

**Sexual Harassment Title IX Policy**  
**Respondent's Rights and Options**

Stevenson University believes that members of the University community have the right to be free from acts of sexual misconduct, relationship violence, and stalking. Accordingly, all members of the Stevenson community and all visitors, regardless of sex, gender, sexual orientation, gender identity, or gender expression are advised that any sexual misconduct by any student, employee, or third party is prohibited.

The purpose of this document is to make individual T0 Tc 0 Tw 13.063 0 Td( )TjEMC /P A\CID 17 BDC /TT0 1 T

- 5. You have the right to a prompt, fair, and impartial campus investigation and resolution of the complaint made against you.** The investigation will be conducted by Stevenson officials who receive annual training on issues related to sexual misconduct, relationship violence, and stalking. You, and the complainant, will have the same opportunity to present pertinent records, exhibits, and witness statements as evidence for consideration at the discretion of the investigators. You will be treated with dignity, respect, and sensitivity by officials of the University throughout the investigative proceedings.
- 6. You have the right to receive updates on the status of the complaint while the University is investigating the matter.** Stevenson will make reasonable efforts to complete an investigation within 60-90 days. In instances where the University requires more time, you will be notified of the need for extended time.
- 7. You have the right to expect a presumption of “not responsible” unless you are found responsible based on a preponderance of evidence standard (i.e. more likely than not to have occurred standard).**
- 8. You have the right to bring an advisor of your choice to any meeting or disciplinary hearing during the course of the University’s investigation. You also have the right to seek legal assistance.** You may be accompanied throughout the disciplinary proceedings, including the investigation, hearing and appeal process, by an advisor of your choice who agrees to keep the matter confidential. Advisors may include, but are not limited to, a licensed attorney. The purpose of the advisor is to provide advice to you in a quiet manner that is not disruptive to the proceedings. The advisor may not provide verbal, written, or other input during meetings or interviews in the investigation or appeal process other than to the student or employee being advised. An advisor cannot serve as a witness on the same complaint. You are limited to no more than two advisors (absent an approved disability accommodation) at any hearing, meeting or interview during the disciplinary proceedings.

In accordance with Maryland Law, legal counsel paid for by the Maryland Higher Education Commission (MHEC) is available for a current or former student who makes a complaint on which a formal Title IX investigation is initiated, or a current or former student who responds to a complaint in which a Title IX investigation is initiated. In order to qualify, the party must have been enrolled as a student at Stevenson at the time of the incident that is the basis of the complaint.

MHEC has developed a list of attorneys and legal services programs willing to represent students on a pro bono basis or at fees equivalent to those paid to attorneys under civil legal services programs administered by the Maryland Legal Services Corporation (MLSC). You may select an attorney from the list. You may select and retain an attorney prior to the conclusion of the formal Title IX proceedings. If you select and retain an attorney who is not on the list, MHEC must pay fees to the attorney selected by you that are equivalent to those paid to attorneys under civil legal services programs administered by MLSC. Further information is available on the MHEC website (<https://mhec.maryland.gov/Pages/Title-IX-Campus-Sexual-Assault-Proceedings.aspx>).

- 9. You have the right to contact the Office of Accessibility & Disability Services (ADS) to establish eligibility and determine reasonable accommodations based on the potential impact of a disability.** Examples of reasonable accommodations may include auxiliary communication aids, interpreters, and materials in alternate format. Stevenson University has no obligation to provide any accommodation(s) until a student has established eligibility with ADS

**10. You have the right to amnesty for drug or alcohol use related to the complaint.** The University will not institute disciplinary sanctions for your own personal consumption of drugs or alcohol related to the incident as long as any such violations did not place the health or safety of any other person at risk. Stevenson may pursue other educational remedies regarding the use of alcohol and illegal drugs. This amnesty policy also applies for students who serve as a witness to an incident of sexual misconduct.

**11. You have the right to be made aware of the possible sanctions that may be imposed against you should you be found responsible.** Sanctions may include, but are not limited to, verbal or written warnings, suspension, or expulsion. 384 (10/5/2016) 2016