

Frostburg State University Anti-Harassment and Retaliation Statement

Frostburg State University is firmly committed to maintaining a learning and workplace environment free from discrimination and harassment based on an individual's gender or sex. Sexual harassment, sexual assault, and other categories of sexual misconduct are forms of sex discrimination that are not tolerated and are expressly prohibited by FSU. Such misconduct undermines the University's mission and jeopardizes the character and integrity of our community. Retaliation against any individual who files a complaint of gender or sex discrimination or participates in the investigation of such complaint is strictly prohibited. Any member of the university community who believes they have experienced gender or sex discrimination, including sexual harassment and sexual violence is encouraged to promptly report the incident to FSU's Office of Gender Equity. The university is committed to conducting a prompt investigation and addressing any violation of university policies in a timely manner. Any finding by the university that a student or employee has engaged in an act or acts of sex discrimination (including sexual harassment and sexual violence) or retaliation will be promptly addressed and may result in disciplinary action, including termination of their university affiliation.

It is the responsibility of all members of the FSU community to create a safe and inclusive environment. We must all work together to prevent any and all instances of gender and sex discrimination and sexual violence at Frostburg State University. Members of the university community may report allegations of gender or sex discrimination (including sexual harassment and sexual violence) to Dr. April Paul Baer, Interim Title IX Coordinator, Office of Gender Equity, 126 Hitchins, 301.687.4733, titleix@frostburg.edu. Individuals can also submit an online report at www.frostburg.edu/report.

FSU offers a number of resources for individuals who have experienced gender or sex discrimination (including sexual harassment and sexual violence). Individuals wishing to obtain help and support can find a full list of resources, including confidential and off-campus resources, at www.frostburg.edu/titleix/sources-of-support/.