

KNOW YOUR RIGHTS

A Respondent's Rights Under The Gender-Based Harassment and Violence Policy

1. You have the right to be treated with dignity and respect.
2. You have the right to be presumed *not responsible* for violating University policy and for an outcome based solely on the evidence presented during the investigation and resolution of a complaint.
3. You have the right to be informed of available on- and off-campus counseling and support services.
4. You have the right to receive a written summary of the allegations made against you, the range of potential policy violations, and the range of potential disciplinary sanctions.
5. You have a right to have an advisor of your choice present at any meeting or proceeding held as part of FSU's process to resolve a complaint. Your advisor may be an attorney.
6. You have the right to have a complaint investigated and resolved in a fair and impartial manner that is in substantial accordance with the University's procedures for investigating and resolving reports of prohibited conduct.
7. You have the right to be free from retaliation.
8. You have the right to refuse to participate in having a complaint resolved through FSU's informal process of voluntary resolution.
9. You have the right to challenge an individual designated by FSU to investigate and/or resolve a complaint based on conflict of interest. This includes the investigator, individuals involved in imposing any sanctions, and members of the appeal board.
10. You have the right to have a complaint investigated by individuals who receive at a minimum, annual training.
11. You have the right to review all evidence and witness statements collected as part the investigation of a complaint.
12. You have the right to be free from direct questioning by the complainant during any part of FSU's investigation and resolution of a complaint.
13. You have the right to not have irrelevant prior sexual history discussed during the investigation and resolution of a complaint.
14. You have the right to be promptly notified in writing of the outcome of a complaint.
15. You have the right to submit a mitigation statement and have it considered in the determination of sanctions.

16. You have the right to meet with the University's Interim Title IX Coordinator at any point in the process. The University's Interim Title IX Coordinator is Dr. April Paul Baer and she can be reached at 301.687.3035 or apbaer@frostburg.edu.
17. You have the right to appeal the investigator's findings and/or any sanctions imposed by the University.

Cooperation with the University's Investigation

You have the right to decline to participate in the University's investigation and resolution of a complaint. Refusing to participate does not stop the process from moving forward. You may still be found responsible for violating University policy and sanctions may be imposed. When there are criminal charges pending, your decision not to participate in the University's investigation will not be given an adverse inference by the investigator.

Procedures

The Procedures contain important information pertaining to your rights and responsibilities during the University's investigation and determination of responsibility. You are strongly encouraged to review the Procedures in its entirety and contact the Office of Gender Equity if you have any questions about the University's investigation and resolution process.

Resources and Support

The University and campus community provide a plethora of supportive resources. The information is summarized below and can also be located on the Office of Gender Equity's website at www.frostburg.edu/titleix and within the Policy.

Office of Gender Equity

On Campus Resource for Students, Faculty, and Staff

126 Hitchins Administration Building | 301.687.4733 | titleix@frostburg.edu

Counseling and Psychological Services

On Campus Resource for Students

Sand Spring Hall | 301.687.4234 | caps@frostburg.edu | www.frostburg.edu/counsel

Brady Health Center

On Campus Resource for Students

301.687.4310 | brady@frostburg.edu | www.frostburg.edu/brady

Western Maryland Regional Medical Center

Off Campus Confidential Resource for Students, Faculty, and Staff

12500 Willowbrook Road, Cumberland, Maryland 21502 | <http://www.wmhs.com/> | 240.964.7000