



## Title IX - Sexual Harassment and Discrimination

Washington College complies with Title IX of the Educational Amendments of 1972 as well as the Title IX regulations released by the Department of Education on August 14, 2020. This policy prohibits all forms of sexual and gender-based harassment and discrimination. This policy also covers sexual misconduct that does not fall within the scope of the new federal regulations.

**This policy applies to all students; student organizations; College employees and contractors, including staff, faculty, and administrators;** and all other persons that participate in Washington College’s educational programs and activities, including third-party visitors on campus.

<b>Title IX Coordinator:</b>			
Gregory H. Krikorian Dean of Students	Casey Academic Center	(410) 810-7425	<a href="mailto:gkrikorian2@washcoll.edu">gkrikorian2@washcoll.edu</a>
<b>Deputy Title IX Coordinators:</b>			
Pam Hoffmann Director of Public Safety	Wicomico Hall (lower level)	(410) 810-7810	<a href="mailto:phoffmann2@washcoll.edu">phoffmann2@washcoll.edu</a>
Kari Hughes Head Women’s Rowing Coach	Johnson Fitness Center	(410) 810-7226	<a href="mailto:khughes5@washcoll.edu">khughes5@washcoll.edu</a>
Kate Laking Associate Director of Human Resources	Cromwell Hall	(410) 810-7799	<a href="mailto:klaking2@washcoll.edu">klaking2@washcoll.edu</a>
Karen Manna Visiting Assistant Professor of French	Goldstein Hall	(410) 810-7493	<a href="mailto:kmanna2@washcoll.edu">kmanna2@washcoll.edu</a>

### Consent

Sexual contact must be consensual always, and sexual contact is considered consensual only after affirmative consent: knowing, voluntary, and mutual decision among all participants to engage in sexual activity. The definition of consent does not vary based upon a participant's sex, sexual orientation, gender identity, or gender expression.

### Prohibited behaviors & actions

- a. Quid Pro Quo Sexual Harassment
- b. Hostile Environment Sexual Harassment
- c. Sexual Assault Non-Consensual Sexual Penetration (Rape, Sodomy)
- d. Non-Consensual Sexual Contact (Fondling)
- f. Statutory Rape
- d. Dating Violence
- e. Domestic Violence
- f. Stalking

Conduct must also meet the following additional requirements to fall within the definition of Title IX Sexual Harassment:

- It must occur within the United States; and
- It must occur within the scope of the College’s educational program or activities; and
- It must occur on or after August 14, 2020

### **Formal complaint**

A Formal Complaint is a document signed by the Complainant or the Title IX Coordinator alleging a violation of this Policy against a Respondent and requesting that the College initiate an informal or Formal Resolution of the Formal Complaint pursuant to this Policy and its Procedures. A Formal Complaint may be filed with the Title IX Coordinator in person, by mail, or by electronic mail. For matters involving Title IX Prohibited Conduct, the Complainant must be participating or attempting to participate in the College's educational program or activities at the time of the filing of the Formal Complaint.

If the Complainant chooses not to file a Formal Complaint, the Title IX Coordinator has discretion to file a Formal Complaint. Where the Title IX Coordinator determines that the College cannot honor the Complainant's request that no Formal Complaint be pursued under this Policy, the Title IX Coordinator will promptly initiate the resolution process by making a signed, written Formal Complaint on behalf of the College.

### **Mandated Reporters**

**All College employees are Mandated Reporters.** When Mandated Reporters become aware of an alleged incident of sexual harassment (which includes sexual assault, dating violence, domestic violence, and stalking) or other conduct prohibited by this Policy, that involves a student as either the Complainant or Respondent, they are always obligated to report the information they must the Title IX Coordinator, Deputy Title IX Coordinators, or Public Safety.

### **Pathways to resolution**

The person making a complaint has a variety of choices throughout the process. Below are possible steps:

1. Investigation
2. *Informal Resolution* (Restorative Agreements or Negotiated Agreements)
3. Formal Resolutions

### **Supportive Measures**

Washington College will offer and implement appropriate and reasonable supportive measures to the parties upon notice of alleged harassment, discrimination, or retaliation. Supportive measures are non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the parties to restore or preserve access to the College's education program or activity, including measures designed to protect the safety of all parties or the College's educational environment, or deter harassment, discrimination, or retaliation.

<b>On-Campus Resources</b>		<b>Off-Campus Resources</b>	
Health or Counseling Services	(410) 778-7261 (confidential)	Chestertown Police	(410) 778-1800
Human Resources	(410) 778-7298	University of MD - Shore Medical Center	(410) 778-3300 (Chestertown)
Public Safety	(410) 778-7810	University of MD - Shore Medical Center	(410) 822-1000 (Easton)
Student Affairs	(410) 778-7228	Sexual Assault Crisis Center (For All Seasons)	(800) 310-7273

For more information about sexual assault forensic examinations, visit RAINN's webpage, call RAINN's 24-hour National Sexual Assault Hotline: (800) 656-HOPE, or chat online at [online.rainn.org](http://online.rainn.org).

RAINN: Rape, Abuse & Incest National Network