick building with a prominent white clock tower. The tower has a blue dome and a balcony. The building is partially obscured by lush green trees. At the top center, the college's name is written in a cursive script, with 'E. Washington' in a larger font and 'WASHINGTON COLLEGE' in a smaller, all-caps font below it, all contained within a dark red rectangular box.

E. Washington
WASHINGTON COLLEGE

WASHINGTON COLLEGE TITLE IX BROCHURE

Sex Discrimination, Harassment and Misconduct:
What is it and how do I report it?

What is Title IX?

Title IX of the Education Amendments of 1972 prohibits sex discrimination in educational programs and activities. No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance. Maryland Law also prohibits gender discrimination and sexual harassment.

What Behaviors Are Prohibited by Title IX?

Sexual harassment (which includes sexual violence and assault) is a form of sex discrimination and therefore a violation of Title IX. Specific behaviors that are prohibited by Title IX include rape, sexual assault, sexual battery, sexual exploitation, and other forms of non-consensual sexual activity; stalking; and relationship violence. Many behaviors that violate Title IX also constitute crimes.

What is Washington College's Harassment Policy?

Harassment in any form, whether based on race, sex, color, national or ethnic origin, age, religion, marital status, disability, sexual orientation, genetic information, or any other legally protected classification, is unacceptable on the Washington College campus.

For purposes of this policy harassment means unwelcome verbal, written, or physical conduct based on a protected classification (race, color, sex, disability, etc.) that has the purpose or effect of unreasonably interfering with an individual's work or education (including living conditions, extracurricular activities, and social life), creating an intimidating, hostile, or offensive environment, or constituting a threat to an individual's personal safety. Sexual harassment includes sexual violence/assault.

Definition of Sexual Harassment

Sexual harassment is defined as any unwelcome sexual advance, request for sexual favors, or other verbal or physical conduct of a sexual nature which has the purpose or effect of interfering with one's academic or work performance or social world by creating an intimidating, hostile, offensive, or violent environment. **Sexual violence/assault is also considered sexual harassment.**

Examples:

- Pressure for sexual activity
- Sexual innuendos and comments
- Sexually explicit questions
- Requests for sexual favors
- Unwelcome touching, hugging, stroking, squeezing
- Spreading rumors about a person's sexuality
- Sexual ridicule
- Displaying or sending sexually suggestive electronic content, including but not limited to emails, text messages, etc.
- Pervasive displays of pictures, calendars, cartoons, or other materials with sexually explicit or graphic content
- Stalking a person
- Attempted or actual sexual violence

*These examples are not all-inclusive of the types of situations that may constitute sexual harassment.

How Can I Report Sexual Discrimination, Harassment, or Violence?

Students, employees, or third parties who believe they have been subjected to discrimination or harassment, including sexual violence/assault, by a student or employee of the Washington College community or by another individual for whom the College is or may be responsible (e.g., applicants for admission or employment, alumni, independent contractors, vendors, recruiters) should contact one of the following persons for assistance with resolving a complaint. All complaints of harassment or discrimination will be investigated in a manner that is prompt, adequate, and impartial.

TBA, Director of Wellness and Prevention Education
410-778-7277, Second Floor, Casey Academic Center

Rachel Boyle, Head Field Hockey Coach/Sexual Assault Advocate
410-778-7236 Cain Gymnasium, Second Floor

Heather Morris, Director of Student Activities /Sexual Assault Advocate
410-810-7146, First Floor, Hodson Hall Commons

Darnell Parker, Assistant Dean of Students/Director of Multicultural Affairs/Title IX Coordinator
410-810-7457 First Floor, Casey Academic Center

Susan Golinski, Public Safety Operations Supervisor/Assistant Title IX Coordinator
410-778-7810, Ground Floor, Wicomico Residence Hall

Kimberly Lessard, Athletic Department Senior Woman Administrator/Assistant Title IX Coordinator
410-778-7241, Casey Swim Center

Anthony Hall, Employment and Compensation Coordinator/Assistant Title IX Coordinator
410-778-7260, 500 Washington Ave.

Xavier Cole, Vice President for Student Affairs
410-778-7752, Second Floor, Casey Academic Center

Department of Public Safety
410-778-7810, Wicomico Residence Hall

Complaint forms are available in Public Safety, Student Affairs, Human Resources and Title IX Coordinator's Office or for download and printing from the College website at <http://www.washcoll.edu/title-ix/>

You may also contact the US Department of Education, Office of Civil Rights, The Wanamaker Building, 100 Penn Square East, Suite 515, Philadelphia, PA 19107

Can I Make a Confidential Report?

For confidential assistance, contact Health and Counseling Services. Privacy laws prohibit these individuals from disclosing your conversation without your consent.

Health and Counseling Services

410-778-7261, First Floor, Queen Anne's House

Am I Protected Against Retaliation?

All members of the Washington College community are advised that retaliation against anyone for filing a complaint of discrimination or harassment or for participating in an investigation of discrimination or harassment is strictly prohibited by law and by College policy and any individual who engages in retaliation will be subject to disciplinary action.