

**PROCEDURES: RIGHTS PURSUANT TO MARYLAND LAW
SEXUAL HARASSMENT & SEX DISCRIMINATION POLICY**

For both Reporting Party and Responding Party

- To be treated with dignity, respect, and sensitivity by officials of the institution at all phases of the proceedings;
- A fair and impartial investigation;
- Proceedings and resolutions that are prompt and equitable and that provide an opportunity for both parties to be heard;
- Timely written notice of:
 - the reported violation including the date, time, and location;
 - the range of potential sanctions;
 - rights and responsibilities;
 - information regarding civil and criminal options;
 - final determination regarding whether a violation occurred and the basis for the determination;
 - any sanctions imposed; and
 - information regarding any right to appeal and a description of the appeal process.
- Participation in the disciplinary proceedings including
 - access to the case file and evidence obtained during the investigation or considered by the adjudicating official (with personally identifiable or other information redacted as required by applicable law);
 - offering testimony;
 - submitting evidence, witness lists, and suggested specific questions to be posed to the other Party by investigators or adjudicating official;
 - providing and reviewing testimony electronically or in a way in which the Party is not required to be in the physical presences of the other;
 - reviewing and providing written responses to the reports and proposed findings; and
 - appealing a determination or a sanction
- Assistance by a licensed attorney, an advocate supervised by an attorney, or a trained advocate throughout the disciplinary proceedings
 - attendance at hearings, meetings, and interviews with the Party;
 - Private consultations with the student during hearings, meetings, and interviews except during questioning of the Party at a hearing; and
 - Assistance with the Party's exercise of any right during the disciplinary proceedings.
 - See Information: MHEC Attorneys for specific rights in Maryland

<https://mhec.maryland.gov/Pages/Title-IX-Campus-Sexual-Assault-Proceedings---Attorney-List.aspx>
- 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 meeting, or interview during the disciplinary proceedings.