



Office of Diversity & Equal Employment Opportunity & Title IX
1700 E. Cold Spring Lane,
Tyler Hall, Room 503
Baltimore MD 21251

SEX DISCRIMINATION POLICY
RESPONDENTS RIGHTS AND RESPONSIBILITIES

A Respondent, whether a student, faculty or staff, is entitled to the following rights under the University's Sex Discrimination Policy and the relevant Procedures.

1. Treatment with dignity, respect, and sensitivity by University officials during all phases of the disciplinary proceedings (if any);
2. A fair and impartial investigation;
3. Disciplinary proceedings (if any) and resolutions that are prompt and equitable and provide an opportunity for the parties to be heard;
4. Timely written notice of:
 - a. The reported violation, including the date, time, and location of the alleged violation, and the range of potential sanctions associated with the alleged violation;
 - b. The party's rights and responsibilities under the University's policies and procedures and information regarding other civil and criminal options;
 - c. The date, time, and location of each hearing (if any), meeting, or interview that the party is required or permitted to attend;
 - d. A final determination made by the adjudicating official or body regarding whether a policy violation occurred and the basis for the determination;
 - e. Any sanction imposed, as permitted by law; and
 - f. The party's rights to appeal and a description of the appeal process;

5. Participation in the disciplinary proceedings (if any), including:
 - a. Access to the case file and evidence regarding the incident obtained by the University during the investigation or considered by the adjudicating official or body, with personally identifiable or other information redacted as required by applicable law;
 - b. Submitting evidence, witness lists, and suggested specific questions to be posed to the other party involved in the disciplinary proceedings (if any) by Investigators or the adjudicating official or body;
 - c. Providing and reviewing testimony electronically or in a way in which the parties are not required to be in the physical presence of one another;
 - d. Reviewing and providing written responses to reports and proposed findings; and
 - e. Appealing a determination or sanction.
6. Assistance by a licensed attorney, an advocate supervised by an attorney, or a trained advocate throughout the disciplinary proceedings (if any), including by the attorney or advocate's:
 - a. Attendance at hearings (if any), meetings, and interviews with the party;
 - b. Private consultations with the party during hearings (if any) meetings, and interviews, except during questioning of the party at a hearing (if any); and
 - c. Assistance with the party's exercise of any right during the disciplinary proceedings (if any); and
7. Notwithstanding whether a student accesses counsel paid for by the Maryland Higher Education Commission (MHEC), the presence of no more than two people, including a personal supporter of the party's choice, an attorney, or an advocate, at any hearing (if any), meeting, or interview during the disciplinary proceedings (if any);
8. Notice to a student party, presented in an appropriate and sensitive format, before the start of the disciplinary proceedings (if any), of:
 - a. The student's right to the assistance of an attorney or an advocate;
 - b. The legal service organizations and referral services available to the student; and
 - c. The student's right to have a personal supporter of the student's choice at any hearing (if any), meeting, or interview during the disciplinary proceedings (if any);

By signing and dating this Notice of Respondent's Rights and Responsibilities, I acknowledge that I have received and reviewed this Notice and have no questions. (This notice only applies if the matter is handled under the Sex Discrimination Policy)

Signature:

Date: