2026 ANNUAL SECURITY AND FIRE SAFETY REP0RT



PREPARED BY THE BOWIE STATE UNIVERSITYPOLICE AND DEPARTMENT OF PUBLIC SAFETY
301-860-4040

This Annual Security and Fire Safety Report applies to the following campuses: Bowie State University, Universities at Shady Grove (USG), and The University System of Maryland at Hagerstown (USMH).

All policy statements contained in this report apply to all campuses unless otherwise indicated.

Originally Published: October 1, 2026

Revised: November 2, 2026

TABLE OF CONTENTS

Introduction	**4**
Bowie State University Department of Public Safety	**4**
Crime Prevention	**5**
Timely Warnings and Emergency Notification	**6**
Emergency Notifications	**7**
Emergency Response and Evacuation Procedures	**9**
Emergency Response and Evacuation Testing Procedures	**9**
Emergency Management	**9**
Emergency Evacuation Procedures	**10**
Reporting Criminal Actions and Other Emergencies	**11**
Response to a Report	**13**
Reporting to Meet Disclosure Requirements	**13**
Voluntary Confidential Reporting	**14**
Pastoral and Professional Counselors	**14**
Daily Crime Log	**14**
Procedures for Access to BSU Campus and Buildings	**15**
Security Considerations Used in the Maintenance of Campus Facilities	**16**
Procedures for Reporting Missing Students Residing On Campus	**16**
Bowie State University Code of Student Conduct	**17**
Drug Free Schools and Communities Act	**21**
Sex Offender Registration	**22**
HEOA Notification to Victims of Crimes of Violence	**22**
Prevention Programs and Institutional Disciplinary Procedures Addressing Dating Violence, Domestic Violence, Sexual Assault or Stalking	**22**
Education and Prevention Programs	**44**
How to be an Active Bystander	**48**
Risk Reduction	**49**
Federal Clery Act Definitions of Domestic Violence, Dating Violence, Sexual Assault and Stalking	**51**

Jurisdictional Definitions of Domestic Violence, Dating Violence, Sexual Assault and Stalking 52
Reporting Incidents of Domestic Violence, Dating Violence, Sexual Assault and Stalking 60
Procedures Victims Should Follow if a Crime of Domestic Violence, Dating Violence, Sexual Assault and Stalking Occurs 61
Procedures the University Will Follow When a Crime of Domestic Violence, Dating Violence, Sexual Assault and Stalking is Reported 64
Assistance for Victims: Rights & Options 67
Rights of Victims and the Institution's Responsibilities for Orders of Protection, "No Contact" Orders, Restraining Orders, or Similar Lawful Orders Issued by a Criminal, Civil, or Tribal Court or by the Institution 67
Accommodations and Protective Measures Available for Victims 69
On and Off Campus Services for Victims 70
Confidentiality 72
Types of Disciplinary Proceedings Utilized in Cases of Alleged Domestic Violence, Dating Violence, Sexual Assault and Stalking 74
Hazing Policy Statements 86
Monitoring and Recording of Criminal Activity by Students at Noncampus locations of Recognized Student Organizations 95
Preparing the Annual Disclosure of Crime Statistics 95
Bowie State University Crime Statistics 100
The Universities at Shady Grove Crime Statistics 103
The University System of Maryland at Hagerstown 106
Annual Fire Safety Report 108
Reporting Fires 108
Procedures Students and Employees Should Follow in Case of a Fire 108
Fire Safety Education and Training Programs 109
Fire Safety Policies for On-Campus Student Housing 109
Plans for Improvement to Fire Safety 113
Fire Statistics 115
Fire Safety Systems 121

INTRODUCTION

The U.S. Department of Education has committed to assisting schools in providing students nationwide with a safe environment in which to learn and to keep students, parents, and employees well informed about campus security. These goals were advanced by the Crime Awareness and Campus Security Act of 1990, also known as the Jeanne Clery Campus Safety Act (Clery Act). The Department of Education is committed to ensuring that postsecondary institutions are in full compliance with the Clery Act, as required for all colleges and universities that participate in federal financial aid programs. These institutions of higher learning must keep and disclose information about crime on and near their respective campuses.

As such, Bowie State University is also committed to providing an academic and work environment free from all forms of discrimination, including discrimination on the basis of sex. Title IX of the Education Amendments of 1972 ("Title IX") and Title VII of the Civil Rights Act of 1964 ("Title VII") prohibit discrimination on the basis of one's sex in federally-funded educational programs and activities, as well as in the terms and conditions and privileges of employment. The University prohibits discrimination on the basis of sex in its education programs and activities.

Bowie State University was founded in 1865, is the oldest Historically Black College/University in the State of Maryland, and one of the ten oldest in the country. It is a diverse university with 6,000 plus students, along with faculty and staff, representing many diverse ethnic and cultural backgrounds.

Bowie State University provides high-quality and affordable educational opportunities for students with ambitions to achieve and succeed. In addition to its 29 undergraduate majors, Bowie State University offers 20 Master, Doctoral, and 16 specialty certifications with a specific focus on science, technology, business, education, and related disciplines. A supportive academic environment empowers students to think critically, make new discoveries, value differences, and emerge as leaders in a highly technical, rapidly changing global society.

As a member institution of the University System of Maryland, Bowie State University upholds the System's mission of providing high-caliber, accessible, and affordable educational opportunities. Bowie State University is in the midst of one of the nation's most exciting metropolitan areas, within easy reach of Washington, DC, Annapolis, and Baltimore. At the same time, it boasts a serene campus on a 300-acre suburban wooded tract with a new 95,000-square-foot student center, which opened in August 2013. With eight residence halls, one of which opened in September 2021 and is a part of the newly erected Entrepreneurship Living Learning Community (ELLC); a multi-use complex with living, learning, and retail space, the University is a hub of 24/7 undergraduate life, yet it also offers convenient evening classes and online courses to serve employed professionals seeking to move ahead in their careers.

The Bowie State University Police and Department of Public Safety (BSUPD)

The Department operates a full-service sworn police department within the State of Maryland, exercising jurisdiction on property owned, operated, and/or leased by Bowie State University. The police department is vested with full police powers under the provisions of the Education Article Title 13-601 which provides the authority for the University System of Maryland (USM) to have a police department. The Board of Regents adopts the standards, qualifications, and prerequisites of character, training, education, human and public relations, and experience for the University System of Maryland police officers. All police officers are fully trained and certified by the Maryland Police and

Correctional Training Commissions (MPCTC) in all areas of law enforcement, including criminal investigation, patrol procedures, traffic control, and the use of firearms.

The Department provides 24-hour, seven-day-a-week police and security services to the campus community. The Bowie State University Police and Department of Public Safety maintains a strong working relationship with state and local police agencies, including the Bowie City Police Department, Maryland State Police, Prince George's County Police Department, and the Maryland Transit Administration Police Department.

In addition, the University has mutual aid agreements with the Maryland State Police, the Prince George's County Police, and the Maryland Transit Administration Police Departments. BSU has a memorandum of understanding with the Prince Geroge's County Police Department. The MOU does not pertain to the investigation of criminal incidents occurring at this location. Investigative responsibility lies with Maryland State Police.

The BSU Police Communication Operators (PCOs) utilize (CAD) Computer Aided Dispatch systems to prioritize and record incident calls, identify the status and location of responders in the field, and effectively dispatch responder personnel. They also utilize surveillance cameras, telephones and various other communication devices to provide information to respond to emergencies. Police Communications Operators can instantly dispatch the BSU police, the fire department, or emergency medical services by radio, as well as communicate with state and local police agencies 24 hours a day when needed.

Contract Security Personnel

Bowie State University utilizes contracted security personnel to provide security services for certain events and activities on University property. Contract security personnel do not have arrest authority and do not possess law enforcement authority. They do not enforce University policies or procedures. Bowie State University Police officers remain responsible for law enforcement matters and are on duty during events where contracted security personnel are utilized. Any incidents requiring law enforcement response are referred to and handled by the Bowie State University Police Department. Contract security personnel's security responsibilities are limited to the duties assigned by the University and the terms of their contract.

CRIME PREVENTION

The Department has developed a proactive crime prevention program to educate members of the University community on current topics, trends, and techniques for reducing and preventing crime within our community. Through the use of newsletters, special bulletins and fliers, the University community is kept abreast of special problems impacting the community and precautions that should be taken. Crime prevention seminars are conducted to provide instructional presentations on various topics to include, Acquaintance Rape and Sexual Assaults, Operation Identification and property protection efforts, Residential Hall security, and Drug and Alcohol prevention programs. The Department is also a resource for physical security surveys for the buildings and offices on campus.

During the 2025-2026 academic year, BSU offered approximately 40 crime prevention and security awareness programs. Topics such as personal safety, residence hall security, drug and alcohol abuse awareness, active shooter response, and sexual assault prevention are some examples of programs offered during the prior academic year.

In August and January during orientation, students are informed of the services offered by the Bowie State University Police and Department of Public Safety. Crime prevention, safety programs and emergency management training are presented during the course of each semester. The resident students are instructed on how to protect their personal safety, secure their possessions, lock their doors and maintain a secure environment.

A common theme of all awareness and crime prevention programs is to make faculty, staff and students aware that safety is a everyone's responsibility and to encourage them to be aware and alert respecting their own personal safety and security, and the safety and security of others.

TIMELY WARNINGS:

In the event a Clery crime is reported within the BSU Clery Geography (On-Campus, Public Property, and Noncampus Property), and depending upon the particular circumstances, if in the judgment of the Director of Public Safety, the Vice President of Administration and Finance, the President or the Provost, it poses a serious or continuing threat, a campus wide timely warning will be sent.

These methods of communication include network emails through Community Broadcasts, emergency text messages through BEES (Bowie State University Electronic Emergency System) that can be sent to subscribers through any of the following electronic devices; Smart phone, Email account, Web Page, siren system and security alerts posted prominently throughout the campus. Students, faculty and staff must sign-up annually for BEES service via the BSU website. Students, faculty and staff are automatically enrolled into the BEES service OR Students, faculty and staff must sign-up annually for BEES service via the BSU website. Students, faculty and staff are able to also input a mobile number to receive notifications.

Timely Warning Notices are typically written and distributed by the Vice President for Marketing & Communications, or their designee. The Chief of Police or designee may collaborate with the Vice President for Marketing & Communications, or designee, to write the author the warning. The Department of Public Safety provides the information and recommended language; however, Marketing & Communications is responsible for issuing the final mass communication to the campus community.

Timely Warnings are typically issued for the following Uniform Crime Reporting Program (UCR)/National Incident Based Reporting System (NIBRS) crime classifications:

- Murder/Non-Negligent Manslaughter
- A string of Burglaries or Motor Vehicle Thefts that occur in reasonably close proximity to one another;
- Aggravated Assault (cases involving assaults among known parties, such as two roommates fighting which results in an aggravated injury, will be evaluated on a case-by-case basis to determine if the individual is believed to be an ongoing threat to the larger BSU community)
- Robbery involving force or violence (cases including pick pocketing and purse snatching will typically not result in the issuance of a Timely Warning Notice, but will be assessed on a case-by-case basis)
- Sexual Assault (considered on a case-by-case basis depending on the facts of the case, when and where the incident occurred, when it was reported, and the amount

information known by the Chief of Police, or designee). In cases involving sexual assault, they are often reported long after the incident occurred, thus there is no ability to distribute a "timely" warning notice to the community. All cases of sexual assault, including stranger and non-stranger/acquaintance cases, will be assessed for potential issuance of a Timely Warning Notice.

- Major incidents of Arson
- Other Clery crimes as determined necessary by the Chief of Police, or his or her designee in his or her absence.

Timely Warning Notices will be distributed as soon as pertinent information is available, in a manner that withholds the names of victims as confidential, and with the goal of aiding in the prevention of similar occurrences.

The institution is not required to issue a Timely Warning with respect to crimes reported to a pastoral or professional counselor.

EMERGENCY NOTIFICATIONS:

Bowie State University has developed a process to notify the campus community in cases of emergency. While it is impossible to predict every significant emergency or dangerous situation that may occur on campus, the following identified situations are examples which may warrant an emergency (immediate) notification after confirmation: armed/hostile intruder; bomb/explosives (threat); communicable disease outbreak; severe weather; terrorist incident; civil unrest; natural disaster; hazardous materials incident and structural fire.

Individuals can report emergencies occurring at Bowie State University by calling (301-860-4040).

In the event of an emergency, Bowie State University will initiate and provide, without delay, immediate notifications to the appropriate segment(s) of the University community upon the confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students, employees, and visitors.

The BSUPD staff is responsible for responding to reported emergencies and confirming the existence of an emergency, sometimes in conjunction with campus administrators, local first responders and/or the national weather center.

If the Director of BSUPD, or designee, in conjunction with other University administrators, including Facilities, local first responders, emergency management organizations, Public Health Officials and/or the National Weather Service, confirms that there is an emergency or dangerous situation that poses an immediate threat to the health or safety of some or all members of the BSU community , the Bowie State University Police and Department of Public Safety or the Vice President for Marketing & Communications, or their designees, in conjunction with the President or Provost, time permitting, is responsible for determining whether an Emergency Notification should be issued. It will be the responsibility of the Vice President for Marketing & Communications, or designee to send the Emergency Notification after it has been approved by the Vice President of Finance and Administration. The University will use some or all of the systems described in the "Notification System" section below, to communicate the threat to the BSU Community or to the appropriate segment of the community, if the threat is limited to a particular building or segment of the population.

Bowie State University will, without delay and taking into account the safety of the community, determine the content of the notification and initiate the notification system, unless issuing a notification will, in the judgment of the first responders (including, but not limited to: BSUPD, Local PD, and/or the Local Fire and Emergency Medical Services), compromise the efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency.

NOTIFICATION SYSTEM

Bowie State University utilizes the Omnialert Electronic Emergency System (BEES) which is referred to as BEES Alert. Emergency notifications will be made by using some or all of the following methods depending on the type of emergency: email and text to keep students, faculty and staff informed of campus emergencies. Additionally, emergencies may be sent via a desktop notification, loudspeaker, fire alarm (when appropriate), and voice messages. Outside of the BEES Alert System, the University could send an email blast through the University's email system.

- University-Wide BLAST - In case of a campus emergency, the Office of University Relations & Marketing's designee will transmit an emergency campus-wide BLAST providing emergency information and direction to all University e-mail addresses.
- Bowie Electronic Emergency System (BEES) - Students, faculty and staff must sign-up annually for BEES service via the BSU website. In case of campus emergency, the Bowie State University Police and Department of Campus Safety Personnel or the Vice President for Marketing & Communications, or designees, will transmit an emergency text message to multiple wireless carrier networks.
- In case of campus emergency, the Bowie State University Police and Department of Campus Safety Dispatcher or the Vice President for Marketing & Communications, or designees, will transmit pre-recorded information and instructions through the siren/public address system.

If any these systems fail or the University deems it appropriate, in person communication may be used to communicate an emergency.

To opt-in for emergency text and voice messaging, students, faculty, and staff can do so through https://bowie.omnilert.net/subscriber.php.

Follow-up information will be distributed using some or all of the identified communication systems (except fire alarms). The Vice President for Marketing & Communication, or designee, distributes follow-up notification(s) to the campus community.

The local news media may be utilized to disseminate emergency information to members of the larger community, including neighbors, parents, and other interested parties. The larger community can also access emergency information via the Bowie State University homepage and/or social media.

If there is an immediate threat to the health or safety of students or employees occurring on campus, an institution must follow its emergency notification procedures. An institution that follows its emergency notification procedures is not required to issue a timely warning based on the same circumstances; however, the institution must provide adequate follow-up information to the community as needed.

EMERGENCY RESPONSE AND EVACUATION PROCEDURES

The University has an Emergency Management Communication Plan in place to respond immediately to a main campus crisis. The Emergency Management Communication Plan is a part of the University Emergency Management Plan and is designed to assist in crisis management situations.

In the case of some unforeseen event, the University's Emergency Management Team (EMT) will be convened to respond to an incident or crisis and to deploy an internal and external communications strategy. The EMT is comprised of the President, Cabinet members, the Chief of Police and the Director of Facilities.

The EMT will conduct a situational assessment to determine the severity of the incident or crisis regarding a crime on campus, campus violence, a Clery Act reportable incident, a threat made against the campus, a serious security issue in the area or near campus, a partial or full campus loss, or an incident involving University employees or operations.

Upon assessment of these or other incidents that threaten the University, the EMT will execute actions pertinent to the incident, execute internal and external communication response protocols, debrief, and document.

EMERGENCY RESPONSE AND EVACUATION TESTING PROCEDURES

- The University conducts building evacuation drills to familiarize students, faculty and staff in the evacuation procedures, location of exits and meeting locations.
- A test of the University's Emergency Blue Light Phones, Panic Buttons and Siren Systems are conducted on a regular basis.

The President's Cabinet, Chief of Police and other groups conduct table-top exercises dealing with various types of emergency and hazardous incidents.

EMERGENCY MANAGEMENT

An emergency or a disaster may occur at any time, with little or no warning. Disasters may affect residents in the geographical location of the University, and government emergency services may not be available. Whenever an emergency affecting the University reaches proportions that cannot be handled by routine measures, the President or their designee may declare a state of emergency and implement the Emergency Management Plan. For complete details, please view on website at URL:
https://bowiestate.edu/about/administration-and-governance/division-of-administration-and-finance/police-and-public-safety/emergency-preparedness.php

The President has designated the Vice President for Administration and Finance to oversee campus emergency planning, prevention, preparedness response, safety and security. The establishment of clear lines of authority for overseeing and managing emergency incidents and responding to emergencies, based on principles of Incident Command Systems (ICS) and National Incident Management Systems (NIMS), are the responsibility of the BSU Incident Commanders:

- Chief of Police, Director of Police and Public Safety
- Deputy Chief, Operational Commander

- Lieutenant, Patrol Commander
- Lieutenant, Commander of Investigations
- Shift Sergeant
- Officer in-Charge (OIC)
- First responding sworn university police officer

In conjunction with other emergency agencies, the University conducts emergency response drills and exercises each year, such as tabletop exercises, field exercises, and tests of the emergency notification systems on campus. These tests, which may be announced or unannounced, are designed to assess and evaluate the emergency plans and capabilities of the institution.

Each test is documented and includes a description of the exercise, the date and time of the exercise, and whether it was announced or unannounced.

The campus publicizes a summary of the emergency response and evacuation procedures via email at least once each year in conjunction with a test (exercise and drill) that meets all of the requirements of the Higher Education Opportunity Act.

Emergency Evacuation Procedures
The emergency evacuation procedures are tested at least twice each year. Students and employees learn the locations of the emergency exits in the buildings and are provided guidance about the direction they should travel when exiting each facility for a short-term building evacuation. The BSUPD does not tell building occupants in advance about the designated locations for long-term evacuations because those decisions are affected by time of day, location of the building being evacuated, the availability of the various designated emergency gathering locations on campus, and other factors such as the location and nature of the threat. In both cases, BSUPD staff on the scene will communicate information to students regarding the developing situation or any evacuation status changes.

The purpose of evacuation drills is to prepare building occupants for an organized evacuation in case of a fire or other emergency. At BSU evacuation drills are used as a way to educate and train occupants on fire safety issues specific to their building. During the drill, occupants 'practice' drill procedures and familiarize themselves with the location of exits and the sound of the fire alarm.

General Evacuation Procedures
At the sound of a fire alarm or if you are instructed to evacuate, leave your work area immediately and proceed to the nearest exit, and leave the building. If you are the first to recognize a fire situation, activate the alarm, evacuate to a safe location using the nearest exit, and notify BSUPD (301-860-4040) Police Emergency or dial 911.

1. Remain Calm
2. Do NOT use Elevators, Use the Stairs.
3. Assist the physically impaired. If he/she unable to exit without using an elevator, secure a safe location near a stairwell, and immediately inform BSUPD or the responding Fire Dept. of the individual's location.
4. Proceed to a clear area at least 150 feet from the building. Keep all walkways clear for emergency vehicles.
5. Make sure all personnel are out of the building.

6. Do not re-enter the building.

Shelter-in-Place Procedures –What it Means to "Shelter-in-Place"
If an incident occurs and the buildings or areas around you become unstable, or if the air outdoors becomes dangerous due to toxic or irritating substances, it is usually safer to stay indoors, because leaving the area may expose you to that danger. Thus, to "shelter-in-place" means to make a shelter of the building that you are in, and with a few adjustments this location can be made even safer and more comfortable until it is safe to go outside.

Basic "Shelter-in-Place" Guidance
If an incident occurs and the building you are in is not damaged, stay inside an interior room until you are told it is safe to come out. If your building is damaged, take your personal belonging (purse, wallet, access card, etc.) and follow the evacuation procedures for your building (close your door, proceed to the nearest exit, and use the stairs instead of the elevators). Once you have evacuated, seek shelter at the nearest University building quickly. If police or fire department personnel are on the scene, follow their directions.

How You Will Know to "Shelter-in-Place"
A shelter-in-place notification may come from several sources, BSUPD, Housing Staff members, other University employees, Local PD, or other authorities utilizing the University's emergency communications tools.

How to "Shelter–in-Place"
No matter where you are, the basic steps of shelter-in-place will generally remain the same. Should the need ever arise, follow these steps, unless instructed otherwise by local emergency personnel:

1. If you are inside, stay where you are. Collect any emergency shelter-in-place supplies and a telephone to be used in case of emergency. If you are outdoors, proceed into the closest building quickly or follow instructions from emergency personnel on the scene.
2. Locate a room to shelter inside. It should be:

- An interior room;
- Above ground level; and
- Without windows or with the least number of windows. If there is a large group of people inside a particular building, several rooms maybe necessary.

3. Shut and lock all windows (tighter seal) and close exterior doors.
4. Turn off air conditioners, heaters, and fans.
5. Close vents to ventilation systems as you are able. (University staff will turn off the ventilation as quickly as possible.)
6. Make a list of the people with you and ask someone (hall staff, faculty, or other staff) to call the list in to BSUPD so they know where you are sheltering. If only students are present, one of the students should call in the list.
7. Turn on the radio or TV and listen for further instructions.
8. Make yourself comfortable.

REPORTING CRIMINAL ACTIONS AND OTHER EMERGENCIES

Students, faculty, staff and guests of Bowie State University are encouraged to accurately and promptly report emergencies, criminal activity and any suspicious conditions, subjects, or vehicles to the Bowie State University Department of Public Safety at (301) 860-4040 or (301) 860-4688 (HOTT) and the

University's anonymous tip line 301-860-3366. The officers will conduct a thorough investigation of all incidents and offenses.

For incidents that occur at the Universities at Shady Grove Campus should be reported to the Montgomery County Police Department by visiting 100 Edison Park Drive, Gaithersburg, MD 20878 or calling 301-279-8000.

For incidents that occur at the University System of Maryland Hagerstown Campus should be reported to the Hagerstown Police Department by visiting 50 N. Burhans Blvd., Hagerstown, MD 21740 or calling 301-790-3700.

The Bowie State University Police and Department of Public Safety (BSUPD) also encourages anyone who is the victim or witnesses any crime to report it to the police. The identity of complainant(s), victim(s), and witness(s) will be kept confidential to the extent possible. Criminal reports are classified and filed to meet the Clery Act crime reporting and the Uniform Crime Reporting (U.C.R.) standards.

In addition, pursuant to Bowie State University's Sexual Misconduct policy, all employees should contact the Bowie State University Police and Department of Public Safety if there is an actual emergency or imminent threat to individual or community health, safety or property. If not already reported to the Title IX Coordinator, Responsible Employees should contact the Bowie State University Police and Department of Public Safety when they become aware of the potential for any of the crimes listed below, which occur on campus or on property immediately adjacent to campus:

1. Murder & Non-Negligent Manslaughter
2. Manslaughter by Negligence
3. Sex Offenses (Rape, Fondling, Incest, & Statutory Rape)
4. Robbery
5. Aggravated Assault
6. Burglary
7. Motor Vehicle Theft
8. Arson
9. Arrests for Weapon Violations
10. Arrests for Drug Abuse Violations
11. Arrests for Liquor Law Violations
12. Disciplinary Referrals for Weapon Violations
13. Disciplinary Referrals for Drug Abuse Violations
14. Disciplinary Referrals for Liquor Law Violations
15. Hate Crimes
16. VAWA Crimes (Reporting sex offenses/VAWA crimes to the Title IX Coordinator satisfies Responsible employee's reporting obligation).
    a) Sexual Assault
    b) Stalking
    c) Dating Violence
    d) Domestic Violence
17. Hazing
18. Unfounded

RESPONSE TO A REPORT

Dispatchers are available at the respective telephone numbers listed above, 24 hours a day to answer your calls. In response to a call, BSUPD will take the required action, either dispatching an officer or asking the victim to report to BSUPD to file an incident report. All reported crimes will be investigated by the University and may become a matter of public record. All BSUPD incident reports are forwarded to the Dean of Student's Office for review and referral to the Office of Student Conduct and Community Standards for potential action, as appropriate. BSUPD Investigators will investigate a report when it is deemed appropriate. Additional information obtained via the investigation will also be forwarded to the Office of Student Conduct and Community Standards. If assistance is required from the Maryland State Police, Prince George's County Police Department or the Prince Geroge's County Fire Department, BSUPD will contact the appropriate unit. If a sexual assault or rape should occur, staff on the scene, including BSUPD, will offer the victim a wide variety of services.

For incidents reported to the Montgomery County Police Department (for the Universities at Shady Grove Campus) and to the Hagerstown Police Department (for the University System of Maryland Hagerstown Campus), an officer will be available to respond to your call upon calling 911 (emergency services), 24 hours a day to answer your calls. In response to a call, the Montgomery County Police Department and the Hagerstown Police Department will take the required action, either dispatching an officer or asking the victim to report to the agency's location to file an incident report. The Montgomery County Police Department and the Hagerstown Police Department will investigate a report when deemed appropriate.

REPORTING TO MEET DISCLOSURE REQUIREMENTS

Members of the community are helpful when they immediately report crimes or emergencies to the Bowie State University Police and Department of Public Safety and/or to a Primary Campus Security Authority (CSA) for purposes of including them in the annual statistical disclosure and assessing them for issuing a Timely Warning Notices, when deemed necessary.

Members of the BSU community are encouraged to accurately and promptly report crime and emergencies to the Bowie State University Police and Department of Public Safety and the appropriate police agencies, including when the victim of a crime elects to, or is unable to, make such a report. Bowie State University's Primary CSAs include:

- Office of Student Conduct and Community Standards
    - Email: studentconduct@bowiestate.edu
    - Location: Henry Administration Building, Suite 2400

- Title IX
    - Email: TitleIXCoordinator@bowiestate.edu
    - Phone: 301-860-4511
    - Location: Thurgood Marshall Library, Suite 247
- Housing and Residential Staff (excluding maintenance staff)

- Email: residencelifeoffice@bowiestate.edu

VOLUNTARY CONFIDENTIAL REPORTING

If you are the victim of a crime and do not want to pursue action within the University system or the criminal justice system, you may still want to consider making a confidential report. With your permission, a BSUPD officer can file a report on the details of the incident without revealing your identity (except to the Title IX Coordinator in the event of a reported sex offense or sexual harassment). The purpose of a confidential report is to comply with your wish to keep the matter confidential, while taking steps to enhance the future safety of yourself and others. With such information, the BSU can keep an accurate record of the number of incidents involving students, employees and visitors; determine where there is a pattern of crime with regard to a particular location, method, or assailant; and alert the campus community to potential danger. Reports filed in this manner are counted and disclosed in the annual crime statistics for the institution.

PASTORAL AND PROFESSIONAL COUNSELORS

Campus "Pastoral Counselors" and "Professional Counselors," when acting as such, are not considered to be a campus security authority for Clery Act purposes and are not required to report crimes for inclusion in the annual disclosure of crime statistics. As a matter of policy, the professional counselors at Bowie State University are encouraged, if and when they deem it appropriate, to inform persons being counseled of the procedures to report crimes on a voluntary confidential basis to BSUPD.

Pastoral Counselor

An employee of an institution, who is associated with a religious order or denomination, recognized by that religious order or denomination as someone who provides confidential counseling and who is functioning within the scope of that recognition as a pastoral counselor.

Professional Counselor

An employee of an institution whose official responsibilities include providing psychological counseling to members of the institution's community, and who is functioning within the scope of his or her license or certification.

DAILY CRIME LOG

The Bowie State University Police and Department of Public Safety maintains a daily crime log that records by date, time, and location of all crimes and other serious incidents that occur on campus, in a non-campus building or property, on public property, or within the department's patrol jurisdiction. The Daily Crime Log is available for public inspection at the department headquarters located on the main campus in McKeldin Gym and online here.

The Daily Crime Log includes the nature, date, time, and general location of each crime reported to the department, as well as the disposition of the complaint, if the information is known at the time the log is created. The department reserves the right to exclude reports, if under active investigation. The BSUPD also monitors county police activity (Prince George's County Police Department) to keep abreast of any criminal conduct in areas surrounding the campus.

DRUG INFORMATION

The Bowie State University Police and Department of Public Safety (BSUPD) can be reached by phone at (301) 860-4040 twenty-four hours a day. Anyone with concerns about illegal drug activity can contact the police while remaining anonymous. All information received will be acted upon to the fullest extent possible and will be treated with the utmost confidentiality.

PROCEDURES FOR ACCESS TO BSU CAMPUS AND BUILDINGS AFTER HOURS AND ON WEEKENDS

Bowie State University is a public institution; therefore, the majority of University buildings and grounds are generally accessible to the public during normal business hours. Access to University buildings and facilities after normal business hours, on weekends, and during other non-business hours is restricted to authorized individuals.

Anyone requesting access to a BSU campus building or office after hours or on weekends must have a letter of authorization granting permission to enter the specific building or office. The letter must be issued by the Director/Head of the requesting individual's department and presented to the Bowie State University Police Department (BSUPD) before access is granted.

Individuals arriving on campus after hours or on weekends must sign in and out at Robinson Hall and present a valid form of identification. Once the individual has signed in, BSUPD Police Communications/Dispatch will contact the appropriate security personnel, who will meet the individual at the requested building. The individual will be required to present valid identification and the appropriate authorization to the security personnel before access to the building is granted. Individuals must sign out at Robinson Hall upon leaving campus.

Any person visiting a BSU residence hall after hours or on weekends must sign in on the desk roster located at the entrance of the residence hall. Residence halls have security guards assigned to monitor each building during after-hours and weekend periods.

All other University buildings are off limits after hours and on weekends unless special permission has been granted for access. BSUPD officers and campus security officers conduct routine patrols of campus buildings to evaluate and monitor security-related matters.

Access after hours and on weekends is limited to the building, office, or area identified in the authorization. Individuals are expected to comply with all University security procedures while on campus and must leave the authorized area when their approved access period has ended.

PROCEDURES FOR ACCESS TO BSU CAMPUS AND THE BUILDINGS DURING SECURITY HOURS

The University is a public institution; therefore, the majority of the buildings and grounds are generally accessible to the public during normal business hours. It is the policy for anyone accessing the BSU campus buildings during security hours (non-business hours) to have a letter of authorization granting permission to enter a particular building or office from the Director/Head of his/her department. This letter is then presented to BSUPD before access can be granted. Any person visiting a BSU Residence Hall must sign-in on the desk roster located in each hall entrance. The Residence Halls have

security guards monitoring each building during security hours. All other buildings are off limits unless special permission has been granted to enter after non-business hours.

BSUPD Officers and campus security officers conduct routine patrols of campus buildings to evaluate and monitor security related matters.

SECURITY CONSIDERATIONS USED IN THE MAINTENANCE OF CAMPUS FACILITIES

Bowie State University maintains campus facilities in a manner that minimizes hazardous and unsafe conditions. Parking lots and pathways are illuminated with lighting. BSUPD works closely with Facilities Management to address burned out lights promptly as well as malfunctioning door locks or other physical conditions that enhance security. Other members of the University community are helpful when they report equipment problems to BSUPD or to Facilities Management.

PROCEDURES FOR REPORTING MISSING STUDENTS RESIDING ON CAMPUS

If a member of the University community has reason to believe that a student who resides on campus is missing for 24 hours, he or she should immediately notify the Bowie State University Police and Department of Public Safety (BSUPD) at 301-860-HOTT (4688) or 301-860-4040. Missing student notification procedures require that any official missing resident report (on-campus resident) must be referred immediately to the BSUPD. The BSUPD will generate a missing person's report and initiate an investigation.

After investigating the report of a missing person, should the BSUPD determine that the resident is missing and has been missing for more than 24 hours, the BSUPD will notify the Prince George's County Police Department (or the local law enforcement with jurisdiction) regardless of whether the student has identified a contact person, is above the age of 18, or is an emancipated minor. If the missing resident is under the age of 18 and not an emancipated individual, the BSUPD will notify the resident's parent or legal guardian and any other designated contact person within 24 hours.

In addition to registering an emergency contact, residents residing on campus have the option annually to identify confidentially an individual to be contacted by the University in the event the resident is determined to be missing for more than 24 hours. If a resident has identified such an individual, BSUPD will notify that individual no later than 24 hours after the resident is determined to be missing for 24 hours. When students are informed of their option to provide a confidential contact, they are advised that their contact information will be registered confidentially, and that this information will be accessible only to authorized campus officials and law enforcement officers in furtherance of a missing person investigation and that it may not be disclosed outside of a missing person investigation.

Students are advised that, in the event a student under 18 years of age and not emancipated, BSU must notify a custodial parent or guardian within 24 hours of the determination that the student is missing, students are also advised that, in addition to notifying any additional contact person designated by the student. Students are advised that, for all missing students, BSU will notify the local law enforcement agency within 24 hours of the determination that the student is missing, unless the local law enforcement agency was the entity that made the determination that the student is missing.

Note: The Missing Students information does not apply to the Universities at Shady Grove or to the University System of Maryland at Hagerstown as they do not have on-campus student housing facilities.

BOWIE STATE UNIVERSITY CODE OF STUDENT CONDUCT

Bowie State University is a learning community. In order for the University to meet its educational goals, we must be a disciplined community. Such a community offers an environment that allows individuals to develop their full potential. To that end, the University has created a set of standards regarding personal conduct within this community. Personal responsibility and respect for others are the essential values underlying these standards.

Teaching students to accept responsibility for their behavior and to respect the rights of others is a high priority for our university community. The community benefits from this instruction through the improvement of the learning environment. Students become more productive when they have adopted these values. One of our responsibilities is to challenge behavior that violates the rights of others or which violates the laws of the larger society. By holding each student to a high standard of behavior, we protect both the campus community and promote the moral and ethical development of students. In doing so, we have an obligation to regard each student as an individual, deserving individual attention, consideration, and respect. Behavior, which is prohibited by these standards, is outlined within the code. These standards arise from the important values of personal responsibility and respect for others. By presenting these to you, we hope to begin a process that will lead to your support of the guidelines and the values upon which they are based.

We believe that the educational focus of our institution will be served best by a serious commitment to helping students develop responsible personal attitudes and behavior. We feel it is our responsibility to establish behavioral guidelines that are stated clearly and to define the consequences for those acts outside of these guidelines.

We intend to fulfill this goal by making these guidelines and consequences well known to all members of our community. It is our hope that the response to these expectations will be a positive one that enables our community to better achieve its educational mission and to affirm the wholeness of that mission, inside and outside of the classroom.

PURPOSE, GENERAL PROVISIONS & PHILOSOPHY

The primary purpose of the **Code of Student Conduct** is to serve the interests of both the BSU community and the individual student by:

1) Prescribing the standards of behavior and conduct expected of students;
2) Outlining actions which can be taken when misconduct occurs;
3) Establishing procedures which ensure due process in the adjudication of complaints concerning students; and
4) Imposing sanctions in the University setting to protect, deter, and educate students that violate the Code of Student Conduct.

Student Rights and Responsibilities

Joining the Bowie State University (BSU) family is an honor and requires each individual to uphold the laws of the State of Maryland and the policies, regulations, and guidelines established for students, faculty, administration, professional staff and other employees. All members are required to adhere to and conform to the instructions and guidance of the leadership of their respective areas. Therefore, the following is expected of all BSU students:

- To respect oneself
- To respect the dignity, feelings, worth, and values of others
- To respect the rights and property of others and to discourage vandalism and theft

- To embrace diversity, while striving to learn from differences in people, ideas, and opinions
- To practice personal, professional, and academic integrity, and to discourage all forms of dishonesty, plagiarism, and disloyalty to the Code of Student Conduct
- To foster a personal and professional work ethic within the BSU family
- To encourage a fair, productive atmosphere among peers, and be fully responsible for upholding the **BSU Code of Student Conduct**.

The Office of Student Conduct and Community Standards promotes the concepts of fundamental fairness throughout the University community, while striking a balance between community standards and individual behavior through the educational development of students. All students are subject to the Code of Student Conduct. Individuals who are not currently enrolled at the University remain subject to the student conduct process for:

1) conduct that occurred during any period of enrollment;
2) conduct that occurred during a period between any consecutive semesters, terms, or summer sessions for which they are enrolled; or
3) conduct that occurred during the time after admission to the University but prior to first enrollment; and
4) statements, acts or omissions related to application for enrollment.

BSU is committed to maintaining an academic environment that upholds the dignity, humanity, safety, and well-being of all members of the University community. Conduct that threatens these principles is taken seriously and may result in student conduct action. Acts of physical violence, sexual assault, or other behavior that endangers the safety or well-being of others are considered severe violations of University policy and may result in the most serious sanctions, including suspension or expulsion from the University.

Bowie State University is equally committed to fostering a safe and healthy campus environment. The possession, use, manufacture, or distribution of controlled dangerous substances, as well as violations of the University's alcohol policies, are considered serious offenses. Students found responsible for such violations are subject to student conduct outcomes, which may include suspension or expulsion from the University, consistent with applicable University policies and procedures.

The University is committed to an academic and employment environment free from unwelcome sexual advances, requests for sexual favors, and other forms of sexual harassment. Sexual Harassment is a form of sex discrimination and is illegal. Harassment and retaliation against persons filing discrimination charges is illegal and against Bowie State University policies. (For a full copy of the Policy: https://bowiestate.edu/about/administration-and-governance/legal-and-government-affairs/office-of-equity-compliance/sexual-misconduct/index.php.

All proceedings of the University's student conduct process are confidential in accordance with the Family Educational Rights and Privacy Act (FERPA), the University's Policy on the Disclosure of Student Records states that students' conduct records are educational documents. The Student Right-to-Know and Campus Security Act allows institutions to inform victims of the outcome of student conduct proceedings as relates to an alleged crime of violence defined by the U.S. Code. The Student Right-to-Know and Campus Security Act was amended by the Higher Education Amendments of 1992 (sometimes known as the Campus Sexual Assault Victims Bill of Rights Act)

requiring the University to inform the victim of an alleged sexual assault of the final outcome of the student conduct proceedings against the charged student.

Although all student conduct proceedings are considered confidential, FERPA permits, and in some cases requires, the release of these records, with or without notice to the student. Some of the exceptional circumstances recognized in FERPA include, but are not limited to, release in response to a subpoena, release to parents of income tax dependent students, and permissible disclosure to parents or legal guardians of the results of student conduct proceedings if the student is less than 21 years of age and has been found responsible for violating campus policy regarding the use or possession of alcohol or a controlled substance. The University may be compelled, under the Maryland Public Information Act, to release student conduct records of students found to have committed crimes of violence and non-forcible sex offenses.

Conduct Board. For more complex allegations of misconduct and/or misconduct that may result in more severe outcomes, a Conduct Board may be used for adjudication purposes in accordance with rights afforded by the Code of Student of Conduct. The hearing shall be prompt, fair, and impartial and conducted by board members who have received annual training encompassing relevant University policy, procedure, and appropriate considerations under hearing processes.

Students have rights throughout the student conduct process, including the right to an advisor of their choice throughout the process; the right to be treated with respect; the right to review all documentary evidence available regarding the complaint; the right to question all witnesses who are called to give testimony; the right to introduce new evidence not presented or taken into consideration during the investigative phase; and the right to request an appeal of the conduct board's determination. Students will receive written notification of determination and sanction(s), if applicable, imposed by the Conduct Board, and the procedure for filing a request for appeal. The University shall not publicly disclose the name of students, unless as required by law.

Determination of sanctions is based on what is appropriate to the violation. Sanctions for violation of this Policy include, but are not limited to, warning, probation, removal from housing, suspension or expulsion. In determining the appropriate sanction, the Conduct Board will consider cause of the behavior, severity of the conduct, previous conduct history, mitigating and aggravating circumstances, University precedent, and the welfare of the Complainant and the University community.

Non-Academic Grievance Procedure for Students

Students who feel that they have a non-academic complaint(s) against a faculty member, administrative staff or other personnel at the University have a right to have their concerns addressed. If a student has an EEO-related complaint alleging acts of discrimination on the basis of race, color, religion, age, ancestry or national origin, sex, sexual orientation, disability, or marital or veteran status against an employee, the complaint should be filed with the Office of Equity Compliance (EEO/Title IX), located in the Thurgood Marshall Library, Suite247.

University Standards of Behavior, Including Individual and Organizational Conduct

Both individual and organizational forms of misconduct are prohibited by Bowie State University and are subject to student conduct action. It should be clarified that outcomes for off-campus misconduct will not be deemed more severe than for outcomes for similar on-campus misconduct. University

conduct proceedings may be managed simultaneously to any additional Civil or Criminal legal court actions. (Excluding the Event-Related Misconduct policy)

Destructive Behaviors Involving Harm to Self-and/or Others Arising from Psychological Issues

These are the procedures that will be conducted by Bowie State University in the event of an act of destructive behavior involving harm to self and/or others committed on the University campus. The University recognizes that these acts may stem from psychological problems. Bowie State University's policies and procedures on destructive behaviors are applicable to all Bowie State University students.

Bowie State University is dedicated to providing an environment that provides for the physical, emotional, and psychological well-being of its constituents. Therefore, harm to self or others on the University campus will be addressed in a proactive manner. Harm to self may include, but is not limited to, such acts as cutting, suicidal attempts, repeated accidents, or dangerous behaviors. Harm to others may include, but is not limited to, such acts as assault, sexual assault, or domestic violence.

Information regarding harm to self or others will be referred to such appropriate persons as Public Safety, Vice-President for Enrollment Management and Student Affairs, , Dean of Students, Counseling Services, and the Behavioral Assessment and Care Team. Confidentiality of records and/or information will be appropriately maintained. Any Bowie State University student who has engaged in harm to self will be treated as a medical, psychological, and/or Public Safety emergency. A Public Safety representative will assist in making a general assessment of the potential emergency and contacting other appropriate personnel. The Bowie State University Behavioral Assessment & Care Team may also be activated to conduct a threat assessment and recommend a course of action.

Once the problem has been deemed a medical or psychological emergency, Public Safety will summon an ambulance and specify that the student be transported to the hospital. If the student refuses to be transported to the hospital, an emergency petition may be sought by Public Safety. In other cases, parents or guardians may be contacted and required to escort the student.

When a student is incapacitated and cannot speak or comprehend coherently, the student's emergency contact will be contacted and apprised of the need for medical documentation prior to clearance to return to the University.

A student involved in a situation involving harm to others will be subject to the policies and procedures outlined in the Code of Student Conduct, which is administered by the Office of Student Conduct and Community Standards.

In some cases of harm to self or others, a student may be subject to an involuntary administrative withdrawal from Bowie State University. Additionally, the Bowie State University Behavioral Assessment and Care Team may be activated to conduct an additional threat assessment and provide a recommendation of action.

Illegal Use or Possession of Alcoholic Beverages

Bowie State University does not encourage or support alcohol use by students on campus. Student groups must obtain prior written authorization from the Vice President of Enrollment Management and Student Affairs to distribute alcohol at student-sponsored events. Unauthorized possession, use,

sale or distribution of alcoholic beverages is prohibited by any student or student group on campus or at University-sponsored events on and off campus and may result in student conduct actions as outlined in the Code of Student Conduct.

The Bowie State University Police Department has primary responsibility for the enforcement of State underage drinking laws.

Alcohol use is prohibited in all residence halls owned, leased, and/or operated by the University. In accordance with Maryland law, anyone who willfully furnishes an alcoholic beverage to any individual under the age of 21 years can be charged a fine not exceeding $1000 or 60 days imprisonment or both.

Misconduct Involving Illegal Drugs or Controlled Substances (Interim Policy on Student Alcohol & Substance Abuse)

The Bowie State University Code of Student Conduct prohibits the use or possession of marijuana, in any form, on campus. This prohibition also applies to students who possess a medical prescription. Students are also prohibited from using, distributing, or possessing any form of marijuana substance in the residence halls. The University does not condone or permit the unlawful possession, use, distribution, or sale of any controlled dangerous substance (CDS) or drug paraphernalia on campus, the areas surrounding campus, in residence halls owned, operated, and/or leased by the University, or at University-sponsored events on and off campus. The BSUPD is responsible for the enforcement of Federal and State drug laws. Drug paraphernalia includes, but is not limited to, hookahs, pipes, bongs, hollowed out cigars, and vaporizers. Students found in possession of CDS or drug paraphernalia will be subject to student conduct actions as outlined in the Code of Student Conduct.

Drug Free Schools and Communities Act

In compliance with the Drug Free Schools and Communities Act, Bowie State University publishes information regarding the University's prevention programs related to drug and alcohol abuse prevention which include standards of conduct that prohibit the unlawful possession, use, and distribution of alcohol and illegal drugs on campus and at institution-associated activities; sanctions for violations of federal, state, and local laws and University policy; a description of health risks associated with alcohol and other drug use and abuse; and a description of available counseling, treatment, rehabilitation and/or re-entry programs for BSU students and employees. A complete description of these topics, as provided in the University's annual notification to students and employees, is available online at: https://bowiestate.edu/about/administration-and-governance/legal-and-government-affairs/university-policies/section-v-student-affairs/v-220-student-alcohol-and-substance-abuse.php.

Disruptive Behavior

The University prohibits disorderly or disruptive conduct which substantially threatens, harms, or interferes with university personnel or orderly university processes and functions. Disruptive behavior includes indecent exposure, lewd behavior, bomb threats, false fire alarms and other actions which disrupt normal university functions, activities and processes. A faculty member may require a student to leave the classroom when the student's behavior disrupts the learning environment of the class. In some circumstances, a student found responsible by the Office of Student Conduct and Community Standards for disruptive behavior in the classroom may be administratively withdrawn from the course.

Violence to Persons

The University prohibits acts of violence to other persons by individuals or groups. Acts of violence for the purposes of this section include assault, hazing, battery, and/or actions in reckless disregard of human life and safety. Assault includes verbal or written acts which place a person in personal fear or which have the effect of harassing or intimidating a person. Battery includes the unauthorized touching of another person. Students found responsible for violence to persons involving serious physical injury will be subject to a recommendation of suspension or expulsion from the University. You may access the complete Code of Student Conduct on the Student Affairs webpage under the Office of Student Conduct and Community Standards.

SEX OFFENDER REGISTRATION

In accordance to the "Campus Sex Crimes Prevention Act" of 2000, the Jeanne Clery Act and the Family Educational Rights and Privacy Act of 1974, the Bowie State University Department of Public Safety is providing a link to the Maryland Sex Offender Registry. This act requires institutions of higher education to issue a statement advising the campus community where law enforcement information provided by a State concerning registered sex offenders may be obtained. It also requires sex offenders already required to register in a State to provide notice, as required under State law, of each institution of higher education in that State at which the person is employed, carries on a vocation, volunteers services or is a student.

The website for the Maryland Sex Offender Registry is:

http://www.dpscs.state.md.us/sorSearch/

(HEOA) Notification to Victims of Crimes of Violence

The University will, upon written request, disclose to the alleged victim of a crime of violence, or a non-forcible sex offense, the report on the results of any disciplinary proceeding conducted by such institution against a student who is the alleged perpetrator of such crime or offense. If the alleged victim is deceased as the result of such crime or offense, the next of kin of such victim shall be treated as the alleged victim for purposes of this paragraph**.**

PREVENTION PROGRAMS AND INSTITUTIONAL DISCIPLINARY PROCEDURES ADDRESSING DATING VIOLENCE, DOMESTIC VIOLENCE, SEXUAL ASSAULT OR STALKING

POLICY ON EQUAL OPPORTUNITY, HARASSMENT AND NONDISCRIMINATION (BSU Policy VI-1.40)

Bowie State University is committed to providing an educational and employment environment that is free from Discrimination based on Protected Characteristics, Harassment, and Retaliation for engaging in protected activity. Bowie State University values and upholds the equal dignity of all members of its community and strives to balance the rights of the Parties in the resolution process during what is often a difficult time for all involved. To ensure compliance with federal, state, and local civil rights laws and regulations, and to affirm its commitment to promoting the goal of fairness in all aspects of the Education Program or Activity, Bowie State University has developed policies and procedures that provide a prompt, equitable, and impartial resolution of allegations of Protected Characteristic Discrimination, Harassment, or Retaliation.

For the complete BSU Sexual Misconduct Policy, see the following link: chrome-extension://efaidnbmnnnibpcajpcglclefindmkaj/https://bowiestate.edu/about/administration-and-

governance/legal-and-government-affairs/university-policies/section-vi-general-administra/sexual-harrassment-and-sexual-misconduct-policy.pdf

VAWA PROCEDURES, SANCTIONS, AND PROTECTIVE MEASURES

Procedures Victims Should Follow if a VAWA Crime Occurs

Bowie State University encourages victims of dating violence, domestic violence, sexual assault, or stalking to report the incident as soon as possible to the Bowie State University Police Department, local law enforcement, or another appropriate University official.

Victims should seek immediate medical attention when appropriate and preserve evidence that may be useful in an investigation. Victims are encouraged to preserve communications and other evidence, including text messages, emails, social media messages, photographs, video, and other documentation related to the incident.

When a sexual assault or rape is reported to the Bowie State University Police Department, the **Prince George's County Sexual Violence Unit will be contacted** to handle the criminal investigation of the incident. BSUPD will assist with the initial response, documentation, preservation of evidence, victim assistance, and coordination with the Prince George's County Sexual Violence Unit and other appropriate investigative authorities.

Victims may contact the Bowie State University Police Department for assistance with reporting the incident, obtaining information regarding available resources, and discussing available protective and supportive measures.

Standard of Evidence

Bowie State University uses the **preponderance of the evidence** standard when determining responsibility in applicable University disciplinary proceedings involving dating violence, domestic violence, sexual assault, and stalking. This standard means that the evidence must demonstrate that it is **more likely than not** that a violation occurred.

Range of Protective and Supportive Measures

Bowie State University may provide reasonable protective and supportive measures to individuals who report or are involved in an allegation of dating violence, domestic violence, sexual assault, or stalking. Depending on the circumstances, available measures may include changes to academic, living, transportation, or working arrangements; assistance with changing class schedules; no-contact directives; restrictions on contact between individuals; increased security or monitoring; and referrals to counseling, medical, advocacy, or other support services.

Protective and supportive measures may be available regardless of whether the victim chooses to file a formal complaint or participate in a criminal investigation, to the extent permitted by applicable law and University policy.

Disciplinary Actions and Sanctions

Students and employees found responsible for violations involving dating violence, domestic violence, sexual assault, stalking, or related University policies may be subject to disciplinary action consistent with applicable University policies and procedures.

Depending on the circumstances and the individual's status, disciplinary actions or sanctions may include written warnings, educational or remedial requirements, probation, restrictions or loss of privileges, suspension, dismissal or expulsion, termination of employment, and other appropriate sanctions authorized by University policy.

The University may also impose interim measures or other restrictions while an investigation or disciplinary process is pending, when appropriate and consistent with University policy.

Notifications and Rights
Individuals involved in a University disciplinary proceeding will receive notice of applicable procedures, including information regarding the University's investigation and resolution process. Where required by law and applicable University policy, the parties will be notified of the outcome of the proceeding, including applicable appeal procedures.

The University will provide information regarding available resources, protective and supportive measures, and reporting options. Information will be handled in accordance with applicable federal and state law and University policies concerning privacy and confidentiality.

Reports of sexual assault or rape made to BSUPD will be documented and referred to the **Prince George's County Sexual Violence Unit** for appropriate criminal investigation. Reports of dating violence, domestic violence, and stalking will be handled in accordance with applicable University policies and procedures, and appropriate law enforcement authorities will be notified when required or appropriate.

CONFIDENTIALITY AND STUDENT REPORTING

All Bowie State University Faculty and Employees (including Student-Employees), other than those deemed Confidential Employees, are Mandated Reporters and are expected to promptly report all known details of actual or suspected Discrimination, Harassment, Retaliation, and/or Other Prohibited Conduct to appropriate officials immediately, although there are some limited exceptions. Supportive measures may be offered as a result of such disclosures without formal Bowie State University action, if appropriate.

Complainants, especially those who wish to remain anonymous, may want to carefully consider whether they share personally identifiable details with Mandated Reporters, as those details must be shared with the Administrator.

If a Complainant expects formal action in response to their allegations, making a disclosure to any Mandated Reporter can connect them with resources to report alleged crimes and/or Policy violations, and these Employees will immediately pass all known information to the Administrator (and/or police, if desired by the Complainant or required by law), who will act when an incident is reported to them.

Failure of a Mandated Reporter, as described above, to report an incident of Discrimination, Harassment, Retaliation, or Other Prohibited Conduct of which they become aware is a violation of Bowie State University policy and can be subject to disciplinary action for failure to comply/failure to report. This also includes situations in which a Respondent is a Mandated Reporter. Such individuals

are obligated to report their own misconduct, and failure to do so is a chargeable offense under the Policy.

A Mandated Reporter who is themselves a target of Discrimination, Harassment, Retaliation, or Other Prohibited Conduct under the Policy is not required to report their own experience, though they are encouraged to do so.

The following sections describe the available reporting options for a Complainant or third party (including parents/guardians when appropriate):

a. Confidential Resources

To enable Complainants to access support and resources without filing a Formal Complaint, Bowie State University has designated specific employees as Confidential Resources. Those designated by Bowie State University as Confidential Resources are not required to report actual or suspected Discrimination, Harassment, Retaliation, or Other Prohibited Conduct in a way that identifies the Parties. They will, however, provide the Complainant with the Administrator's contact information and offer options and resources without any obligation to inform an outside agency or Bowie State University official unless a Complainant has requested the information be shared.

If a Complainant would like the details of an incident to be kept confidential, the Complainant may speak with the following:

- Counselors and Staff in Counseling Services (when serving in their designated role)
- Medical Staff in the Henry Wise Wellness Center
- Sexual Assault Health Educator • Director of International Student Services
- Director of the LGBTQ Resource Center
- Student Victim Advocate

Institutional counselors or the Employee Assistance Program are available to help free of charge and may be consulted on an emergency basis during normal business hours.
In addition, Complainants may speak with individuals unaffiliated with Bowie State University without concern that Policy will require them to disclose information to the institution without the Complainant's permission. Such individuals include:

- Licensed professional counselors and other medical providers
- Local rape crisis counselors
- Domestic Violence resources
- Local or state assistance agencies
- Clergy/Chaplains • Attorneys

Contact information for the Title IX Coordinator is as follows:

Jasmyn Lucas, Esq.
Assistant Director of the Office of Equity Compliance/Title IX Coordinator
Thurgood Marshall Library, Suite 247
301-860-4511
TitleIXCoordinator@bowiestate.edu

Sexual Harassment Definitions pursuant to BSU Policy:

The Department of Education's Office for Civil Rights (OCR), the Equal Employment Opportunity Commission (EEOC), and the State of Maryland regard Sexual Harassment, a specific form of Discriminatory Harassment, as an unlawful discriminatory practice.

Acts of Sexual Harassment may be committed by any person upon any other person, regardless of the Sex, sexual orientation, and/or gender identity of those involved.

Bowie State University has adopted the following definitions of Sexual Harassment in order to address the unique environment of an academic community. Two definitions are required by federal law. While they overlap, they are not identical, and they each apply as noted.

1) Title VII/FHA Sexual Harassment applies to situations where an Employee is subjected to workplace Sexual Harassment or where a situation involves a residential Complainant in Bowie State University-provided housing.

- Unwelcome verbal, written, graphic, and/or physical conduct;
- that is severe or pervasive and objectively offensive;
- on the basis of Sex, that
- unreasonably interferes with, limits, or effectively denies an individual's educational or employment access, benefits, or opportunities.

Title IX Sexual Harassment, as an umbrella category, includes the offenses of Sexual Harassment, Sexual Assault, Domestic Violence, Dating Violence, and Stalking. This definition applies to all Formal Complaints that fall within Title IX jurisdiction as determined by the Administrator. Sexual Harassment includes:

Conduct on the basis of Sex, or that is sexual in nature, that satisfies one or more of the following:

1) Quid Pro Quo:

- An Employee of Bowie State University,
- conditions the provision of an aid, benefit, or service of Bowie State University,
- on an individual's participation in unwelcome sexual conduct.

2) Sexual Harassment (Hostile Environment):

- Unwelcome conduct,
- determined by a Reasonable Person,
- to be so severe, and
- pervasive, and,
- objectively offensive,
- that it effectively denies a Complainant equal access to Bowie State University's program or activity.

3) Sexual Assault:

a. Rape:

o Penetration, no matter how slight,
o of the vagina or anus of a person,
o with any body part or object, or
o oral penetration

 of a sex organ of the Complainant, or
 by the Respondent's sex organ,

o without the consent of the Complainant,
o including instances where the Complainant is incapable of giving consent because of their age or because of a temporary or permanent mental or physical incapacity.

b. Fondling:
o The intentional touching of the clothed or unclothed genitals, buttocks, groin, breasts, or other body parts of the Complainant by the Respondent,
 without the consent of the Complainant,
 for the purpose of sexual degradation, sexual gratification, or sexual humiliation
o Or, the intentional touching by the Complainant of the Respondent's clothed or unclothed genitals, buttocks, groin, breasts, or other body parts,
 without the consent of the Complainant,
 for the purpose of sexual degradation, sexual gratification, or sexual humiliation.

c. Incest:
o Sexual intercourse,
o between persons who are related to each other,
o within the degrees wherein marriage is prohibited by Maryland law.

d. Statutory Rape:
o Sexual intercourse,
o with a person who is under the statutory age of consent of 16 years old.

4) Dating Violence:
•Violence,
• committed by a Respondent,
• who is in or has been in a social relationship of a romantic or intimate nature with the Complainant
o The existence of such a relationship shall be determined based on the Complainant's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. For the purposes of this definition—
 Dating Violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse
 Dating Violence does not include acts covered under the definition of Domestic Violence

5) Domestic Violence:
• Violence,
• committed by a Respondent who is a current or former spouse or intimate partner of the Complainant,
• by a person with whom the Complainant shares a child in common, or
• by a person who is cohabitating with, or has cohabitated with, the Complainant as a spouse or intimate partner, or

• by a person similarly situated to a spouse of the Complainant under the domestic or family violence laws of Maryland or
• by any other person against an adult or youth Complainant who is protected from that person's acts under the domestic or family violence laws of Maryland.

6) Stalking:
• A Respondent engaging in a course of conduct,
• on the basis of Sex,
• directed at the Complainant, that
o would cause a Reasonable Person to fear for the person's safety, or the safety of others; or
o Suffer substantial emotional distress.

For the purposes of this definition—
 Course of conduct means two or more acts, including, but not limited to, acts in which the Respondent directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property
 Substantial emotional distress means significant mental suffering or anguish that may but does not necessarily require medical or other professional treatment or counseling

a. Sexual Misconduct

1) Sexual Exploitation:
• Any person taking non-consensual or abusive sexual advantage of another, that does not constitute Sexual Harassment as defined above,
• for their own benefit or for the benefit of anyone other than the person being exploited.

Examples of Sexual Exploitation include, but are not limited to:
 Sexual voyeurism (such as observing or allowing others to observe a person undressing or using the bathroom or engaging in sexual acts, without the consent of the person being observed)
 Distributing (e.g., Airdropping, Snapchatting, displaying on a device for others to see) Authentic or Synthetic Non-Consensual Intimate Imagery (NCII)
 Invasion of sexual privacy (e.g., doxxing)
 Knowingly making an unwelcome disclosure of (or threatening to disclose) an individual's sexual orientation, gender identity, or gender expression
 Taking pictures, video, or audio recording of another person in a sexual act, or in any other sexually related activity when there is a reasonable expectation of privacy during the activity, without the consent of all involved in the activity; or exceeding the boundaries of consent (such as allowing another person to hide in a closet and observe sexual activity; or disseminating sexual pictures without the photographed person's consent)
 Prostituting another person
 Engaging in sexual activity with another person while knowingly infected with human immunodeficiency virus (HIV) or a sexually transmitted disease (STD) or infection (STI), without informing the other person of the virus, disease, or infection

 Causing or attempting to cause the incapacitation of another person (through alcohol, drugs, or any other means) for the purpose of compromising that person's ability to give consent to sexual activity, or for the purpose of making that person vulnerable to non-consensual sexual activity

 Misappropriation of another person's identity on apps, websites, or other venues designed for dating or sexual connections (e.g., spoofing)

 Forcing a person to take an action against that person's will by threatening to show, post, or share information, video, audio, or an image that depicts the person's nudity or sexual activity

 Knowingly soliciting a minor for sexual activity

 Engaging in sex trafficking

 Knowingly creating, possessing, or disseminating child sexual abuse images or recordings

 Creating or disseminating synthetic media, including images, videos, or audio representations of individuals doing or saying sexually related things that never happened, or placing identifiable real people in fictitious pornographic or nude situations without their consent (i.e., Deepfakes)

2) Maryland State Sexual Harassment:

• Unwelcome sexual conduct when

o Submission to such conduct is made either explicitly or implicitly a term or condition of the Complainant's employment, evaluation of academic work, or participation in Bowie State University's Educational Program or Activity; or

o Submission to or rejection of such conduct by an individual is used as the basis for academic, employment, or activity or program participation-related decisions affecting the Complainant; or

o Based on the totality of the circumstances, the conduct unreasonably creates a working environment that a reasonable person would perceive to be abusive or hostile.

Additional Definitions

As used in the Policy, the following definitions and understandings apply:

A. Consent:

• knowing, and
• voluntary, and
• clear permission
• by word or action
• to engage in sexual activity.

Individuals may perceive and experience the same interaction in different ways. Therefore, it is the responsibility of each party to determine that the other has consented before engaging in the activity.

If consent is not clearly provided prior to engaging in the activity, consent may be ratified by word or action at some point during the interaction or thereafter, but clear communication from the outset is strongly encouraged.

For consent to be valid, there must be a clear expression in words or actions that the other individual consented to that specific sexual activity. Consent is evaluated from the perspective of what a

Reasonable Person would conclude are mutually understandable words or actions. Reasonable reciprocation can be implied consent. For example, if someone kisses you, you can kiss them back (if you want to) without the need to explicitly obtain their consent to being kissed back.

Consent can also be withdrawn once given, as long as the withdrawal is reasonably and clearly communicated. If consent is withdrawn, that sexual activity should cease within a reasonably immediate time.

Silence or the absence of resistance alone should not be interpreted as consent. Although resistance is not required or necessary, it is a clear demonstration of non-consent.

Consent to some sexual contact (such as kissing or fondling) cannot be assumed to be consent for other sexual activity (such as intercourse). A current or previous intimate relationship is not sufficient to constitute consent. If an individual expresses conditions on their willingness to consent (e.g., use of a condom) or limitations on the scope of their consent, those conditions and limitations must be respected. If a sexual partner shares the clear expectation for the use of a condom, or to avoid internal ejaculation, and those expectations are not honored, the failure to use a condom, removing a condom, or internal ejaculation can be considered acts of Sexual Assault.

Proof of consent or non-consent is not a burden placed on any party involved in a Formal Complaint. Instead, the burden remains on Bowie State University to determine whether its Policy has been violated. The existence of consent is based on the totality of the circumstances evaluated from the perspective of a Reasonable Person in the same or similar circumstances, including the context in which the alleged misconduct occurred and any similar and previous patterns that may be evidenced.

B. Force: Force is the use of physical violence and/or physical imposition to gain sexual access. Sexual activity that is forced is, by definition, non-consensual, but non-consensual sexual activity is not necessarily forced. Force also includes threats, intimidation (implied threats), and coercion that is intended to overcome resistance or produce consent (e.g., "Have sex with me or I'll hit you," which elicits the response, "Okay, don't hit me. I'll do what you want."

Coercion is an unreasonable pressure for sexual activity. Coercive conduct, if sufficiently severe, can render a person's consent ineffective because it is not voluntary. When someone makes clear that they do not want to engage in sexual activity, that they want to stop, or that they do not want to go past a certain point of sexual interaction, continued pressure beyond that point can be coercive. Coercion is evaluated based on the frequency, intensity, isolation, and duration of the pressure involved.

C. Incapacitation:
Incapacitation is a state where a person is incapable of giving consent. An incapacitated person cannot make rational, reasonable decisions because they lack the capacity to give knowing/informed consent (e.g., to understand the "who, what, when, where, why, and how" of their sexual interaction).

A person cannot consent if they are unable to understand what is happening or are disoriented, helpless, asleep, or unconscious for any reason, including as a result of alcohol or other drug consumption.

This Policy also covers a person whose incapacity results from a temporary or permanent physical or mental health condition, involuntary physical restraint, and/or the consumption of incapacitating substances.

Incapacitation is determined through consideration of all relevant indicators of a person's state and is not synonymous with intoxication, impairment, blackout, and/or being drunk.

If the Respondent neither knew nor should have known the Complainant to be physically or mentally incapacitated, the Respondent is not in violation of the Policy. "Should have known" is an objective, Reasonable Person standard that assumes that a Reasonable Person is both sober and exercising sound judgment.

Title IX Investigations

Complaints of prohibited conduct under BSU's Sexual Misconduct Policy will be investigated by the Title IX Coordinator. Upon notice of potential Sexual Misconduct, the Title IX Coordinator will determine whether there is sufficient basis for administrative investigation. Upon a determination that administrative investigation is necessary when an Impacted Person has not made a report for University action, the Title IX Coordinator will contact the Impacted Person to request consent for administrative investigation. If the Impacted Person does not consent to investigation or participation, the investigation may proceed, if appropriate. The Title IX Coordinator will balance the Impacted Person's wishes with considerations for factors such as:

GENERAL PROCEDURES

For a full description of Bowie State University's procedures for investigating reports of discrimination, please review the separate Procedural document located on the webpage for the Office of Equity Compliance. The following provides a general overview of the reporting and investigation process.

A. Standard of Evidence

Bowie State University uses the preponderance of the evidence standard of evidence when determining whether a Policy violation occurred. This means that Bowie State University will decide whether it is more likely than not, based upon the available information at the time of the decision, that the Respondent violated the Policy.

Notice/Complaints of Discrimination, Harassment, Retaliation, and/or Other Prohibited Conduct

A report provides Bowie State University Notice of an allegation or concern about Discrimination, Harassment, Retaliation, and/or Other Prohibited Conduct and provides an opportunity for the Administrator to provide information, resources, and supportive measures. A Formal Complaint informs Bowie State University that the Complainant would like to initiate an investigation or other appropriate resolution procedures. A Complainant or individual may initially make a report and may decide later to make a Formal Complaint. An individual other than a Complainant may make a report of Discrimination or Harassment on behalf of another person or group; however, that individual does not become the Complainant. Reports or Formal Complaints of Discrimination, Harassment, Retaliation, and/or Other Prohibited Conduct may be made using any of the following options:

1) File a report or Formal Complaint with, or give verbal Notice to, the Administrator or to any member of the Nondiscrimination Team. Such a report or Formal Complaint may be made at any time (including during non-business hours) by using the telephone number or email address, or by mail, to the office of the Administrator or any other Nondiscrimination Team member listed in the Policy.

2) Report online at https://bowiestate.edu/about/administration-and-governance/legaland-government-affairs/office-of-equity-compliance/discrimination-in-theworkplace/eeo-related-complaint-form.php for matters that are not sexual harassment or sex-based discrimination. Report online at https://bowiestateadvocate.symplicity.com/titleix_report/index.php/pid066906

3) for sexual harassment or sex-based discrimination. Anonymous reports are accepted, but the report may give rise to a need to try to determine the Parties' identities if not provided. Anonymous reports may limit Bowie State University's ability to investigate, respond, and provide remedies, depending upon what information is shared. Measures intended to protect the community, redress, or mitigate harm may be enacted. It also may not be possible to provide supportive measures to unidentified Complainants who are the subject of anonymous reports.

As used in the Policy, the term "Formal Complaint" means a document or electronic submission (such as by electronic mail or through an online portal provided by Bowie State University for this purpose) that contains the Complainant's physical or digital signature or otherwise indicates that the Complainant is the person filing the complaint, and requests that the Bowie State University investigate the allegations. If Notice is submitted in a format that does not meet this standard, the Administrator will contact the Complainant to determine whether the Complainant is requesting that Bowie State University initiate an investigation or other appropriate resolution procedures.

Reporting carries no obligation to file a Formal Complaint, and in most situations, Bowie State University is able to respect a Complainant's request not to initiate an investigation or other appropriate resolution procedures. However, there may be circumstances, such as pattern behavior, sexual harassment in the workplace, allegations of severe misconduct, or a compelling threat to health and/or safety, in which Bowie State University may need to initiate an investigation or other appropriate resolution procedures. If a Complainant does not wish to file a Formal Complaint, Bowie State University will maintain the privacy of information to the extent possible. The Complainant should not fear a loss of privacy by submitting a report that allows Bowie State University to discuss and/or provide supportive measures, in most circumstances.

1) the seriousness of the alleged misconduct,
2) Impacted Person's age, and,
3) Whether there are any prior Sexual Misconduct complaints against the Respondent.

As such, the Title IX Coordinator will serve as a neutral fact-finder responsible for conducting the investigation into Title IX-related concerns.

Limits on Reporting

There is no time limitation on providing Notice/Formal Complaints to the Administrator. However, if the Respondent is no longer subject to Bowie State University's jurisdiction, and/or significant time has passed, the ability to investigate, respond, and/or provide remedies may be limited or impossible. Acting on Notice/Formal Complaints significantly impacted by the passage of time (including, but not limited to, the rescission or revision of Policy) is at the Administrator's discretion; they may

document allegations for future reference, offer supportive measures and/or remedies, and/or engage in informal or formal action, as appropriate. Once a Resolution has been reached, a Complainant may not refile the same complaint.

Confidentiality/Privacy

Bowie State University makes every effort to preserve the Parties' privacy. Bowie State University will not share the identity of any individual who has made a report of Discrimination, Harassment, Retaliation, or Other Prohibited Conduct; any Complainant; any individual who has been reported to be the perpetrator of Discrimination, Harassment, Retaliation, or Other Prohibited Conduct; any Respondent; or any witness, except as permitted by, or to fulfill the purposes, of applicable laws and regulations (e.g., Title IX), the Family Educational Rights and Privacy Act (FERPA) and its implementing regulations, or as required by law; including any investigation or resolution proceeding arising under these policies and procedures.

Further, Parties and Advisors are expected to maintain the confidentiality of all information created by or shared with them by Bowie State University during any investigation and/or resolution process. Parties are entitled to share their own accounts and experiences, but are encouraged to consider the sensitivity of the matter if they do so, and should consult with their Advisors on any potential implications of doing so.

Emergency Removal/Interim Actions/Leaves

Bowie State University can act to remove a Student Respondent accused of Title IX Sexual Harassment from its Education Program or Activities, partially or entirely, on an emergency basis when an individualized safety and risk analysis has determined that an immediate threat to the physical health or safety of any Student or other individual justifies removal. This risk analysis is performed by the Administrator and may be done in conjunction with the Behavioral Assessment Team using its standard objective violence risk assessment procedures. Students accused of other forms of Discrimination, Harassment, or Other Prohibited Conduct (not Sex based) are subject to interim suspension, which can be imposed for safety reasons.

Employees are subject to existing procedures for interim actions and leaves.

During the investigation process, both the Complainant and the Accused will have the equal right to participate in the administrative investigation. Witnesses will be interviewed, as appropriate, and documents and/or material evidence will be collected and analyzed as necessary. At the conclusion of the investigation, the Title IX Coordinator will review all materials collected and prepare a written investigative report. The investigative report will contain evidentiary analysis and a determination of responsibility. The Title IX Coordinator does not issue sanctions.

Amnesty

The Bowie State University community encourages the reporting of misconduct and crimes by Complainants and witnesses. Sometimes, Complainants or witnesses are hesitant to report alleged misconduct to Bowie State University officials or participate in resolution processes because they fear that they themselves may be in violation of certain policies, such as underage drinking or use of illicit drugs at the time of the incident. Respondents may hesitate to be forthcoming during the process for the same reasons.

It is in the best interests of the Bowie State University community that Complainants choose to report misconduct to Bowie State University officials, that witnesses come forward to share what they know, and that all Parties be forthcoming during the process.

To encourage reporting and participation in the process, Bowie State University offers Parties and witnesses amnesty from minor policy violations, such as underage alcohol consumption or the use of illicit drugs, related to the incident. Granting amnesty is a discretionary decision made by Bowie State University, and amnesty does not apply to more serious allegations, such as physical abuse of another or illicit drug distribution.

a. Students

Bowie State University also maintains an amnesty policy for Students in addition to witnesses who offer help to others in need.

b. Employees Sometimes, Employees are hesitant to report Discrimination, Harassment, Retaliation, or Other Prohibited Conduct they have experienced for fear that they may get in trouble themselves. Bowie State University may, at its discretion, offer Employee Complainants amnesty from such policy violations (typically, more minor policy violations) related to the incident.

Independence and Conflict of Interest

The Administrator manages the Nondiscrimination Team and acts with independence and authority, free from bias and conflicts of interest. The Administrator oversees all Resolutions under the Policy and associated procedures. The members of the Resolution Process Pool are vetted and trained to ensure they are not biased for or against any party in a specific Formal Complaint, or for or against Complainants and/or Respondents, generally.

To raise any concern involving bias, conflict of interest, misconduct, or Discrimination by the Administrator, contact the Director of the Office of Equity Compliance. To raise concerns regarding the Director of the Office of Equity Compliance, contact the General Counsel. Concerns of bias, misconduct, Discrimination, or a potential conflict of interest by any other Nondiscrimination Team member should be raised with the Administrator.

Supportive Measures

Bowie State University will offer and implement appropriate and reasonable supportive measures to the Parties upon Notice of alleged Discrimination, Harassment, Retaliation, and/or Other Prohibited Conduct. Supportive measures are non-disciplinary, non-punitive, individualized services offered as appropriate and as reasonably available. They are offered, without fee or charge to the Parties, to restore or preserve access to Bowie State University's Education Program or Activity, including measures designed to protect the safety of all Parties and/or the Bowie State University's educational environment and/or to deter Discrimination, Harassment, Retaliation, and/or Other Prohibited Conduct.

The Administrator promptly makes supportive measures available to the Parties upon receiving Notice or a Formal Complaint. At the time that supportive measures are offered, if a Formal Complaint has not been filed, Bowie State University will inform the Complainant, in writing, that they may file a Formal Complaint with Bowie State University either at that time or in the future. The Administrator will work with a party to ensure that their wishes are considered with respect to any planned and implemented supportive measures.

Supportive measures may be available upon Notice, even if the reported behavior may be protected free expression, occurred outside of the Recipient's jurisdiction, or for any other reason is not subject to Bowie State University's grievance procedures. Supportive measures may be available to other Students or Employees who are not the Complainant, depending on the nature of the allegations and their impact.

Bowie State University will maintain the confidentiality of the supportive measures, provided that confidentiality does not impair Bowie State University's ability to provide those supportive measures. Bowie State University will act to ensure minimal academic/occupational impact on the Parties as possible. Bowie State University will implement measures in a way that does not unreasonably burden another party.

These actions may include, but are not limited to:

- Referral to counseling, medical, and/or other healthcare services
- Referral to the Employee Assistance Program
- Referral to community-based service providers
- Student financial aid counseling • Education to the institutional community or community subgroup(s)
- Altering campus housing assignment(s)
- Altering work arrangements for Employees or Student-employees
- Safety planning
- Implementing contact limitations (e.g., no contact orders) between the Parties
- Academic support, extensions of deadlines, or other course/program-related adjustments
- Trespass, Persona Non Grata (PNG), or Be-On-the-Lookout (BOLO) orders
- Timely warnings
- Class schedule modifications, withdrawals, or leaves of absence
- Increased security and monitoring of certain areas of the campus
- Any other actions deemed appropriate by the Administrator

Violations of no contact orders or other restrictions may be referred to appropriate Student or Employee conduct processes for enforcement or added as collateral misconduct allegations to an ongoing resolution process under the Policy.

RETALIATION: • Bowie State University or any member of Bowie State University's community,
• taking or attempting to take materially adverse action,
• by intimidating, threatening, coercing, harassing, or discriminating against any individual,
• for the purpose of interfering with any right or privilege secured by law or Policy, or
• because the individual has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under the Policy and associated procedures.

The exercise of rights protected under the First Amendment does not constitute Retaliation. It is also not Retaliation for Bowie State University to pursue disciplinary action against those who make materially false statements in bad faith in the course of a resolution process under the Policy. However, the determination of responsibility, by itself, is not sufficient to conclude that any party has made a materially false statement in bad faith.

SANCTIONS:

Factors the Decision-maker may consider when determining sanctions and responsive actions include, but are not limited to:

• The nature, severity of, and circumstances surrounding the violation(s)
• The Respondent's disciplinary history
• The need for sanctions/responsive actions to bring an end to the Discrimination, Harassment, Retaliation, and/or Other Prohibited Conduct
• The need for sanctions/responsive actions to prevent the future recurrence of Discrimination, Harassment, Retaliation, and/or Other Prohibited Conduct
• The need to remedy the effects of Discrimination, Harassment, Retaliation, and/or Other Prohibited Conduct on the Complainant and the community
•The impact on the Parties
• The Respondent's acknowledgment of responsibility or contrition
• Any other information deemed relevant by the Decision-maker

The sanctions will be implemented as soon as is feasible once a Determination is final, either upon the outcome of any appeal or the expiration of the window to appeal, without an appeal being requested.

The sanctions described in the Procedures are not exclusive of, and may be in addition to, other actions taken, or sanctions imposed, by external authorities.

Student Sanctions

The following are the common sanctions that may be imposed upon Students singly or in combination:

• Reprimand: A formal statement that the conduct was unacceptable and a warning that further violation of any Bowie State University policy, procedure, or directive will result in more severe sanctions/responsive actions

• Required Counseling: A mandate to meet with and engage in either Bowie State University-sponsored or external counseling to better comprehend the misconduct and its effects

• Restrictions: A Student may be restricted in their activities, including, but not limited to, being restricted from locations, programs, participation in certain activities or extracurriculars, study abroad, or holding leadership roles in student organizations

• Probation: An official sanction for violation of Bowie State University policy, providing for more severe disciplinary sanctions if the Student is found in violation of any Bowie State University policy, procedure, or directive within a specified period of time. Terms of the probation will be articulated and may include denial of specified social privileges, exclusion from co-curricular activities, exclusion from designated areas of campus, no-contact orders, and/or other measures deemed appropriate.

• Suspension: Separation from Bowie State University, or one or more of its facilities, for a defined period of time, typically not to exceed two (2) years, after which the Student is eligible to return. Eligibility may be contingent upon satisfaction of specific conditions noted at the time of suspension, on successfully applying for readmission, or upon a general condition that the Student is eligible to return if Bowie State University determines it is appropriate to re-enroll/readmit the Student. The Student is typically required to vacate Bowie State University property within 24 hours of notification

of the action, though this deadline may be extended at the discretion of the Title IX Coordinator or other appropriate official. During a Bowie State University-wide suspension, the Student is banned from Bowie State University property, functions, events, and activities unless they receive prior written approval from an appropriate Bowie State University official. This sanction may be enforced with a trespass action, as necessary. This sanction may be noted as a Disciplinary Suspension on the Student's official academic transcript, per Bowie State University policy and/or state law.

• Expulsion: Permanent separation from Bowie State University. The Student is banned from Bowie State University property, and the Student's presence at any Bowie State University-sponsored activity or event is prohibited. This action may be enforced with a trespass action, as necessary. This sanction may be noted as Disciplinary Expulsion on the Student's official academic transcript, per Bowie State University policy and/or state law.

• Withholding Diploma: Bowie State University may withhold a Student's diploma for a specified period of time and/or deny a Student participation in commencement activities as a sanction if the Student is found responsible for violating the Policy

• Revocation of Degree: While very rarely exercised, Bowie State University reserves the right to revoke a degree previously awarded by Bowie State University for fraud, misrepresentation, and/or other violation of Bowie State University policies, procedures, or directives in obtaining the degree, or for other serious violations committed by a Student prior to graduation. Revocation can occur when the offense would have otherwise resulted in expulsion if the Respondent were still a student.

• Delay of degree certification is applicable for any situation that would have resulted in suspension of the Respondent if the Respondent were still a student, and the degree will only be conferred once the degree suspension period is completed. The degree suspension period is usually implemented for the same length of time for which a sanction of suspension would have been imposed if the Respondent were still enrolled.

• Other Actions: In addition to, or in place of, the above sanctions, Bowie State University may assign any other sanctions as deemed appropriate

Employee Sanctions/Responsive/Corrective Actions
Responsive actions for an Employee who has engaged in Discrimination, Harassment, Retaliation, and/or Other Prohibited Conduct include:
• Verbal or Written Warning
• Performance Improvement Plan/Management Process
• Enhanced Supervision, Observation, or Review
• Required Counseling • Required Training or Education
• Probation • Denial of Pay Increase/Pay Grade
• Loss of Oversight or Supervisory Responsibility
• Demotion
• Transfer
• Shift or schedule adjustments
• Reassignment
• Delay of (or referral for delay of) Tenure Track Progress
• Assignment to a New Supervisor
• Restriction of Stipends, Research, and/or Professional Development Resources

• Suspension/Administrative Leave with Pay
• Suspension/Administrative Leave without Pay
• Termination
• Other Actions: In addition to, or in place of, the above sanctions/responsive actions, Bowie State University may assign any other responsive actions as deemed appropriate

APPEALS:

The Title IX Coordinator will designate an Appeal Decision-maker from the Pool, or other trained internal or external individuals, to hear the appeal. No Appeal Decision-maker will have been previously involved in the Formal Grievance Process for the Formal Complaint. If a panel is used, the Title IX Coordinator will designate a voting chair.

Appeal Grounds

Appeals are limited to the following grounds:

1) A procedural irregularity affected the outcome of the matter

2) There is new evidence that was not reasonably available at the time the determination regarding responsibility was made that could affect the outcome of the matter

3) The Title IX Coordinator, Investigator(s), or Decision-maker(s) had a conflict of interest or bias for or against Complainants or Respondents generally or the specific Complainant or Respondent that affected the outcome of the matter

4) The sanctions fall outside the range of sanctions designated for this offense, considering the Respondent's cumulative conduct/disciplinary record (applicable to suspension, expulsion, or termination-level offenses only)

Appeal Request

Any party may submit a written appeal request to the Title IX Coordinator within five (5) business days of the delivery of the notice of outcome.

The appeal request will be forwarded to the Appeal Decision-maker for consideration to determine if the request meets the appeal grounds (a Review for Standing). This is not a review of the merits of the appeal, but solely a determination as to whether the request could reasonably be construed to meet the grounds and is timely filed.

If the appeal request does not provide information that meets the grounds in the Procedures, the request will be denied by the Appeal Decision-maker, and the Parties and their Advisors will be simultaneously notified in writing of the denial and the rationale.

If any of the information in the appeal request meets the grounds in the Procedures, then the Appeal Decision-maker will notify all Parties and their Advisors, the Title IX Coordinator, and, when appropriate, the Investigator(s) and/or the original Decision-maker.

All other Parties and their Advisors, the Title IX Coordinator, and, when appropriate, the Investigator(s) and/or the Decision-maker will be provided a copy of the appeal request with the approved grounds and then be given five (5) business days to submit a response to the portion of the appeal that was approved and involves them. The Appeal Decision-maker will forward all responses, if any, to all Parties for review and comment.

The non-appealing party (if any) may also choose to appeal at this time. If so, that appeal request will be reviewed by the Appeal Decision-maker to determine if it meets the grounds in the Procedures and will either be approved or denied. If approved, it will be forwarded to the party who initially requested an appeal, the Title IX Coordinator, and the Investigator(s) and/or original Decision-maker, as necessary, who will submit their responses, if any, within five (5) business days. Any such responses will be circulated for review and comment by all Parties. If denied, the Parties and their Advisors will be notified in writing.

No party may submit any new appeal request after this time period. The Appeal Decisionmaker will collect any additional information needed and all documentation regarding the approved appeal grounds, and the subsequent responses will be shared with the Appeal Decision-maker, who will promptly render a decision.

Appeal Determination Process
In most circumstances, appeals are confined to a review of the written documentation or record of the original determination and pertinent documentation regarding the specific appeal grounds. The Appeal Decision-maker will deliberate as soon as is practicable and discuss the merits of the appeal.

Appeal decisions are to be deferential to the original determination, making changes to the Finding/Final Determination only when there is a clear error, and to the sanction(s)/responsive action(s) only if there is a compelling justification to do so. All decisions are made by majority vote and apply the preponderance of the evidence standard of evidence.

An appeal is not an opportunity for the Appeal Decision-maker to substitute their judgment for that of the original Decision-maker merely because they disagree with the Finding and/or sanction(s).
The Appeal Decision-maker may consult with the Title IX Coordinator and/or legal counsel on questions of procedure or rationale, for clarification, if needed. The Title IX Coordinator will maintain documentation of all such consultations.

Appeal Outcome
An appeal may be granted or denied. Appeals that are granted should normally be remanded (or partially remanded) to the original Investigator(s) and/or Decision-maker with corrective instructions for reconsideration. In rare circumstances where an error cannot be cured by the original Investigator(s) and/or Decision-maker or the Title IX Coordinator (as in cases of bias), the Appeal Decision-maker may order a new investigation and/or a new hearing with new Pool members serving in the Investigator and Decision-maker roles.

A notice of appeal outcome letter will be sent to all Parties simultaneously, or without significant time delay between notifications. The appeal outcome letter will specify the Finding on each appeal ground, any specific instructions for remand or reconsideration, all sanction(s) that may result, which Bowie State University is permitted to share according to federal or state law, and the rationale supporting the essential Findings to the extent Bowie State University is permitted to share under federal or state law.

Written notification may be delivered by one or more of the following methods: in person or emailed to the Parties' Bowie State University-issued email or other approved account. Once emailed or received in person, the appeal outcome letter will be presumptively delivered.

Once an appeal is decided, the outcome is final and constitutes the Final Determination; further appeals are not permitted, even if a decision or sanction is changed on remand (except in the case of a new determination). When appeals result in no change to the finding or sanction, that decision is final. When an appeal results in a new Finding or sanction, that Finding or sanction can be appealed one final time on the grounds listed above and in accordance with the Procedures.

If a remand results in a new Finding or sanction that is different from the original Finding or sanction, that new Finding or sanction can be appealed, once, on any of the available appeal grounds.

CRIMINAL REPORTING OF SEXUAL MISCONDUCT

Persons are encouraged to report criminal concerns, including incidents of Sexual Misconduct contained in VII. B. of Bowie State University's Sexual Misconduct Policy to the BSU Police and Department of Public Safety or other applicable law enforcement agencies. Impacted Persons are encouraged to immediately notify the BSU Police and Department of Public Safety or other applicable law enforcement agencies to receive guidance in preserving evidence needed for proof of criminal assaults and the apprehension and prosecution of assailants. The Title IX Coordinator, at a minimum, will inform students of the option to notify law enforcement.

A criminal investigation is independent of the University's administrative process and does not prevent an individual from proceeding with an administrative complaint of Sexual Misconduct, as provided in this Policy.

CHILD ABUSE & NEGLECT

Pursuant to Bowie State University's Sexual Misconduct Policy VI-1.40, Maryland law and University System of Maryland Policy VI-1.50 – Policy on the Reporting of Suspected Child Abuse and Neglect requires that any person who suspects that a minor child (under the age of 18) is the victim of abuse or neglect must contact a local law enforcement agency or social services agency and the University's General Counsel. Reports must be made within 48 hours of disclosure/discovery. Direct questions to GeneralCounsel@bowiestate.edu.

PROTECTIVE MEASURES AND CONFIDENTIALITY

All persons who investigate sexual assaults or who assist victims of sexual assault shall maintain the strictest confidentiality in all matters pertaining to the victim and the investigation. Failure to exercise good faith in maintaining confidentiality may result in disciplinary actions and other serious sanctions.

STUDENT SUBSTANCE ABUSE POLICY AND PREVENTION PROGRAM

Alcohol Policy

Bowie State University does not encourage or support alcohol use on campus. Unauthorized possession, use, sale or distribution of alcoholic beverages is prohibited by any student or student group on campus or at University-sponsored events on and off campus. Student groups must obtain prior written authorization from the Vice President of Enrollment Management and Student Affairs to distribute alcohol at student-sponsored events. Under no circumstances is alcohol permitted in any residential facility owned, leased, and/or operated by the University. According to Maryland law (HB 1395), anyone who willfully furnishes an alcoholic beverage to any individual under the age of 21 years can be charged a fine not exceeding $1000 or 60 days imprisonment, or both.

Drug Policy

Further, the University does not condone or permit the unlawful possession, use, distribution, or sale of any controlled dangerous substance on the campus, the surrounding areas, or at University-sponsored events on and off the campus. Students found responsible for violating the policy (as set forth below) will be subject to disciplinary action, which could include suspension or expulsion from the University.

Bowie State University expects that students, faculty, and staff who observe or suspect that a violation of the substance abuse policy is being committed jurisdictions will report it to the appropriate authorities. While the major thrust of Bowie State University is drug education and prevention, the University will take appropriate disciplinary actions to provide a drug-free environment in which our students may grow intellectually and socially.

Substance Abuse Sanctions

Students found responsible for alcohol-related offenses are subject to campus disciplinary action including, but not limited to, the following:

- First offense: Disciplinary Probation, fines, educational programming fees, referral to mandatory alcohol education, community service, loss of campus housing, parental notification (for students under the age of 21).
- Second offense: Disciplinary probation, suspension, community service, alcohol education, fines, educational programming fees.
- Students found responsible for drug-related offenses are subject to campus disciplinary action including, but not limited to, the following:
- A minimum fee of $100;
- Loss of campus housing, disciplinary probation, suspension, or expulsion.
- The parent(s)/legal guardian(s) of students under the age of 21 will be notified.
- Severe violations of the substance abuse policy, such as possession with intent to distribute, purchasing for a minor, destruction of property, or assault and battery while under the influence of substance use, may subject the student to immediate interim suspension and/or arrest.

PREVENTION AND TREATMENT PROGRAMS

Alcohol and other drug abuse are major college student health concerns. Bowie State University's substance abuse program attempts to reduce the harm that is frequently associated with alcohol and drug abuse. Our program described below emphasizes preventive education and early intervention.

The program avoids purposeful attempts to instill fear of alcohol and drugs. Instead, the intent is to create a non-threatening environment for students. In such a setting, the encouragement of meaningful discussions prompts reflection, and an increased understanding of alcohol and drug-related values, beliefs, and behavior takes place.

Bowie State University's substance abuse education/prevention program provides the following substance abuse programs. Any student experiencing substance abuse problems is encouraged, voluntarily, on a confidential basis, to report the problem to the Alcohol, Tobacco, and Other Drug Prevention Center (ATOD) as well as the Henry Wise Wellness Center and the Office of Counseling Services, where professional assistance will be provided.

PREVENTION AND EDUCATIONAL PROGRAMS

Educational and Activity-Based Programs

This service offers to the campus community a variety of programs designed to promote healthy living while educating about the risks, consequences, and possible outcomes of substance use and abuse. This includes alcohol awareness week, a safe spring break campaign, a substance abuse educational series for students, presentations during freshmen seminar classes, and programs through the Henry Wise Wellness Center and Counseling Services.

Alcohol, Tobacco and Other Drug (ATOD) Prevention Center

The ATOD Prevention Center is located in the Thurgood Marshall Library, Suite 270. The number is (301) 860-4127. Students have ready access to science-based information on alcohol and other drugs. Also available are pamphlets, professional journals, books, and videotapes which can be checked out, and posters and promotional materials.

Substance Abuse Peer Education Program

In this program, trained student leaders are used as follows:

- To increase awareness of the effects of alcohol and drug use;
- To promote the accurate identification of high-risk use;
- To teach students how to help family members or friends with alcohol/drug problems, and
- To provide resources and referrals for students.

Assessment and Referral Service

This service provides students an opportunity to meet individually with a professional counselor and discuss concerns they may have about their use of alcohol or drugs or the use of a friend or family member. These issues are explored in a non-threatening manner, and student's confidentiality is always assured. In addition, referrals to appropriate campus or community prevention and treatment programs can be arranged. To arrange for this service, contact the Henry Wise Wellness Center at (301) 860-4170 or the Office of Counseling Services at (301) 860-4164.

Group and Individual Services

These free referral services are available to students who are concerned about their use of alcohol or other drugs. Plans can be developed with individuals to help them achieve their goals.

REFERRAL: SELF-HELP AND TREATMENT PROGRAMS

Alcoholic Anonymous	(202) 966-9115
Al-Anon/Alateen	(800) 356-9996
Alcohol Referrals	(800)-ALCOHOL
Drug Emergency	(800)-COCAINE
Prince George's County Health Dept.	(301) 808-1830
Gay/Lesbian Hotline	(202) 833-3234
MD State AIDS Hotline	(800) 638-6252
MD Employee Assistance Program	(410) 767-1013

POLICY ON PARENT/LEGAL GUARDIAN NOTIFICATION OF ALCOHOL AND CONTROLLED SUBSTANCE VIOLATIONS

The Higher Education Act Amendments of 1998 included provisions amending the Family Educational Rights and Privacy Act of 1974 ("FERPA"). Specifically, FERPA now authorizes higher education institutions to disclose to a student's parent or legal guardian information regarding "any violation of Federal, State, or local law, or any rule or policy of the institution governing the use or possession of alcohol or a controlled substance, regardless of whether the information is contained in the student's educational records."

Effective September 1, 2000, Bowie State University, in accordance with Federal law, implemented the following criteria for parent/legal guardian notification:

Part I
Such disclosures are authorized only if:

1. The student is under the age of 21; and
2. The institution has determined that the student has violated the Code of Student Conduct with respect to the use or possession of alcohol or a controlled substance.

Part II
In addition to Part I, at least one of the criteria below must be met:

1. The student has been found responsible for violating Bowie State University's Substance Abuse Policy.
2. The incident involved significant property damage.
3. Medical attention to any person, including the student, was required as a result of the alcohol or drug-related behavior.
4. The student operated a motor vehicle while intoxicated or under the influence of a controlled substance.
5. The student exhibited reckless disregard for personal safety and/or the safety of others.
6. Evidence indicates that the student's alcohol or drug-related behavior interfered with the academic process of the student or others.

If a student receives information as an enclosure with a letter informing them of a violation outcome of a student conduct process, parent(s)/legal guardian(s) will also be sent a letter informing them as well that the student has been found responsible for a violation of the Code of Student Conduct involving alcohol and/or other drugs.

EDUCATION COORDINATOR

The Program Coordinator in relation to sexual assault located in the Henry Wise Wellness Center, **(301) 860-4178**, Shanelle O'Connor, is the University coordinator for educational programs promoting awareness of sexual assault, including but not limited to rape, acquaintance rape, and other sexual offenses defined in this policy. She can be contacted for information about programs that promote awareness of what constitutes sexual assault, how to prevent it, and what the University's procedures are for handling reports of alleged sexual assaults. Upon request and as needed, she can also be

contacted to provide specialized training to those who might be involved in providing services to or interacting with alleged victims.

The Program Coordinator, in relation to sexual assault, also ensures that copies of the BSU Policy, USM policy, and the University's procedures concerning sexual assault are distributed to all students, faculty members, and employees, are posted in appropriate locations throughout the campus and are published in appropriate University publications. Human Resources ensures that copies of the BSU Policy, USM Policy, and the University's procedures on Sexual Harassment are distributed to all new employees.

Counseling Services are available at the Martin Luther King Building on the third floor. Counseling is provided for personal, social, career, and academic issues. The telephone number is (301) 860-4164.

To educate the Bowie State University campus community, the Henry Wise Wellness Center, Counseling Services, and Residence Life will sponsor seminars and workshops emphasizing safety and awareness of sexual assault.

EDUCATION AND PREVENTION PROGRAMS

The University engages in comprehensive, intentional, and integrated programming, initiatives, strategies, and campaigns intended to end dating violence, domestic violence, sexual assault, and stalking that are culturally relevant, inclusive of diverse communities and identities, sustainable, responsive to community needs, and informed by research, or assessed for value, effectiveness, or outcome; and, considers environmental risk and protective factors as they occur on the individual, relationship, institution, community and societal levels.

Educational programming consists of primary prevention and awareness programs for all incoming students and employees and ongoing awareness and prevention campaigns for students and employees that:

A. A statement that the institution prohibits the crimes of domestic violence, dating violence, sexual assault and stalking (as defined by the Clery Act);
B. The definitions of domestic violence, dating violence, sexual assault and stalking according to any applicable jurisdictional definitions of these terms;
C. What behavior and actions constitute consent, in reference to sexual activity, in the State of Maryland;
D. The institution's definition of consent AND the purposes for which that definition is used.

E. A description of safe and positive options for bystander intervention. Bystander intervention means safe and positive options that may be carried out by an individual or individuals to prevent harm or intervene when there is a risk of dating violence, domestic violence, sexual assault or stalking. Bystander intervention includes recognizing situations of potential harm, understanding institutional structures and cultural conditions that facilitate violence, overcoming barriers to intervening, identifying safe and effective intervention options, and taking action to intervene;

F. Information on risk reduction. Risk reduction means options designed to decrease perpetration and bystander inaction, and to increase empowerment for victims in order

to promote safety and to help individuals and communities address conditions that facilitate violence.

G. Information regarding:
    a. procedures victims should follow if a crime of domestic violence, dating violence, sexual assault and stalking occurs (as described in "Procedures Victims Should Follow if a Crime of Domestic Violence, Dating Violence, Sexual Assault and Stalking Occurs" elsewhere in this document)
    b. how the institution will protect the confidentiality of victims and other necessary parties (as described in "Assistance for Victims: Rights and Options" elsewhere in this document);
    c. existing counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, and other services available for victims, both within the institution and in the community (as described in "Assistance for Victims: Rights and Options" elsewhere in this document); and
    d. options for, available assistance in, and how to request changes to academic, living, transportation, and working situations or protective measures (as described in "Assistance for Victims: Rights and Options" elsewhere in this document);
    e. procedures for institutional disciplinary action in cases of alleged dating violence, domestic violence, sexual assault, or stalking (as described in "Adjudication of Violations" elsewhere in this document);

Primary Prevention and Awareness Programs

These programs include online training thought Vector Solutions' Safe College Program. All students, faculty and staff are required to complete the training each year. The training covers consent, by-stander intervention, definitions and examples of: sexual harassment, dating violence, domestic violence, sexual assault and stalking. The Office of Equity Compliance also attended the New Student Orientation and provided a brief overview of Title IX and Sexual Harassment for all new incoming students and transfer students.

Specifically, the University offered the following **primary prevention and awareness programs** for all **incoming students** in 2025-2026 academic year:

Name of Program	Date Held	Location Held	Which Prohibited Behavior* Covered?
Vector Solutions: Safe Colleges	Various	Online	All
New Student Orientation		Student Center	All

*DoV means Domestic Violence, DaV means Dating Violence, SA means Sexual Assault and S means Stalking

The University offered the following **primary prevention and awareness programs** for all **new employees** in 2025-2026 academic year:

Name of Program	Date Held	Location Held	Which Prohibited Behavior* Covered?
Vector Solutions: Title IX and Sexual Harassment Prevention for Employees	Various	Online	All
Sexual Harassment in the Workplace Training	Various	Microsoft Teams	All

*DoV means Domestic Violence, DaV means Dating Violence, SA means Sexual Assault and S means Stalking

Ongoing Prevention and Awareness Campaigns

The Wellness Center conducts tabling events designed to inform and educate students about domestic violence, dating violence, and sexual assault. These outreach efforts provide students with accessible information on key definitions, warning signs, prevention strategies, healthy relationships, bystander intervention, and available campus and community resources. The tabling events also create opportunities for students to engage directly with Wellness Center staff, ask questions, and learn how to access confidential support and referrals when needed.

In addition to its monthly outreach efforts, the Wellness Center hosts an annual sexual violence prevention conference in collaboration with the Maryland Department of Health, the Maryland Coalition Against Sexual Assault, and the Maryland Women's Network Conference. The conference brings together students, faculty, staff, and community partners to increase awareness, strengthen prevention efforts, and promote a coordinated response to sexual and interpersonal violence. Through presentations, educational sessions, and community engagement, the conference provides participants with current information, practical prevention strategies, and resources to support safer and healthier campus and community environments

The University offered the following **ongoing awareness and prevention programs** for **students** in 2025-2026 academic year:

Name of Program	Date Held	Location Held	Which Prohibited Behavior* Covered?
Domestic Violence Awareness	Oct 22, 2025	Student Center	DoV
Maryland Women of Color Network Conference	Mar 6, 2026	Student Center	SA, DoV
Bystander Training	Apr 3, 2026	MLK Building	SA
SAAM	Apr 8, 2026	Student Center	SA
Domestic Violence Training	Apr 16, 2026	MLK Building	DoV
Denim Day	Apr 29, 2026	Student Center	SA, DoV

*DoV means Domestic Violence, DaV means Dating Violence, SA means Sexual Assault and S means Stalking

The University offered the following **ongoing awareness and prevention programs** for **employees** in 2025-2026 academic year:

Name of Program	Date Held	Location Held	Which Prohibited Behavior* Covered?
Domestic Violence Training	Apr 16, 2026	MLK Building	DoV

*DoV means Domestic Violence, DaV means Dating Violence, SA means Sexual Assault and S means Stalking

How to Be an Active Bystander

Bystanders play a critical role in the prevention of sexual and relationship violence. They are "individuals who observe violence or witness the conditions that perpetuate violence. They are not directly involved but have the choice to intervene, speak up, or do something about it."[1] We want to promote a culture of community accountability where bystanders are actively engaged in the prevention of violence without causing further harm. We may not always know what to do even if we want to help. Below is a list[2] of some ways to be an active bystander. Further information regarding bystander intervention may be found. If you or someone else is in immediate danger, dial 911. This could be when a person is yelling at or being physically abusive towards another and it is not safe for you to interrupt.

1. Watch out for your friends and fellow students/employees. If you see someone who looks like they could be in trouble or need help, ask if they are ok.
2. Confront people who seclude, hit on, try to make out with, or have sex with people who are incapacitated.
3. Speak up when someone discusses plans to take sexual advantage of another person.
4. Believe someone who discloses sexual assault, abusive behavior, or experience with stalking.

Refer people to on or off campus resources listed in this document for support in health, counseling, or with legal assistance.

BYSTANDER Program

BSU's primary message to bystanders is to communicate your concerns to someone of authority if you witness behaviors that concern you. In the circumstance in which the conduct is not welcomed, not mutual, not respectful, and not reciprocal, use the direct approach by telling them to STOP the behavior.

Bystander intervention means safe and positive options that an individual or individuals may carry out to prevent harm or intervene when there is a risk of dating violence, domestic violence, sexual assault, or stalking.

Bystander intervention includes recognizing situations of potential harm, understanding institutional structures and cultural conditions that facilitate violence, overcoming barriers to intervening, identifying safe and effective intervention options and taking action to intervene.

[1] Burn, S.M. (2009). A situational model of sexual assault prevention through bystander intervention. *Sex Roles, 60*, 779-792.

[2] Bystander intervention strategies adapted from Stanford University's Office of Sexual Assault & Relationship Abuse

Information on Risk Reduction

Risk reduction refers to options designed to decrease perpetration and bystander inaction and to increase empowerment for victims in order to promote safety and help individuals and communities address conditions that facilitate violence. The University has developed an annual education campaign consisting of presentations that include the distribution of educational materials to new students and participating in and presenting information and materials during new employee orientation.

Bowie State University (BSU) is committed to its educational programs and sexual assault prevention campaigns, which increase awareness and promote respectful discussion and prevention of sexual misconduct of any kind, including, but not limited to, dating violence, domestic violence, sexual assault, stalking, and sexual harassment. As such, in 2019, both the Henry Wellness Center and the Office of Equity Compliance (EEO/Title IX) conducted Sexual Misconduct Prevention Training for students, faculty, and staff alike. In addition, the BSU Wellness Center's Partners in Peace program sponsors workshops in an effort to raise awareness about sexual violence and create a campus environment conducive to learning and working. During these workshops, participants learn more about sexual violence prevention strategies. Most importantly, during the workshops and training initiatives, students and the campus community as a whole learn about what to do if they or someone they know has been a victim of sexual assault, domestic violence, dating violence, and/or stalking. Additional Wellness workshops on the following themes are available in partnership with the Equity Compliance Office, Office of Residence Life, Office of Student Life, and Academic Advisement: sexual violence, sexual assault, dating violence, stalking, and bystander intervention.

In addition, the Wellness Center via --Partners in Peace facilitated peer education to bring forth campus awareness to the societal problem of sexual assault using the STEP Up: Bystander Intervention Program in an effort to help prevent future violent acts. The Partners in Peace program mission aims to raise awareness about and effectively respond to sexual assault, domestic violence, dating violence, and stalking. One of the program goals is to provide educational programming and workshops that increase awareness about sexual assault and sexual violence among Bowie State University students, faculty, and staff. Partners in Peace and Equity Compliance sponsor ongoing training and diverse workshops throughout the year in an effort to raise awareness about sexual assaults, dating violence, stalking, domestic violence, and bystander intervention to create a campus environment conducive to learning and working free of harassment and discrimination. During these trainings and workshops, participants learn more about sexual violence prevention strategies. Most importantly, during the workshops and training initiatives, students and the campus community as a whole learn about what to do if they or someone they know has been a victim of sexual assault, domestic violence, dating violence, and/or stalking.

Bowie State University also requires a mandatory primary sexual misconduct prevention and awareness program for all incoming students and new employees. As an example, in the fall of 2019, the Director of the Wellness Center & Office of Equity Compliance/Title IX Coordinator provided several mandatory program training sessions entitled Freshmen Seminars. Step Up: Bystander Intervention was conducted during the Freshman Seminar during the months of September and October 2019. In addition, on-campus educational initiatives have included the disbursement of information on definitions, video presentation, an overview of the BSU sexual misconduct policy, Title IX investigation requirements, guidelines for reporting a sexual assault, an overview of student conduct sanctions, and a review of appeal procedures. Equity Compliance and Partners in Peace have conducted in-person Title IX and Bystander training for various departments, including but not

limited to the Athletic Department and student-athletes, Campus Police, Student Affairs, Student Government, and Residential Life. Further training initiatives include the video presentation of Hunting Ground and NO! The Rape Documentary, Campus Conversations, Take Back the Night, and The Clothesline Project. Campus Conversations is a workshop used to engage men and covers topics such as masculinity, gender roles, and sexual violence. BSU's Human Resources Department provides training for all new employees on the University policies against sexual harassment and commitment to ensure a campus community free of discrimination and free of sexual misconduct.

Risk Reduction

With no intent to victim blame and recognizing that only abusers are responsible for their abuse, the following are some strategies to reduce one's risk of sexual assault or harassment (taken from Rape, Abuse, & Incest National Network, www.rainn.org)

1. **Be aware** of your surroundings. Knowing where you are and who is around you may help you to find a way to get out of a bad situation.
2. Try to **avoid isolated areas.** It is more difficult to get help if no one is around.
3. **Walk with purpose.** Even if you don't know where you are going, act like you do.
4. **Trust your instincts.** If a situation or location feels unsafe or uncomfortable, it probably isn't the best place to be.
5. **Try not to load yourself down** with packages or bags as this can make you appear more vulnerable.
6. **Make sure your cell phone is with you** and charged and that you have cab money.
7. **Don't allow yourself to be isolated** with someone you don't trust or someone you don't know.
8. **Avoid putting music headphones in both ears** so that you can be more aware of your surroundings, especially if you are walking alone.
9. **When you go to a social gathering, go with a group of friends.** Arrive together, check in with each other throughout the evening, and leave together. Knowing where you are and who is around you may help you to find a way out of a bad situation.
10. **Trust your instincts.** If you feel unsafe in any situation, go with your gut. If you see something suspicious, contact law enforcement immediately (local authorities can be reached by calling 911 in most areas of the U.S.).
11. **Don't leave your drink unattended** while talking, dancing, using the restroom, or making a phone call. If you've left your drink alone, just get a new one.
12. **Don't accept drinks from people you don't know or trust.** If you choose to accept a drink, go with the person to the bar to order it, watch it being poured, and carry it yourself. At parties, don't drink from the punch bowls or other large, common open containers.
13. **Watch out for your friends, and vice versa.** If a friend seems out of it, is way too intoxicated for the amount of alcohol they've had, or is acting out of character, get him or her to a safe place immediately.
14. **If you suspect you or a friend has been drugged, contact law enforcement immediately (local authorities can be reached by calling 911 in most areas of the U.S.).** Be explicit with doctors so they can give you the correct tests (you will need a urine test and possibly others).
15. If you need to get out of an uncomfortable or scary situation here are some things that you can try:

a. **Remember that being in this situation is not your fault.** You did not do anything wrong, it is the person who is making you uncomfortable that is to blame.
b. **Be true to yourself.** Don't feel obligated to do anything you don't want to do. "I don't want to" is always a good enough reason. Do what feels right to you and what you are comfortable with.
c. **Have a code word with your friends or family** so that if you don't feel comfortable you can call them and communicate your discomfort without the person you are with knowing. Your friends or family can then come to get you or make up an excuse for you to leave.
d. **Lie.** If you don't want to hurt the person's feelings it is better to lie and make up a reason to leave than to stay and be uncomfortable, scared, or worse. Some excuses you could use are: needing to take care of a friend or family member, not feeling well, having somewhere else that you need to be, etc.

16. **Try to think of an escape route.** How would you try to get out of the room? Where are the doors? Windows? Are there people around who might be able to help you? Is there an emergency phone nearby?
17. **If you and/or the other person have been drinking,** you can say that you would rather wait until you both have your full judgment before doing anything you may regret later.

SEXUAL ASSAULT IS ILLEGAL.

The Federal Bureau of Investigation (FBI) Uniform Crime Reporting system has defined Sexual Assault as an offense that can be classified as a sex offense that meets the definition of rape, fondling, incest, or statutory rape. A sex offense is any act directed against another person without the consent of the victim, including instances where the victim is incapable of giving consent.

Bowie State University will not tolerate illegal activity of any kind. Persons found in violation of the University's Equal Opportunity, Harassment and Nondiscrimination policy will be subject to disciplinary action and may be subject to arrest.

Rape is defined as the penetration, no matter how slight, of the vagina or anus with any body part or object or oral penetration by the sex organ of another person, without the consent of the victim.

Fondling is defined as touching the private parts of another person for the purposes of sexual gratification without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.

Incest is defined as sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

Statutory Rape is defined as sexual intercourse with a person who is under the statutory age of consent.

Consent:
• knowing, and
• voluntary, and
• clear permission
• by word or action

• to engage in sexual activity.
Individuals may perceive and experience the same interaction in different ways. Therefore, it is the responsibility of each party to determine that the other has consented before engaging in the activity.

If consent is not clearly provided prior to engaging in the activity, consent may be ratified by word or action at some point during the interaction or thereafter, but clear communication from the outset is strongly encouraged.

For consent to be valid, there must be a clear expression in words or actions that the other individual consented to that specific sexual activity. Consent is evaluated from the perspective of what a Reasonable Person would conclude are mutually understandable words or actions. Reasonable reciprocation can be implied consent. For example, if someone kisses you, you can kiss them back (if you want to) without the need to explicitly obtain their consent to being kissed back.

Consent can also be withdrawn once given, as long as the withdrawal is reasonably and clearly communicated. If consent is withdrawn, that sexual activity should cease within a reasonably immediate time.

Silence or the absence of resistance alone should not be interpreted as consent. Although resistance is not required or necessary, it is a clear demonstration of non-consent.

Consent to some sexual contact (such as kissing or fondling) cannot be assumed to be consent for other sexual activity (such as intercourse). A current or previous intimate relationship is not sufficient to constitute consent. If an individual expresses conditions on their willingness to consent (e.g., use of a condom) or limitations on the scope of their consent, those conditions and limitations must be respected. If a sexual partner shares the clear expectation for the use of a condom, or to avoid internal ejaculation, and those expectations are not honored, the failure to use a condom, removing a condom, or internal ejaculation can be considered acts of Sexual Assault.

Proof of consent or non-consent is not a burden placed on any party involved in a Formal Complaint. Instead, the burden remains on Bowie State University to determine whether its Policy has been violated. The existence of consent is based on the totality of the circumstances evaluated from the perspective of a Reasonable Person in the same or similar circumstances, including the context in which the alleged misconduct occurred and any similar and previous patterns that may be evidenced.

Federal Clery Act Definitions of Domestic Violence, Dating Violence, Sexual Assault and Stalking

The Clery Act defines the crimes of domestic violence, dating violence, sexual assault and stalking as follows:

Domestic Violence: The term "domestic violence" means 1) Felony or misdemeanor crimes of violence committed –

- By current or former spouse or intimate partner of the victim;
- By a person with whom the victim shares a child in common;
- By a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner;

- By a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred or
- By any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

For the purposes of complying with the requirements of this section and section 668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

Dating Violence: The term "dating violence" means violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim.;

- The existence of such a relationship shall be based on the reporting party's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

For the purposes of this definition –

- Dating Violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse;
- Dating violence does not include acts covered under the definition of domestic violence.

For the purposes of complying with the requirements of this section and section 668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

Stalking: The term "stalking" means engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for the person's safety or the safety of others or suffer substantial emotional distress.

For the purposes of this definition –

Course of conduct means two or more acts, including, but not limited to, acts which the stalking directly, indirectly, or through third parties, by any action, method, devise, or means follows, monitors, observes, surveils, threatens, or communicates to or about, a person, or interferes with a person's property.

Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily require medical or other professional treatment or counseling.

Reasonable persons mean a reasonable person under similar circumstances and with similar identities to the victim.

For the purposes of complying with the requirements of this section and section 668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

Jurisdictional Definitions of Domestic Violence, Dating Violence, Sexual Assault and Stalking

- **Domestic Violence – Maryland Family Law § 4–701(c) and Maryland Family Law § 4-501(b)(1):** The state of Maryland defines domestic violence by combining two statutory components:
    - Maryland Family Law § 4–701(c)

        - "Domestic violence" means abuse occurring between:
            - (1) current or former spouses or cohabitants;
            - (2) persons who have a child in common; or
            - (3) persons currently or formerly involved in a dating relationship.
    - Maryland Family Law § 4-501(b)(1):
        - "abuse" includes any of the following acts:
            - Serious bodily harm
            - Threats placing someone in fear of imminent serious bodily harm
            - Assault in any degree
            - Rape or sexual offense (or attempts) under Criminal Law §§ 3-303–3-308
            - False imprisonment
            - Stalking under Criminal Law § 3-802
            - Revenge porn under Criminal Law § 3-809 abusive behavior by one family member or intimate partner against another, encompassing physical, emotional, and psychological harm.
    - "Cohabitant" means a person who has had a sexual relationship with the respondent and resided with the respondent in the home for a period of at least 90 days within 1 year before the filing of the petition.

- **Dating Violence:** The State of Maryland does not have a separate statutory definition or standalone criminal offense specifically designated as "dating violence." Maryland does not distinguish between dating violence and general violent crimes, such as assault, based solely on the dating relationship. Instead, violence or abuse involving dating partners may be addressed under Maryland's domestic violence and family violence laws, as well as applicable criminal statutes.
    - Under Maryland law, persons who are currently or formerly involved in a dating relationship may fall within the categories of persons protected under the State's domestic violence laws. Conduct involving dating partners may therefore be addressed through applicable domestic violence protections and the underlying criminal statutes, including assault, stalking, sexual offenses, or other applicable offenses.

- **Sexual Assault:**

  The state of Maryland defines Rape as:

    - *Criminal Law Code § 3-303 Rape in the First Degree*:
      (a) A person may not:
      (1) (i) engage in vaginal intercourse with another by force, or the threat of force, without the consent of the other; or
      (ii) engage in a sexual act with another by force, or the threat of force, without the consent of the other; and
      (2) (i) employ or display a dangerous weapon, or a physical object that the victim reasonably believes is a dangerous weapon;

(ii) suffocate, strangle, disfigure, or inflict serious physical injury on the victim or another in the course of committing the crime;

(iii) threaten, or place the victim in fear, that the victim, or an individual known to the victim, imminently will be subject to death, suffocation, strangulation, disfigurement, serious physical injury, or kidnapping;

(iv) commit the crime while aided and abetted by another; or

(v) commit the crime in connection with a burglary in the first, second, or third degree.

(b) A person may not violate subsection (a) of this section while also violating § 3–503(a)(2) of this title involving a victim who is a child under the age of 16 years.

(c) A person 18 years of age or older may not violate subsection (a) of this section involving a victim who is a child under the age of 13 years.

(d) (1) Except as provided in paragraphs (2), (3), and (4) of this subsection, a person who violates subsection (a) of this section is guilty of the felony of rape in the first degree and on conviction is subject to imprisonment not exceeding life.

(2) A person who violates subsection (b) of this section is guilty of the felony of rape in the first degree and on conviction is subject to imprisonment not exceeding life without the possibility of parole.

(3) A person who violates subsection (a) or (b) of this section is guilty of the felony of rape in the first degree and on conviction is subject to imprisonment not exceeding life without the possibility of parole if the defendant was previously convicted of violating this section, or § 3–305 of this subtitle as it existed before October 1, 2017.

(4) (i) Subject to subparagraph (iv) of this paragraph, a person 18 years of age or older who violates subsection (c) of this section is guilty of the felony of rape in the first degree and on conviction is subject to imprisonment for not less than 25 years and not exceeding life without the possibility of parole.

(ii) A court may not suspend any part of the mandatory minimum sentence of 25 years.

(iii) The person is not eligible for parole during the mandatory minimum sentence.

(iv) If the State fails to comply with subsection (e) of this section, the mandatory minimum sentence shall not apply.

(e) If the State intends to seek a sentence of imprisonment for life without the possibility of parole under subsection (d)(2), (3), or (4) of this section, or imprisonment for not less than 25 years under subsection (d)(4) of this section, the State shall notify the person in writing of the State's intention at least 30 days before trial.

The state of Maryland further defines Rape, and defines Statutory Rape as the following (Maryland does not use the terms statutory rape and refer to such offense as age-based sex offenses):

- *Maryland Criminal Law Code § 3-304 - Rape in the Second Degree:*

(a) A person may not engage in vaginal intercourse or a sexual act with another:

(1) without the consent of the other;

(2) if the victim is a substantially cognitively impaired individual, a mentally incapacitated individual, or a physically helpless individual, and the person

performing the act knows or reasonably should know that the victim is a substantially cognitively impaired individual, a mentally incapacitated individual, or a physically helpless individual; or

(3) if the victim is under the age of 14 years, and the person performing the act is at least 4 years older than the victim.

(b) A person 18 years of age or older may not violate subsection (a)(1) or (2) of this section involving a child under the age of 13 years.

(c) (1) Except as provided in paragraph (2) of this subsection, a person who violates subsection (a) of this section is guilty of the felony of rape in the second degree and on conviction is subject to imprisonment not exceeding 20 years.

(2) (i) Subject to subparagraph (iv) of this paragraph, a person 18 years of age or older who violates subsection (b) of this section is guilty of the felony of rape in the second degree and on conviction is subject to imprisonment for not less than 15 years and not exceeding life.

(ii) A court may not suspend any part of the mandatory minimum sentence of 15 years.

(iii) The person is not eligible for parole during the mandatory minimum sentence.

(iv) If the State fails to comply with subsection (d) of this section, the mandatory minimum sentence shall not apply.

(d) If the State intends to seek a sentence of imprisonment for not less than 15 years under subsection (c)(2) of this section, the State shall notify the person in writing of the State's intention at least 30 days before trial.

- *Maryland Criminal Law Code § 3-307 - Sexual Offense in the Third Degree:*

(a) A person may not:

(1) (i) engage in sexual contact with another without the consent of the other; and

(ii) 1. employ or display a dangerous weapon, or a physical object that the victim reasonably believes is a dangerous weapon;

2. suffocate, strangle, disfigure, or inflict serious physical injury on the victim or another in the course of committing the crime;

3. threaten, or place the victim in fear, that the victim, or an individual known to the victim, imminently will be subject to death, suffocation, strangulation, disfigurement, serious physical injury, or kidnapping; or

4. commit the crime while aided and abetted by another;

(2) engage in sexual contact with another if the victim is a substantially cognitively impaired individual, a mentally incapacitated individual, or a physically helpless individual, and the person performing the act knows or reasonably should know the victim is a substantially cognitively impaired individual, a mentally incapacitated individual, or a physically helpless individual;

(3) engage in sexual contact with another if the victim is under the age of 14 years, and the person performing the sexual contact is at least 4 years older than the victim;

(4) engage in a sexual act with another if the victim is 14 or 15 years old, and the person performing the sexual act is at least 21 years old; or

(5) engage in vaginal intercourse with another if the victim is 14 or 15 years old, and the person performing the act is at least 21 years old.

(b) A person who violates this section is guilty of the felony of sexual offense in the third degree and on conviction is subject to imprisonment not exceeding 10 years.

- *Maryland Criminal Law Code § 3-308 - Sexual Offense in the Fourth Degree:*

(a) (1) In this section the following words have the meanings indicated.

(2) (i) "Person in a position of authority" means a person who:

1. A. is at least 21 years old and works for remuneration or as a volunteer for a public or private preschool, elementary school, or secondary school; or

B. is at least 22 years old and works for remuneration or as a volunteer for a program; and

2. exercises supervision over or works or interacts with one or more minors who attend the school or participate in the program.

(ii) "Person in a position of authority" includes a principal, vice principal, teacher, coach, or school counselor at a public or private preschool, elementary school, or secondary school.

(3) "Program" means:

(i) an individual, a business, a religious or faith–based institution, or an organization that provides, on a for–profit or nonprofit basis, instructional, coaching, recreational, spiritual, character–building, or supervisory services or activities for minors, including:

1. sports, music, dance, art, or martial arts coaching or instruction;
2. tutoring or academic enrichment;
3. day care or after school care;
4. scouting; or
5. day or overnight camping; or

(ii) any unit of local, State, or federal government.

(b) A person may not engage in:

(1) sexual contact with another without the consent of the other;

(2) except as provided in § 3–307(a)(4) of this subtitle, a sexual act with another if the victim is 14 or 15 years old, and the person performing the sexual act is at least 4 years older than the victim; or

(3) except as provided in § 3–307(a)(5) of this subtitle, vaginal intercourse with another if the victim is 14 or 15 years old, and the person performing the act is at least 4 years older than the victim.

(c) (1) Except as provided in § 3–307(a)(4) of this subtitle or subsection (b)(2) of this section, a person in a position of authority may not engage in a sexual act or sexual contact with a minor who, at the time of the sexual act or sexual contact:

(i) is a student enrolled at a school where the person in a position of authority works; or

(ii) 1. is participating in a program for which the person in a position of authority works; and

2. is at least 6 years younger than the person in a position of authority.

(2) Except as provided in § 3–307(a)(5) of this subtitle or subsection (b)(3) of this section, a person in a position of authority may not engage in vaginal intercourse with a minor who, at the time of the vaginal intercourse:

(i) is a student enrolled at a school where the person in a position of authority works; or

(ii) 1. is participating in a program for which the person in a position of authority works; and

2. is at least 6 years younger than the person in a position of authority.

(d) (1) Except as provided in paragraph (2) of this subsection, a person who violates this section is guilty of the misdemeanor of sexual offense in the fourth degree and on conviction is subject to imprisonment not exceeding 1 year or a fine not exceeding $1,000 or both.

(2) (i) On conviction of a violation of this section, a person who has been convicted on a prior occasion not arising from the same incident of a violation of § 3–303, § 3–304, §§ 3–307 through 3–310 of this subtitle, § 3–311 or § 3–312 of this subtitle as the sections existed before October 1, 2017, § 3–315 of this subtitle, or § 3–602 of this title is subject to imprisonment not exceeding 3 years or a fine not exceeding $1,000 or both.

(ii) If the State intends to proceed against a person under subparagraph (i) of this paragraph, it shall comply with the procedures set forth in the Maryland Rules for the indictment and trial of a subsequent offender.

(e) (1) Unless specifically charged by the State, a violation of this section may not be considered a lesser included crime of any other crime.

(2) A sentence imposed under this section may be imposed separate from and consecutive to or concurrent with a sentence for any crime based on the act establishing the violation of this section.

The state of Maryland defines Fondling as:

- **Maryland Criminal Law § 3-301(f) – Sexual Contact**
  "Sexual contact" means an intentional touching of the victim's or actor's genital, anal, or other intimate area for sexual arousal or gratification, or for the abuse of either party.

The state of Maryland defines Incest as:

- **Maryland Criminal Law § 3-323 — Incest**
  (a) A person may not knowingly engage in vaginal intercourse with anyone whom the person may not marry under § 2-202 of the Family Law Article.
  (b) A person who violates this section is guilty of a felony and on conviction is subject to imprisonment for not less than 1 year and not exceeding 10 years.

  § 2-202 lists the relationships in which marriage is prohibited in Maryland, including:
  Parent ↔ child
  Grandparent ↔ grandchild
  Siblings (full or half)

Uncle ↔ niece
Aunt ↔ nephew
Certain in-law relationships

Incest in Maryland is defined strictly as vaginal intercourse with a person one is legally prohibited from marrying.

- **Stalking – Maryland Criminal Law § 3-802:** The state of Maryland defines stalking as follows:

(1) "stalking" means a malicious course of conduct that includes approaching or pursuing another where:

(i) the person intends to place or knows or reasonably should have known the conduct would place another in reasonable fear:

1. A. of serious bodily injury;
B. of an assault in any degree;
C. of rape or sexual offense as defined by §§ 3–303 through 3–308 of this title or attempted rape or sexual offense in any degree;
D. of false imprisonment; or
E. of death; or
2. that a third person likely will suffer any of the acts listed in item 1 of this item; or

(ii) the person intends to cause or knows or reasonably should have known that the conduct would cause serious emotional distress to another; and

(2) "stalking" includes conduct described in item (1) of this subsection that occurs:
(i) in person;
(ii) by electronic communication, as defined in § 3–805 of this subtitle; or
(iii) through the use of a device that can pinpoint or track the location of another without the person's knowledge or consent.

(b) The provisions of this section do not apply to conduct that is:
(1) performed to ensure compliance with a court order;
(2) performed to carry out a specific lawful commercial purpose; or
(3) authorized, required, or protected by local, State, or federal law.

(c) A person may not engage in stalking.

(d) A person who violates this section is guilty of a misdemeanor and on conviction is subject to imprisonment not exceeding 5 years or a fine not exceeding $5,000 or both.

(e) A sentence imposed under this section may be separate from and consecutive to or concurrent with a sentence for any other crime based on the acts establishing a violation of this section.

- **Consent – Maryland Criminal Law § 3-301.1:** The state of Maryland defines consent, in relation to sexual activity, as follows:

(a) In this subtitle, "consent" means the clear and voluntary agreement by an individual to engage in vaginal intercourse, a sexual act, or sexual contact.

(b) In this subtitle:

(1) the existence of consent, lack of consent, or withdrawal of consent shall be determined based on a totality of the circumstances, including the words and conduct of the victim and the defendant;

(2) consent may be withdrawn before or during vaginal intercourse, a sexual act, or sexual contact;

(3) the lack of consent may be communicated through words or conduct;

(4) a current or previous dating, social, or sexual relationship by itself does not constitute consent;

(5) submission as a result of fear, threat, or coercion does not constitute consent if the individual alleged to have performed the act in violation of this subtitle knows or reasonably should know that the victim would submit as a result of fear, threat, or coercion; and

(6) the manner of dress of an individual does not constitute consent.

(c) This section may not be construed to require documentation of consent.

Bowie State University's definition of consent is as follows in relation to the policy on Equal Opportunity, Harassment and Nondiscrimination:

Consent:

• knowing, and
• voluntary, and
• clear permission
• by word or action
• to engage in sexual activity.

Individuals may perceive and experience the same interaction in different ways. Therefore, it is the responsibility of each party to determine that the other has consented before engaging in the activity.

If consent is not clearly provided prior to engaging in the activity, consent may be ratified by word or action at some point during the interaction or thereafter, but clear communication from the outset is strongly encouraged.

For consent to be valid, there must be a clear expression in words or actions that the other individual consented to that specific sexual activity. Consent is evaluated from the perspective of what a Reasonable Person would conclude are mutually understandable words or actions. Reasonable reciprocation can be implied consent. For example, if someone kisses you, you can kiss them back (if you want to) without the need to explicitly obtain their consent to being kissed back.

Consent can also be withdrawn once given, as long as the withdrawal is reasonably and clearly communicated. If consent is withdrawn, that sexual activity should cease within a reasonably immediate time.

Silence or the absence of resistance alone should not be interpreted as consent. Although resistance is not required or necessary, it is a clear demonstration of non-consent.

Consent to some sexual contact (such as kissing or fondling) cannot be assumed to be consent for other sexual activity (such as intercourse). A current or previous intimate relationship is not sufficient to constitute consent. If an individual expresses conditions on their willingness to consent (e.g., use of a condom) or limitations on the scope of their consent, those conditions and limitations must be

respected. If a sexual partner shares the clear expectation for the use of a condom, or to avoid internal ejaculation, and those expectations are not honored, the failure to use a condom, removing a condom, or internal ejaculation can be considered acts of Sexual Assault.

Proof of consent or non-consent is not a burden placed on any party involved in a Formal Complaint. Instead, the burden remains on Bowie State University to determine whether its Policy has been violated. The existence of consent is based on the totality of the circumstances evaluated from the perspective of a Reasonable Person in the same or similar circumstances, including the context in which the alleged misconduct occurred and any similar and previous patterns that may be evidenced.

Reporting Incidents of Domestic Violence, Dating Violence, Sexual Assault and Stalking

If you have been the victim of domestic violence, dating violence, sexual assault, or stalking, you should report the incident promptly to the Title IX Coordinator by calling, writing or coming into the office to report in person and Campus Public Safety (if the victim so desires.) Reports of all domestic violence, dating violence, sexual assault and stalking made to Campus Public Safety will automatically be referred to the Title IX Coordinator for investigation regardless of if the complainant choses to pursue criminal charges.

Jasmyn Lucas, Esq.
Assistant Director of the Office of Equity Compliance/Title IX Coordinator
Thurgood Marshall Library, Suite 247
301-860-4511
TitleIX Coordinator@bowiestate.edu

The health and safety of each of the campus community members is the University's principle concern. Bowie State University (BSU) has procedures in place that serve to be sensitive to those who report sexual assault, domestic violence, dating violence, and stalking, including informing individuals about their right to file criminal charges as well as the availability of counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance and other services on and/or off campus as well as additional remedies to prevent contact between a complainant and an accused party, such as housing, academic transportation and working accommodations, if reasonable available. BSU will make such accommodations if the victim requests them and if they are reasonable and available, regardless of whether the victim chooses to report the crime to the Campus Police or local law enforcement.

If you or someone you know is sexually assaulted, there are several resources immediately available to assist, 24 hours/7 days a week. The University strongly urges that you seek immediate assistance from:

- Campus Police (301-860-4040/24 hours)
- Local Law Enforcement (911/24 hours)
- Title IX Coordinator (301-860-45118 am to 5pm M-F)
- Counseling Services (301-860-4169/8 am to 5:30 pm M-F)
- Office of Residence Life (301-860-5000)
- Division of Student Affairs (301-860-3390/8am-5pm M-F)
- The Henry Wise Wellness Center (301-860-4170/8am-5pm M-F)

- Prince George's Hospital Center, Domestic Violence and Sexual Assault Center at Dimensions Healthcare System (301-618-3154/24 hours)

For additional information on what to do immediately and resources available to you at the University and in the local community, please visit the Wellness Center's Partners in Peace website: https://www.bowiestate.edu/campus-life/health-and-wellness/henry-wise-wellness-center/sexual-assault-awareness/.
Additional resources include:

· Sexual Assault Hotline: 1-800-656-HOPE
· Domestic Violence & Sexual Assault Center, Dimensions Healthcare Hotline: (301) 618-3154
·Emergency Contraception Hotline: 1-888-NOT-2-LATE
· National Women's Health Information Center: 1-800-994-9662

Procedures Victims Should Follow if a Crime of Domestic Violence, Dating Violence, Sexual Assault and Stalking Occurs

Immediately after an assault, you may be in a state of shock. Usually, your first reaction will be to take a bath or shower. Please don't. Instead, wrap yourself in something warm, such as a blanket or coat. Call someone to help you immediately. We recommend that you call the Bowie State University Police and Department of Public Safety (2-HOTT) or (301) 860-4040, the Henry Wise Wellness Center, (301) 860-4170, and/or the Office of Counseling Services located in the Martin Luther King Jr. Building, third floor, (301) 860-4164 for initial contact. Victims react to this state of shock in different ways: some are upset, angry, or calm. Whatever your reaction, you may be able to make better decisions by talking to someone you trust or someone trained instead of responding to your initial feelings immediately after the crime. Staying warm, instead of cleaning up right away, will help you accomplish two important things: (1) you will be helping your body to recover from the shock due to the assault, and (2) you will not have disturbed or destroyed any evidence needed if you decide to prosecute.

Seek medical assistance - It is very important that you see a doctor as soon as possible after a sexual assault. A medical examination serves two (2) purposes: it ensures that you receive whatever medical aid, such as screening for sexually transmitted infections or pregnancy prevention that you may need, and any available evidence is collected. The University's initial contact person(s) located in either the Bowie State University Police and Department of Public Safety, (2-HOTT) or (301) 860-4040, the Henry Wise Wellness Center, (301) 860-4170 or the Office of Counseling Services located in the Martin Luther King Jr. Building, third floor, (301) 860-4164 will assist a victim in obtaining medical attention if the victim chooses, including providing transportation to the hospital or other emergency medical facility. A medical examination is always recommended even if you decide not to report the crime officially. It's a good idea to have evidence collected initially in case you decide to make a report to law enforcement.

Counseling Services is located on the First Floor in Robinson Hall

IT IS EXTREMELY IMPORTANT THAT YOU:

DO NOT	DO
* shower or bathe	* get to a safe place
* brush or comb your hair	* call the police for help
* douche	* lock doors and windows
* urinate (if possible)	* keep warm
* change clothes	* get medical attention
* eat or drink anything	* write down all that you can remember
* brush or rinse your teeth or smoke	* take a change of clothes to the hospital or sexual assault center.
* touch things at the crime scene	If you must change your clothes, put them in a paper bag to give to the police (plastic destroys evidence).

It is important that a victim of sexual assault not bathe, douche, smoke, change clothing or clean the bed/linen/area where they were assaulted if the offense occurred within the past 96 hours so that evidence may be preserved that may assist in proving that the alleged criminal offense occurred/or is occurring or may be helpful in obtaining a protection order. In circumstances of sexual assault, if victims do not opt for forensic evidence collection, health care providers can still treat injuries and take steps to address concerns of pregnancy and/or sexually transmitted infections. Victims of sexual assault, domestic violence, stalking, and dating violence are encouraged to also preserve evidence by saving text messages, instant messages, social networking pages, other communications, and keeping pictures, logs or other copies of documents, if they have any, that would be useful to University adjudicators/investigators or police.

As time passes, evidence may dissipate or become lost or unavailable, thereby making investigations, possible prosecution, disciplinary proceedings, or obtaining protection from abuse orders related to the incident more difficult. If a victim chooses not to make a complaint regarding an incident, he or she nevertheless should consider speaking with BSUPD or other law enforcement to preserve evidence in the event that the victim decides to report the incident to law enforcement or the University at a later date to assist in proving that the alleged criminal offense occurred or that may be helpful in obtaining a protection order.

Victim Services – The nearest hospital equipped with the Department of State Police Sexual Assault Evidence Collection Kit is Prince George's Hospital Center, 3001 Hospital Drive, Cheverly, MD 20785. The telephone number is (301) 618-3154.

The University Counseling Services provides individual and group counseling. Under the USM policy, University employees are obligated to report child abuse or neglect that occurs when the individual is under the age of 18. The telephone number is (301) 860-4164.

The Assistant Vice President of Student Affairs will provide assistance to students who report they are victims of sexual assault with a transfer to alternative classes or housing if such alternatives are requested by the victim and are available, feasible, and appropriate to the facts of the sexual assault reported. The telephone number is (301) 860-3390.

Involvement of Law Enforcement and Campus Authorities

Although the university strongly encourages all members of its community to report violations of this policy to law enforcement (including on campus law enforcement and/or local police), it is the victim's choice whether or not to make such a report. Furthermore, victims have the right to decline to notify law enforcement. However, the Bowie State University Police and Department of Public Safety, (301) 860-4040, the Henry Wise Wellness Center, (301) 860-4170, and/or the Office of Counseling Services located in the Martin Luther King Jr. Building, third floor, (301) 860-4164 are Bowie State University's initial contact person (s) to assist you following a sexual assault and will assist any victim with notifying law enforcement if the victim so desires. When a report of sexual assault is made, (s)he will ask if you would like to contact law enforcement officials and/or obtain medical assistance as soon as possible following the incident so that you can receive guidance in the preservation of evidence needed for proof of criminal assaults and the apprehension and prosecution of the alleged perpetrator. If you request it, (s)he will also assist you in contacting the proper law enforcement authorities, assist you with obtaining medical attention and provide transportation to the hospital or other emergency medical facility. The Director of Counseling and other campus personnel retain the right to contact law enforcement officials directly where an issue of campus security is involved.

Initial Contacts Campus Location and Operation Hours -

Bowie State University Police and Department of Public Safety, (301)-860-4688, 301-860-4040
McKeldin Gymnasium, Room 1005, adjacent to Parking Lot H
Robinson Hall, Department of Public Safety Communication's Office
Monday – Sunday, **24 hours a day, 7 days a week.**

Henry Wise Wellness Center, (301) 860-4170
Christa McAuliffe Resident Hall, LL
Monday – Friday 8 AM to 5 PM

Counseling Services, (301) 860-4169
Martin Luther King, Jr. Building, Third Floor
Monday – Friday 8 AM to 5:30 PM

Procedures the University Will Follow When a Crime of Domestic Violence, Dating Violence, Sexual Assault and Stalking is Reported

The University has procedures in place that serve to be sensitive to victims who report sexual assault, domestic violence, dating violence, and stalking, including informing individuals about their right to file criminal charges as well as the availability of counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid and other services on and/or off campus as well as additional remedies to prevent contact between a complainant and an accused party, such as changes to housing, academic, protective orders, transportation and working situations, if reasonably available. The University will make such accommodations or protective measures, if the victim requests them and if they are reasonable available, regardless of whether the victim chooses to report the crime to the Bowie State University Police and Department of Public Safety or to local law enforcement. Students and employees should contact the Title IX coordinator by visiting the Office of Equity Compliance in the Thurgood Marshall Library, Suite 247, by calling 301-860-4511, or by emailing TitleIXCoordinator@bowiestate.edu.

PROCEDURES THE BOWIE STATE UNIVERSITY POLICE DEPARTMENT WILL FOLLOW WHEN A CRIME OF DOMESTIC VIOLENCE, DATING VIOLENCE, SEXUAL ASSAULT, OR STALKING IS REPORTED

The Bowie State University Police Department (BSUPD) has procedures in place to respond to reports of domestic violence, dating violence, sexual assault, and stalking in a manner that is sensitive to the needs and safety of the victim. Upon receiving a report, BSUPD will take appropriate steps to document the incident, assess the immediate safety needs of the victim, preserve available evidence, and coordinate with the appropriate investigative and support resources.

When a report is received, BSUPD will take the following actions:

Sexual Assault or Rape

1. BSUPD will respond to and document the report and assess the immediate safety needs of the victim.
2. BSUPD will provide or assist the victim in obtaining emergency medical services when appropriate and will provide information regarding the importance of obtaining medical care and preserving evidence.
3. BSUPD will advise the victim of the option to report the incident to law enforcement and will provide information regarding available reporting and support resources.
4. **When a sexual assault or rape is reported to BSUPD, the Prince George's County Sexual Violence Unit will be contacted. Notification to the Sexual Violence Unit is mandatory for the purpose of documenting the incident and coordinating the appropriate criminal investigation.** BSUPD will assist with the initial response, documentation, preservation of evidence, victim assistance, and coordination with the Sexual Violence Unit.
5. BSUPD will provide the victim with information regarding available medical, counseling, mental health, victim advocacy, and other support services available on and off campus.
6. BSUPD will provide information regarding available protective measures, including no-contact directives, Protective Orders, Peace Orders, and other available safety measures.

7. BSUPD will provide information regarding the process for obtaining a Protective Order or Peace Order and, when requested, assist the victim in contacting the appropriate law enforcement or court resources.
8. BSUPD will take reasonable steps to preserve evidence and will document and maintain information concerning the reported incident in accordance with applicable law, Department procedures, and University policy.
9. BSUPD will provide the victim with information regarding applicable rights, reporting options, and available support services.
10. BSUPD will provide appropriate notification to the University's Title IX Coordinator or other designated University officials in accordance with applicable law and University policy.

Domestic Violence, Dating Violence, and Stalking

1. When a report of domestic violence, dating violence, or stalking is received, BSUPD will respond to the incident, assess the immediate safety needs of the victim, and document the report.
2. BSUPD will provide information regarding available medical care, counseling, mental health services, victim advocacy, and other appropriate resources.
3. BSUPD will provide information regarding Protective Orders, Peace Orders, no-contact directives, and other available protective measures.
4. BSUPD will assist victims who choose to pursue criminal charges by explaining the reporting and investigative process and coordinating with the appropriate law enforcement agency.
5. BSUPD will conduct or coordinate the appropriate investigation based on the nature and circumstances of the reported incident and will forward the investigation to the appropriate prosecuting authority when criminal charges are warranted.
6. BSUPD will document all reports and investigative actions in accordance with Department procedures and applicable law.
7. BSUPD will provide appropriate notification to the Title IX Coordinator and other designated University officials as required by University policy and applicable law.
8. BSUPD will take reports of retaliation or threats against a victim, witness, or other person involved in an investigation seriously and will investigate such reports in accordance with applicable Department procedures.

BSUPD will make reasonable efforts to protect the privacy of victims and witnesses while recognizing that information may be shared with appropriate University officials, law enforcement agencies, prosecutors, courts, or other authorized entities when required or permitted by law.

If a report of domestic violence, dating violence, sexual assault or stalking is reported to the University, below are the procedures that the University will follow:

Incident Being Reported	Procedure Institution Will Follow
Sexual Assault	1. Depending on when reported (immediate vs delayed report), institution will provide complainant with access to medical care 2. Institution will assess immediate safety needs of complainant

	3. Institution will assist complainant with contacting local police if complainant requests AND provide the complainant with contact information for local police department 4. Institution will provide complainant with referrals to on and off campus mental health providers 5. Institution will assess need to implement interim or long-term protective measures, if appropriate. 6. Institution will provide the victim with a written explanation of the victim's rights and options 7. Institution will provide a "No trespass" (PNG) directive to accused party if deemed appropriate 8. Institution will provide written instructions on how to apply for Protective Order 9. Institution will provide a copy of the policy applicable to Sexual Assault to the complainant and inform the complainant regarding timeframes for inquiry, investigation and resolution 10. Institution will inform the complainant of the outcome of the investigation, whether or not the accused will be administratively charged and what the outcome of the hearing is 11. Institution will enforce the anti-retaliation policy and take immediate and separate action against parties that retaliate against a person for complaining of sex-based discrimination or for assisting in the investigation 12. Institution official receiving the report will forward the report to the Title IX Coordinator in accordance with the institution's policy and procedure
Stalking	1. Institution will assess immediate safety needs of complainant 2. Institution will assist complainant with contacting local police if complainant requests AND provide the complainant with contact information for local police department 3. Institution will provide written instructions on how to apply for Protective Order 4. Institution will provide written information to complainant on how to preserve evidence 5. Institution will assess need to implement interim or long-term protective measures to protect the complainant, if appropriate 6. Institution will provide the victim with a written explanation of the victim's rights and options 7. Institution will provide a "No trespass" (PNG) directive to accused party if deemed appropriate 8. Institution official receiving the report will forward the report to the Title IX Coordinator in accordance with the institution's policy and procedure
Dating Violence	1. Institution will assess immediate safety needs of complainant 2. Institution will assist complainant with contacting local police if complainant requests AND provide the complainant with contact information for local police department 3. Institution will provide written instructions on how to apply for Protective Order 4. Institution will provide written information to complainant on how to preserve evidence 5. Institution will assess need to implement interim or long-term protective measures to protect the complainant, if appropriate

	6. Institution will provide the victim with a written explanation of the victim's rights and options 7. Institution will provide a "No trespass" (PNG) directive to accused party if deemed appropriate 8. Institution official receiving the report will forward the report to the Title IX Coordinator in accordance with the institution's policy and procedure
Domestic Violence	1. Institution will assess immediate safety needs of complainant 2. Institution will assist complainant with contacting local police if complainant requests AND complainant provided with contact information for local police department 3. Institution will provide written instructions on how to apply for Protective Order 4. Institution will provide written information to complainant on how to preserve evidence 5. Institution will assess need to implement interim or long-term protective measures to protect the complainant, if appropriate 6. Institution will provide the victim with a written explanation of the victim's rights and options 7. Institution will provide a "No trespass" (PNG) directive to accused party if deemed appropriate 8. Institution official receiving the report will forward the report to the Title IX Coordinator in accordance with the institution's policy and procedure

Assistance for Victims: Rights & Options

Regardless of whether a victim elects to pursue a criminal complaint or whether the offense is alleged to have occurred on or off campus, the university will assist victims of sexual assault, domestic violence, dating violence, and stalking and will provide each victim with a written explanation of their rights and options. Such written information will include:

- the procedures victims should follow if a crime of dating violence, domestic violence, sexual assault or stalking has occurred;
- information about how the institution will protect the confidentiality of victims and other necessary parties;
- a statement that the institution will provide written notification to students and employees about victim services within the institution and in the community;
- a statement regarding the institution's provisions about options for, available assistance in, and how to request accommodations and protective measures; and
- an explanation of the procedures for institutional disciplinary action

Rights of Victims and the Institution's Responsibilities for Orders of Protection, "No Contact" Orders, Restraining Orders, or Similar Lawful Orders Issued by a Criminal, Civil, or Tribal Court or by the Institution

Bowie State University complies with Maryland law in recognizing orders of protection or peace orders. When a person who obtains an order of protection from Maryland or any reciprocal state should provide a copy to Campus Police and the Office of the Title IX Coordinator. If a victim

secures a protective order from another state or Native American tribal court, the protective order is entitled to full faith and credit in Maryland. This means that Maryland courts and police have to enforce the order. A victim can also ask another state to enforce their Maryland protective order. A complainant may then meet with Campus Police to develop a Safety Action Plan, which is a plan for campus police and the victim to reduce risk of harm while on campus or coming and going from campus. This plan may include, but in not limited to: escorts, special parking arrangements, providing a temporary cellphone, changing classroom location or allowing a student to complete assignments from home, etc.) The University cannot apply for a legal order of protection, no contact order or restraining order for a victim from the applicable jurisdiction(s).

The University may issue an institutional no-contact order when a student or employee requests supportive measures related to dating violence, domestic violence, sexual assault, or stalking. A campus no-contact order is an administrative directive that prohibits communication or interaction between the involved parties while on institutional property or during institutional activities. These measures are available regardless of whether a police report is filed or a court order is in place, and they may be implemented alongside any civil, criminal, or tribal protective order. If the University receives a report that such an institutional no contact order has been violated, the University will initiate disciplinary proceedings appropriate to the status of the accused (student, employee, et

Additionally, below is a list of the types of protection or peace orders recognized by Maryland:

Order Type	**Who Can File / Who Is Eligible**	**Issuing Court / Authority**	**What the Order Is Based On (Qualifying Conduct)**
Interim Protective Order	Persons Eligible for Relief (PER): spouses, former spouses, cohabitants, relatives, co-parents, sexual partners (within 1 year), victims of rape/sexual offense (within 6 months), vulnerable adults	District Court Commissioner	Domestic violence, sexual assault, stalking, or other abuse under MD Family Law §4-501
Temporary Protective Order	Same as above	District Court or Circuit Court Judge	Reasonable grounds to believe abuse occurred; same qualifying acts as interim
Final Protective Order	Same as above	District Court or Circuit Court Judge	Abuse proven by preponderance of evidence; includes DV, SA, stalking; may be permanent for certain sexual assault cases
Interim Peace Order	Individuals **not eligible** for a protective order (neighbors, coworkers, acquaintances, strangers, non-sexual dating partners)	District Court Commissioner	Stalking, harassment, assault, threats, malicious destruction of property, misuse of electronic communication, revenge porn

Order Type	Who Can File / Who Is Eligible	Issuing Court / Authority	What the Order Is Based On (Qualifying Conduct)
Temporary Peace Order	Same as above	District Court Judge	Reasonable grounds to believe a qualifying act occurred
Final Peace Order	Same as above	District Court Judge	Qualifying act proven by preponderance of evidence; non-domestic violence, harassment, stalking, etc.
Criminal No-Contact Order (Pretrial Release)	Automatically issued; victim does not file	Criminal Court Judge or Commissioner	Criminal charges involving domestic violence, sexual assault, stalking, harassment, threats, or related offenses
Criminal No-Contact Order (Sentencing / Probation)	Automatically imposed; victim does not file	Criminal Court Judge	Conditions of probation or sentencing in DV/SA/stalking cases; prohibits contact during supervision
Tribal Court Protection Order (Recognized in Maryland)	Tribal members or individuals under tribal jurisdiction	Tribal Court	Domestic violence, sexual assault, stalking, or related abuse under tribal law; Maryland enforces as if issued by a Maryland court

The victim is required to apply directly for these services by completing a Peace Order Addendum (CC-DC-PO-001A) and a Peace Order Supplement (DC-PO-1S). These forms are found online (www.courts.state.md.us/legalhelp/peaceorders) or by asking a court clerk or commissioner for blank forms at your local Maryland District Court. If courts are open, papers are filed with the clerk in a District Court. Do not go to a circuit court. If courts are closed, find a District Court Commissioner's office and submit your papers there. The Commissioner's office is open 24 hours a day. If courts are open, you MUST file your petition there.

Accommodations and Protective Measures Available for Victims

Upon receipt of a report of domestic violence, dating violence, sexual assault or stalking, Bowie State University will provide written notification to students and employees about accommodations available to them, including academic, living, transportation, protective orders and working situations. The written notification will include information regarding the accommodation options, available assistance in requesting accommodations, and how to request accommodations and protective measures (i.e., the notification will include the name and contact information for the individual or office that should be contacted to request the accommodations).

At the victim's request, and to the extent of the victim's cooperation and consent, university offices will work cooperatively to assist the victim in obtaining accommodations. If reasonably available, a victim may be offered changes to academic, living, working, protective measures or transportation situations regardless of whether the victim chooses to report the crime to campus police or local law

enforcement. Examples of options for a potential change to the academic situation may be to transfer to a different section of a class, withdraw and take a class at another time if there is no option for moving to a different section, etc. Potential changes to living situations may include moving to a different room or residence hall. Possible changes to work situations may include changing working hours. Possible changes in transportation may include having the student or employee park in a different location, assisting the student or employee with a safety escort, etc.

To request changes to academic, living, transportation and/or working situations or protective measures, a victim should contact the Title IX Coordinator:

Jasmyn Lucas, Esq.
Assistant Director of the Office of Equity Compliance/Title IX Coordinator
Office of Equity Compliance
Thurgood Marshall Library, Suite 247
301-860-4511
TitleIXCoordinator@bowiestate.edu

On and Off Campus Services for Victims

Upon receipt of a report of domestic violence, dating violence, sexual assault or stalking, Bowie State University will provide written notification to students and employees about existing assistance with and/or information about obtaining resources and services including counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid and assistance in notifying appropriate local law enforcement. These resources include the following:

ON CAMPUS	**Service Provider**	**Contact Information**
Counseling & Mental Health	Office of Counseling Services	Phone: 301-860-4164 Location: Robinson Hall. Suite 2800 Email: counselingservices@bowiestate.edu
Health	The Henry Wise Wellness Center	Phone: 301-860-4170
Victim Advocacy	Office of Equity Compliance/Title IX Coordinator	Phone: 301-860-4511 Location: Thurgood Marshall Library, Suite 247 Email: titleixcoordinator@bowiestate.edu
Legal Assistance	Bowie State University Police and Department of Public Safety	Phone: 301-860-4040/24 hours Location 1: McKeldin Gymnasium, Room 1005 Location 2: Robinson Hall, Room 103
Visa and Immigration Assistance	Office of International Education & Student Services	Phone: 301-860-3830 Location: Thurgood Marshall Library Office 1120

ON CAMPUS	Service Provider	Contact Information
		Email: internationaloffice@bowiestate.edu
Student Financial Aid	Office of Financial Aid	Phone: 301-860-3540 Location: Henry Administration Building Email: financialaid@bowiestate.edu
Other	Office of Residence Life	Phone: 301-860-5000 Location: Alex Haley Residential Complex, Room 160 Email: housing@bowiestate.edu

OFF CAMPUS	Service Provider	Contact Information
Counseling / Mental Health	Columbia Mental Health Psychiatrists & Therapists	Phone: (240) 617 1399 Location: 16900 Science Dr, Suites 208–210, Bowie, MD
	Safe Harbor Christian Counseling	Phone: 1(800) 305 2089 Location: 3060 Mitchellville Rd Ste 106B, Bowie, MD Email: info@safeharbor1.com
Health	Prince George's Hospital Center, Domestic Violence and Sexual Assault Center at Dimensions Healthcare System	Phone: 301-618-3154/24 hours
	National Women's Health Information Center	Phone: 1-800-994-9662
Victim Advocacy	Domestic Violence & Sexual Assault Center, Dimensions Healthcare	Phone: (301) 618-3154
	Sexual Assault Hotline	Phone: 1-800-656-HOPE
	Maryland Crime Victims' Resource Center	Phone: (301) 952 0063 Location: 1001 Prince Georges Blvd Ste 750, Upper Marlboro, MD Email: info@mdcrimevictims.org
	Prince George's County Family Justice Center	Phone: (301) 780 8008 Location: 14757 Main St, Upper Marlboro, MD

OFF CAMPUS	Service Provider	Contact Information
	HOPEWORKS of Howard County	Phone: (410) 997 0304 Location: 9770 Patuxent Woods Dr #300, Columbia, MD Email: info@wearehopeworks.org
Legal Assistance		Phone: 911/24 hours Location: Email:
	Maryland Legal Aid – PG County	Phone: (301) 560 2100 Location: 8401 Corporate Dr #200, Hyattsville, MD
Visa and Immigration Assistance	Washington Immigration Services LLC	Phone: (202) 670 6188 Location: 6301 Ivy Ln Ste 700 B12, Greenbelt, MD
Student Financial Aid	Bowie Interfaith Pantry & Emergency Aid Fund	Phone: (301) 262 6765 Location: bowieinterfaithpantry@gmail.com Email: 2614 Kenhill Dr #134, Bowie, MD
Other	Prince George's County Department of Social Services	Phone: (301) 909 7000 Location: 805 Brightseat Rd, Landover, MD

Other resources available to persons who report being the victim of sexual assault, domestic violence, dating violence, or stalking, include:

http://www.rainn.org – Rape, Abuse and Incest National Network
https://www.justice.gov/ovw/resources-victims-and-survivors - Department of Justice

Confidentiality

Victims may request that directory information on file with the University be withheld by request to the Office of the Registrar – 301-860-4000.

Regardless of whether a victim has opted-out of allowing the University to share "directory information," personally identifiable information about the victim and other necessary parties will be treated as confidential and only shared with persons who have a specific need-to-know, i.e., those who are investigating/adjudicating the report or those involved in providing support services to the victim, including accommodations and protective measures. By only sharing personally identifiable information with individuals on a need-to-know basis, the institution will maintain as confidential, any accommodations or protective measures provided to the victim to the extent that maintaining such confidentiality would not impair the ability of the institution to provide the accommodations or protective measures.

The University does not publish the name of crime victims or other identifiable information regarding victims in the Daily Crime Log or in the annual crime statistics that are disclosed in

compliance with the *Jeanne Clery Campus Safety Act*. Furthermore, if a Timely Warning Notice is issued on the basis of a report of domestic violence, dating violence, sexual assault or stalking, the name of the victim and other personally identifiable information about the victim will be withheld.

Adjudication of Violations

The university's disciplinary process includes a prompt, fair, and impartial initial investigation and final resolution process. In all instances, the process will be conducted in a manner that is consistent with the institution's policy and that is transparent to the accuser and the accused. Usually, the resolution of domestic violence, dating violence, sexual assault and stalking complaints are completed within the timeframe specified in each policy the institution maintains. However, each procedure allows for extensions of timeframes for good cause with written notice to the accuser and the accused of the delay and the reason for the delay. University officials involved in the investigation or adjudication of domestic violence, dating violence, sexual assault and stalking complaints are trained annually on the issues related to domestic violence, dating violence, sexual assault, and stalking as well as how to conduct an investigation and hearing process that protects the safety of the victim and promotes accountability. Furthermore, each policy provides that:

1. The accuser and the accused will have timely notice for meetings at which the accuser or accused, or both, may be present;
2. The accuser, the accused and appropriate officials will have timely and equal access to any information that will be used during formal and informal disciplinary meeting and hearings;
3. The institutional disciplinary procedures will not be conducted by officials who have a conflict of interest or bias for or against the accuser or the accused;
4. The accuser and the accused will have the same opportunities to have others present during any institutional disciplinary proceeding. The accuser and the accused each have the opportunity to be advised by an advisor of their choice at any stage of the process and to be accompanied by that advisor to any related meeting or proceeding. The University will not limit the choice of advisor or presence for either the accuser or the accused in any meeting or institutional disciplinary proceeding. However, the role of the advisor is limited to advising and consulting with their advisee. The advisor may not speak on behalf of the party except to pose relevant questions to the opposing party during the hearing.
5. The accuser and the accused will be notified simultaneously, in writing, of the any initial, interim and final decision of any disciplinary proceeding; and
6. Where an appeal is permitted under the applicable policy, the accuser and the accused will be notified simultaneously in writing, of the procedures for the accused and the victim to appeal the result of the institutional disciplinary proceeding. When an appeal is filed, the accuser and the accused will be notified simultaneously in writing of any change to the result prior to the time that it becomes final as well as of the final result once the appeal is resolved.

Whether or not criminal charges are filed, the university[3] or a person may file a complaint under the following policies, depending upon the status of the accused (student or employee):

.

Types of Disciplinary Proceedings Utilized in Cases of Alleged Domestic Violence, Dating Violence, Sexual Assault and Stalking

POLICY ON EQUAL OPPORTUNITY, HARASSMENT AND NONDISCRIMINATION (PROCESS A)

1. *How to File a Disciplinary Complaint Under this Policy*

Reports or Formal Complaints of Discrimination, Harassment, Retaliation, and/or Other Prohibited Conduct may be made using any of the following options:

1) File a report or Formal Complaint with, or give verbal Notice to, the Administrator or to any member of the Nondiscrimination Team. Such a report or Formal Complaint may be made at any time (including during non-business hours) by using the telephone number or email address, or by mail, to the office of the Administrator or any other Nondiscrimination Team member listed in the Policy.

2) Report online at https://bowiestate.edu/about/administration-and-governance/legaland-government-affairs/office-of-equity-compliance/discrimination-in-theworkplace/eeo-related-complaint-form.php for matters that are not sexual harassment or sex-based discrimination. Report online at https://bowiestateadvocate.symplicity.com/titleix_report/index.php/pid066906

3) for sexual harassment or sex-based discrimination. Anonymous reports are accepted, but the report may give rise to a need to try to determine the Parties' identities if not provided. Anonymous reports may limit Bowie State University's ability to investigate, respond, and provide remedies, depending upon what information is shared. Measures intended to protect the community, redress, or mitigate harm may be enacted. It also may not be possible to provide supportive measures to unidentified Complainants who are the subject of anonymous reports.

As used in the Policy, the term "Formal Complaint" means a document or electronic submission (such as by electronic mail or through an online portal provided by Bowie State University for this purpose) that contains the Complainant's physical or digital signature or otherwise indicates that the Complainant is the person filing the complaint, and requests that the Bowie State University investigate the allegations. If Notice is submitted in a format that does not meet this standard, the Administrator will contact the Complainant to determine whether the Complainant is requesting that Bowie State University initiate an investigation or other appropriate resolution procedures.

Reporting carries no obligation to file a Formal Complaint, and in most situations, Bowie State University is able to respect a Complainant's request not to initiate an investigation or other appropriate resolution procedures. However, there may be circumstances, such as pattern behavior, sexual harassment in the workplace, allegations of severe misconduct, or a compelling threat to health and/or safety, in which Bowie State University may need to initiate an investigation or other appropriate resolution procedures. If a Complainant does not wish to file a Formal Complaint, Bowie State University will maintain the privacy of information to the extent possible. The Complainant should not fear a loss of privacy by submitting a report that allows Bowie State University to discuss and/or provide supportive measures, in most circumstances.

4) the seriousness of the alleged misconduct,
5) Impacted Person's age, and,
6) Whether there are any prior Sexual Misconduct complaints against the Respondent.

As such, the Title IX Coordinator will serve as a neutral fact-finder responsible for conducting the investigation into Title IX-related concerns.

2. *How the University Determines Whether This Policy will be Used*

The Policy applies to Bowie State University's Education Program and Activities, to conduct that takes place on property owned or controlled by Bowie State University, at Bowie State University-sponsored events, and in any building owned or controlled by a Bowie State University-recognized student organization.

The Policy may also apply to the effects of off-campus misconduct that limit or deny a person's access to Bowie State University's Education Program or Activities. Bowie State University may also extend jurisdiction to off-campus and/or to online conduct when the conduct affects a substantial Bowie State University interest.

A substantial Bowie State University interest includes:
1) Any action that constitutes a criminal offense as defined by law. This includes, but is not limited to, single or repeated violations of any federal, state, or local law
2) Any situation in which it is determined that the Respondent poses an immediate threat to the physical health or safety of any Student, Employee, or other individual
3) Any situation that significantly impinges upon the rights, property, or achievements of others, significantly breaches the peace, and/or causes social disorder
4) Any situation that substantially interferes with Bowie State University's educational interests or mission

Bowie State University will act on any Notice/Formal Complaint of violation of the Equal Opportunity, Harassment, and Nondiscrimination policy ("the Policy") that the Title IX Coordinator or any other Official with Authority receives. Bowie State University uses two sets of procedures, known as Process A and Process B.

Process A is compliant with the federal Title IX regulations. It involves an investigation and live hearing, including cross-examination. It also includes an Informal Resolution option. Process A is applicable to all Formal Complaints of Sexual Harassment, Sexual Assault, Dating Violence, Domestic Violence, and Stalking that occur within Bowie State University's Education Program or Activity.

The Title IX Coordinator conducts an initial assessment, typically within five (5) business days of receiving Notice or a Formal Complaint. The initial assessment typically includes:
• Assessing whether the reported conduct may reasonably constitute a Policy violation
• Determining whether Bowie State University has jurisdiction over the reported conduct
• Offering and coordinating supportive measures for the Parties
• Notifying the Complainant, or the person who reported the allegation(s), of the available resolution options
• Determining whether the Complainant wishes to file a Formal Complaint
• Notifying the Respondent of the available resolution options if a Formal Complaint is made

3. *Steps in the Disciplinary Process and Anticipated Timelines*

Initial Assessment – within 5 days of receiving report

Notice of Investigation (NOIA) - within 2 days of confirming with Complainant regarding the resolution process or the signing of a formal complaint by the Title IX Coordinator

Investigation – 30 – 35 days

Live Hearing – at least 10 days after the issuance of the final investigatory report.

Decision/Outcome - within 10 days of the conclusion of the hearing

Appeal – party must file within 5 days of receiving the outcome of the hearing.

The University reserves the right to extend the timeline of any of the above steps with proper notice to the parties.

4. *Decision-Making Process*

After closing statements from the Parties, the Decision-maker will deliberate in closed session to determine whether the Respondent is responsible for the alleged Policy violation(s) based on the standard of evidence. If a panel is used, a simple majority vote is required to determine the Finding. Deliberations are not recorded.

When there is a Finding of responsibility on one or more of the allegations, the Decision-maker may then consider the previously submitted party impact and/or mitigation statement(s) in determining appropriate sanction(s). The Title IX Coordinator will ensure that each of the Parties has an opportunity to review any submitted impact and/or mitigation statement(s) once they are submitted.

The Decision-maker will also review any pertinent conduct history and will determine the appropriate sanction(s) in consultation with other appropriate administrators, if necessary.

The Decision-maker will then prepare a written statement detailing all Findings and Final Determinations, the rationale(s) explaining the decision(s), the evidence used in support of the determination(s), the evidence not relied upon in the determination(s), any credibility assessments, and any sanction(s) and rationales explaining the sanction(s) and will deliver the statement to the Title IX Coordinator.

This statement must be submitted to the Title IX Coordinator within seven (7) business days of the end of deliberations unless the Title IX Coordinator grants an extension. If an extension is granted, the Title IX Coordinator will notify the Parties.

5. *Standard of Evidence*

Preponderance of the evidence.

6. *Possible Sanctions*

Student Sanctions

The following are the common sanctions that may be imposed upon Students singly or in combination:

• Reprimand: A formal statement that the conduct was unacceptable and a warning that further violation of any Bowie State University policy, procedure, or directive will result in more severe sanctions/responsive actions

• Required Counseling: A mandate to meet with and engage in either Bowie State University-sponsored or external counseling to better comprehend the misconduct and its effects

• Restrictions: A Student may be restricted in their activities, including, but not limited to, being restricted from locations, programs, participation in certain activities or extracurriculars, study abroad, or holding leadership roles in student organizations

• Probation: An official sanction for violation of Bowie State University policy, providing for more severe disciplinary sanctions if the Student is found in violation of any Bowie State University policy, procedure, or directive within a specified period of time. Terms of the probation will be articulated and may include denial of specified social privileges, exclusion from co-curricular activities, exclusion from designated areas of campus, no-contact orders, and/or other measures deemed appropriate.
• Suspension: Separation from Bowie State University, or one or more of its facilities, for a defined period of time, typically not to exceed two (2) years, after which the Student is eligible to return. Eligibility may be contingent upon satisfaction of specific conditions noted at the time of suspension, on successfully applying for readmission, or upon a general condition that the Student is eligible to return if Bowie State University determines it is appropriate to re-enroll/readmit the Student. The Student is typically required to vacate Bowie State University property within 24 hours of notification of the action, though this deadline may be extended at the discretion of the Title IX Coordinator or other appropriate official. During a Bowie State University-wide suspension, the Student is banned from Bowie State University property, functions, events, and activities unless they receive prior written approval from an appropriate Bowie State University official. This sanction may be enforced with a trespass action, as necessary. This sanction may be noted as a Disciplinary Suspension on the Student's official academic transcript, per Bowie State University policy and/or state law.

• Expulsion: Permanent separation from Bowie State University. The Student is banned from Bowie State University property, and the Student's presence at any Bowie State University-sponsored activity or event is prohibited. This action may be enforced with a trespass action, as necessary. This sanction may be noted as Disciplinary Expulsion on the Student's official academic transcript, per Bowie State University policy and/or state law.

• Withholding Diploma: Bowie State University may withhold a Student's diploma for a specified period of time and/or deny a Student participation in commencement activities as a sanction if the Student is found responsible for violating the Policy

• Revocation of Degree: While very rarely exercised, Bowie State University reserves the right to revoke a degree previously awarded by Bowie State University for fraud, misrepresentation, and/or other violation of Bowie State University policies, procedures, or directives in obtaining the degree, or for other serious violations committed by a Student prior to graduation. Revocation can occur when the offense would have otherwise resulted in expulsion if the Respondent were still a student.

• Delay of degree certification is applicable for any situation that would have resulted in suspension of the Respondent if the Respondent were still a student, and the degree will only be conferred once the degree suspension period is completed. The degree suspension period is usually implemented for the same length of time for which a sanction of suspension would have been imposed if the Respondent were still enrolled.

• Other Actions: In addition to, or in place of, the above sanctions, Bowie State University may assign any other sanctions as deemed appropriate

Employee Sanctions/Responsive/Corrective Actions
Responsive actions for an Employee who has engaged in Discrimination, Harassment, Retaliation, and/or Other Prohibited Conduct include:
• Verbal or Written Warning
• Performance Improvement Plan/Management Process
• Enhanced Supervision, Observation, or Review
• Required Counseling • Required Training or Education
• Probation • Denial of Pay Increase/Pay Grade
• Loss of Oversight or Supervisory Responsibility
• Demotion
• Transfer
• Shift or schedule adjustments
• Reassignment
• Delay of (or referral for delay of) Tenure Track Progress
• Assignment to a New Supervisor
• Restriction of Stipends, Research, and/or Professional Development Resources
• Suspension/Administrative Leave with Pay
• Suspension/Administrative Leave without Pay
• Termination
• Other Actions: In addition to, or in place of, the above sanctions/responsive actions, Bowie State University may assign any other responsive actions as deemed appropriate

7. *Range of Protective Measures Available to a Victim Alleging Misconduct*
   The range of protective measures that the institution may offer to the victim include no-contact orders, remote participation during hearings (telephone, videoconferencing, use of privacy screen, etc.), separate waiting areas during hearing, safety escorts, prohibitions against retaliation, and any other appropriate safety measures.

POLICY ON EQUAL OPPORTUNITY, HARASSMENT AND NONDISCRIMINATION (PROCESS B) for Students

1. *How to File a Disciplinary Complaint Under this Policy*

Reports or Formal Complaints of Discrimination, Harassment, Retaliation, and/or Other Prohibited Conduct may be made using any of the following options:

1) File a report or Formal Complaint with, or give verbal Notice to, the Administrator or to any member of the Nondiscrimination Team. Such a report or Formal Complaint may be made at any time (including during non-business hours) by using the telephone number or email address, or by mail, to the office of the Administrator or any other Nondiscrimination Team member listed in the Policy.

2) Report online at https://bowiestate.edu/about/administration-and-governance/legaland-government-affairs/office-of-equity-compliance/discrimination-in-theworkplace/eeo-related-complaint-form.php for matters that are not sexual harassment or sex-based discrimination. Report online at https://bowiestateadvocate.symplicity.com/titleix_report/index.php/pid066906

3) for sexual harassment or sex-based discrimination. Anonymous reports are accepted, but the report may give rise to a need to try to determine the Parties' identities if not provided. Anonymous reports may limit Bowie State University's ability to investigate, respond, and provide remedies, depending upon what information is shared. Measures intended to protect the community, redress, or mitigate harm may be enacted. It also may not be possible to provide supportive measures to unidentified Complainants who are the subject of anonymous reports.

As used in the Policy, the term "Formal Complaint" means a document or electronic submission (such as by electronic mail or through an online portal provided by Bowie State University for this purpose) that contains the Complainant's physical or digital signature or otherwise indicates that the Complainant is the person filing the complaint, and requests that the Bowie State University investigate the allegations. If Notice is submitted in a format that does not meet this standard, the Administrator will contact the Complainant to determine whether the Complainant is requesting that Bowie State University initiate an investigation or other appropriate resolution procedures.

Reporting carries no obligation to file a Formal Complaint, and in most situations, Bowie State University is able to respect a Complainant's request not to initiate an investigation or other appropriate resolution procedures. However, there may be circumstances, such as pattern behavior, sexual harassment in the workplace, allegations of severe misconduct, or a compelling threat to health and/or safety, in which Bowie State University may need to initiate an investigation or other appropriate resolution procedures. If a Complainant does not wish to file a Formal Complaint, Bowie State University will maintain the privacy of information to the extent possible. The Complainant should not fear a loss of privacy by submitting a report that allows Bowie State University to discuss and/or provide supportive measures, in most circumstances.

7) the seriousness of the alleged misconduct,
8) Impacted Person's age, and,
9) Whether there are any prior Sexual Misconduct complaints against the Respondent.

As such, the Title IX Coordinator will serve as a neutral fact-finder responsible for conducting the investigation into Title IX-related concerns.

2. How the University Determines Whether This Policy will be Used

The Policy applies to Bowie State University's Education Program and Activities, to conduct that takes place on property owned or controlled by Bowie State University, at Bowie State University-sponsored events, and in any building owned or controlled by a Bowie State University-recognized student organization.

The Policy may also apply to the effects of off-campus misconduct that limit or deny a person's access to Bowie State University's Education Program or Activities. Bowie State University may also extend jurisdiction to off-campus and/or to online conduct when the conduct affects a substantial Bowie State University interest.

A substantial Bowie State University interest includes:
1) Any action that constitutes a criminal offense as defined by law. This includes, but is not limited to, single or repeated violations of any federal, state, or local law

2) Any situation in which it is determined that the Respondent poses an immediate threat to the physical health or safety of any Student, Employee, or other individual
3) Any situation that significantly impinges upon the rights, property, or achievements of others, significantly breaches the peace, and/or causes social disorder
4) Any situation that substantially interferes with Bowie State University's educational interests or mission

Bowie State University will act on any Notice/Formal Complaint of violation of the Equal Opportunity, Harassment, and Nondiscrimination policy ("the Policy") that the Title IX Coordinator or any other Official with Authority receives. Bowie State University uses two sets of procedures, known as Process A and Process B.

Process B applies to: (1) Formal Complaints of alleged Sexual Harassment, Sexual Assault, Dating Violence, Domestic Violence, or Stalking that fall outside of Bowie State University's Education Program or Activity; and (2) all other complaints of Discrimination, Harassment, and Retaliation on the basis of all Protected Characteristics. The choice between applying Process A or B is solely at the Title IX Coordinator's discretion. Occasionally, a Formal Complaint will include conduct that falls within both Processes A and B. When that occurs, Process A will typically be used to address all allegations.

3. *Steps in the Disciplinary Process and Anticipated Timelines*

Initial Assessment – within 2 days of receiving a report
Resolution Options Overview
Notice of Investigation (NOIA) - within 2 days of receiving complainants' decision on desire to pursue a formal resolution
Investigation – 15 – 20 days
Determination – within 2 – 3 days of receiving final investigative report
Notice of Outcome – within 3 days of the resolution
Appeal – must be filed within 5 days of receiving outcome

4. *Decision-Making Process*

Within two to three (2-3) business days of receiving the Investigator's Final Investigation Report, the Administrator or their designee reviews the report and all responses, and then makes the Final Determination by applying the standard of evidence.

If the record is incomplete, the Decision-maker may direct the Investigator(s) to re-open the investigation, or may direct or conduct any additional inquiry necessary, including meeting informally with the Parties or any witnesses if needed.

The Decision-maker may invite and consider impact and/or mitigation statements from the Parties when determining appropriate sanction(s), if any.

The Parties must provide all evidence to the Investigator(s) prior to completion of the Final Investigation Report. Evidence offered after that time will be evaluated by the Decisionmaker for relevance. If deemed relevant, the Parties and Decision-maker must agree to admit it into the record. If the evidence is deemed not relevant, the Decision-maker may proceed with making Findings and a Final Determination absent the new evidence.

The new Relevant Evidence will be admitted to the record if:
• All Parties and the Decision-maker assent to the new evidence being considered without remanding the matter back to the Investigator,
• The evidence is not duplicative of evidence already in the record, and
• The new evidence was either not reasonably available prior to the conclusion of the Final Investigation Report, or the failure to provide it in a timely manner was not the result of bad faith by the Parties, witnesses, or others.

If the above criteria are not met, but the evidence is deemed materially relevant and not duplicative, the Decision-maker may, at their discretion, engage in any of the following actions:
• Provide the Parties with at least five (5) business days to review the Relevant Evidence
• Remand the matter back to the Investigator for further investigation or analysis
• Allow the Parties time to review and comment on the new evidence

If the evidence is deemed not relevant, the Decision-maker may proceed with making Findings and a Final Determination without allowing the new evidence.

Any evidence that is relevant and credible may be considered, including a Respondent's prior disciplinary history as well as evidence indicating a pattern of misconduct, subject to the limitation in (D) below. The process should exclude irrelevant or immaterial evidence and may disregard evidence lacking in credibility or that is improperly prejudicial.

5. *Standard of Evidence*

Preponderance of the evidence

6. *Possible Sanctions*

Student Sanctions

The following are the common sanctions that may be imposed upon Students singly or in combination:

• Reprimand: A formal statement that the conduct was unacceptable and a warning that further violation of any Bowie State University policy, procedure, or directive will result in more severe sanctions/responsive actions

• Required Counseling: A mandate to meet with and engage in either Bowie State University-sponsored or external counseling to better comprehend the misconduct and its effects

• Restrictions: A Student may be restricted in their activities, including, but not limited to, being restricted from locations, programs, participation in certain activities or extracurriculars, study abroad, or holding leadership roles in student organizations

• Probation: An official sanction for violation of Bowie State University policy, providing for more severe disciplinary sanctions if the Student is found in violation of any Bowie State University policy, procedure, or directive within a specified period of time. Terms of the probation will be articulated and may include denial of specified social privileges, exclusion from co-curricular activities, exclusion from designated areas of campus, no-contact orders, and/or other measures deemed appropriate.

• Suspension: Separation from Bowie State University, or one or more of its facilities, for a defined period of time, typically not to exceed two (2) years, after which the Student is eligible to return. Eligibility may be contingent upon satisfaction of specific conditions noted at the time of suspension, on successfully applying for readmission, or upon a general condition that the Student is eligible to return if Bowie State University determines it is appropriate to re-enroll/readmit the Student. The Student is typically required to vacate Bowie State University property within 24 hours of notification of the action, though this deadline may be extended at the discretion of the Title IX Coordinator or other appropriate official. During a Bowie State University-wide suspension, the Student is banned from Bowie State University property, functions, events, and activities unless they receive prior written approval from an appropriate Bowie State University official. This sanction may be enforced with a trespass action, as necessary. This sanction may be noted as a Disciplinary Suspension on the Student's official academic transcript, per Bowie State University policy and/or state law.

• Expulsion: Permanent separation from Bowie State University. The Student is banned from Bowie State University property, and the Student's presence at any Bowie State University-sponsored activity or event is prohibited. This action may be enforced with a trespass action, as necessary. This sanction may be noted as Disciplinary Expulsion on the Student's official academic transcript, per Bowie State University policy and/or state law.

• Withholding Diploma: Bowie State University may withhold a Student's diploma for a specified period of time and/or deny a Student participation in commencement activities as a sanction if the Student is found responsible for violating the Policy

• Revocation of Degree: While very rarely exercised, Bowie State University reserves the right to revoke a degree previously awarded by Bowie State University for fraud, misrepresentation, and/or other violation of Bowie State University policies, procedures, or directives in obtaining the degree, or for other serious violations committed by a Student prior to graduation. Revocation can occur when the offense would have otherwise resulted in expulsion if the Respondent were still a student.

• Delay of degree certification is applicable for any situation that would have resulted in suspension of the Respondent if the Respondent were still a student, and the degree will only be conferred once the degree suspension period is completed. The degree suspension period is usually implemented for the same length of time for which a sanction of suspension would have been imposed if the Respondent were still enrolled.

• Other Actions: In addition to, or in place of, the above sanctions, Bowie State University may assign any other sanctions as deemed appropriate

7. *Range of Protective Measures Available to a Victim Alleging Misconduct*
   The range of protective measures that the institution may offer to the victim include no-contact orders, remote participation during hearings (telephone, videoconferencing, use of privacy screen, etc.), separate waiting areas during hearing, safety escorts, prohibitions against retaliation, and any other appropriate safety measures.

POLICY ON EQUAL OPPORTUNITY, HARASSMENT AND NONDISCRIMINATION (PROCESS B) for Employees

1. How to File a Disciplinary Complaint Under this Policy

Reports or Formal Complaints of Discrimination, Harassment, Retaliation, and/or Other Prohibited Conduct may be made using any of the following options:

1) File a report or Formal Complaint with, or give verbal Notice to, the Administrator or to any member of the Nondiscrimination Team. Such a report or Formal Complaint may be made at any time (including during non-business hours) by using the telephone number or email address, or by mail, to the office of the Administrator or any other Nondiscrimination Team member listed in the Policy.

2) Report online at https://bowiestate.edu/about/administration-and-governance/legaland-government-affairs/office-of-equity-compliance/discrimination-in-theworkplace/eeo-related-complaint-form.php for matters that are not sexual harassment or sex-based discrimination. Report online at https://bowiestateadvocate.symplicity.com/titleix_report/index.php/pid066906

3) for sexual harassment or sex-based discrimination. Anonymous reports are accepted, but the report may give rise to a need to try to determine the Parties' identities if not provided. Anonymous reports may limit Bowie State University's ability to investigate, respond, and provide remedies, depending upon what information is shared. Measures intended to protect the community, redress, or mitigate harm may be enacted. It also may not be possible to provide supportive measures to unidentified Complainants who are the subject of anonymous reports.

As used in the Policy, the term "Formal Complaint" means a document or electronic submission (such as by electronic mail or through an online portal provided by Bowie State University for this purpose) that contains the Complainant's physical or digital signature or otherwise indicates that the Complainant is the person filing the complaint, and requests that the Bowie State University investigate the allegations. If Notice is submitted in a format that does not meet this standard, the Administrator will contact the Complainant to determine whether the Complainant is requesting that Bowie State University initiate an investigation or other appropriate resolution procedures.

Reporting carries no obligation to file a Formal Complaint, and in most situations, Bowie State University is able to respect a Complainant's request not to initiate an investigation or other appropriate resolution procedures. However, there may be circumstances, such as pattern behavior, sexual harassment in the workplace, allegations of severe misconduct, or a compelling threat to health and/or safety, in which Bowie State University may need to initiate an investigation or other appropriate resolution procedures. If a Complainant does not wish to file a Formal Complaint, Bowie State University will maintain the privacy of information to the extent possible. The Complainant should not fear a loss of privacy by submitting a report that allows Bowie State University to discuss and/or provide supportive measures, in most circumstances.

10) the seriousness of the alleged misconduct,
11) Impacted Person's age, and,
12) Whether there are any prior Sexual Misconduct complaints against the Respondent.

As such, the Title IX Coordinator will serve as a neutral fact-finder responsible for conducting the investigation into Title IX-related concerns.

2. *How the University Determines Whether This Policy will be Used*

The Policy applies to Bowie State University's Education Program and Activities, to conduct that takes place on property owned or controlled by Bowie State University, at Bowie State University-sponsored events, and in any building owned or controlled by a Bowie State University-recognized student organization.

The Policy may also apply to the effects of off-campus misconduct that limit or deny a person's access to Bowie State University's Education Program or Activities. Bowie State University may also extend jurisdiction to off-campus and/or to online conduct when the conduct affects a substantial Bowie State University interest.

A substantial Bowie State University interest includes:
1) Any action that constitutes a criminal offense as defined by law. This includes, but is not limited to, single or repeated violations of any federal, state, or local law
2) Any situation in which it is determined that the Respondent poses an immediate threat to the physical health or safety of any Student, Employee, or other individual
3) Any situation that significantly impinges upon the rights, property, or achievements of others, significantly breaches the peace, and/or causes social disorder
4) Any situation that substantially interferes with Bowie State University's educational interests or mission

Bowie State University will act on any Notice/Formal Complaint of violation of the Equal Opportunity, Harassment, and Nondiscrimination policy ("the Policy") that the Title IX Coordinator or any other Official with Authority receives. Bowie State University uses two sets of procedures, known as Process A and Process B.

Process B applies to: (1) Formal Complaints of alleged Sexual Harassment, Sexual Assault, Dating Violence, Domestic Violence, or Stalking that fall outside of Bowie State University's Education Program or Activity; and (2) all other complaints of Discrimination, Harassment, and Retaliation on the basis of all Protected Characteristics. The choice between applying Process A or B is solely at the Title IX Coordinator's discretion. Occasionally, a Formal Complaint will include conduct that falls within both Processes A and B. When that occurs, Process A will typically be used to address all allegations.

3. *Steps in the Disciplinary Process and Anticipated Timelines*

Initial Assessment – within 2 days of receiving a report
Resolution Options Overview
Notice of Investigation (NOIA) - within 2 days of receiving complainants' decision on desire to pursue a formal resolution
Investigation – 15 – 20 days
Determination – within 2 – 3 days of receiving final investigative report
Notice of Outcome – within 3 days of the resolution
Appeal – must be filed within 5 days of receiving outcome

4. *Decision-Making Process*

Within two to three (2-3) business days of receiving the Investigator's Final Investigation Report, the Administrator or their designee reviews the report and all responses, and then makes the Final Determination by applying the standard of evidence.

If the record is incomplete, the Decision-maker may direct the Investigator(s) to re-open the investigation, or may direct or conduct any additional inquiry necessary, including meeting informally with the Parties or any witnesses if needed.

The Decision-maker may invite and consider impact and/or mitigation statements from the Parties when determining appropriate sanction(s), if any.

The Parties must provide all evidence to the Investigator(s) prior to completion of the Final Investigation Report. Evidence offered after that time will be evaluated by the Decisionmaker for relevance. If deemed relevant, the Parties and Decision-maker must agree to admit it into the record. If the evidence is deemed not relevant, the Decision-maker may proceed with making Findings and a Final Determination absent the new evidence.

The new Relevant Evidence will be admitted to the record if:
• All Parties and the Decision-maker assent to the new evidence being considered without remanding the matter back to the Investigator,
• The evidence is not duplicative of evidence already in the record, and
• The new evidence was either not reasonably available prior to the conclusion of the Final Investigation Report, or the failure to provide it in a timely manner was not the result of bad faith by the Parties, witnesses, or others.

If the above criteria are not met, but the evidence is deemed materially relevant and not duplicative, the Decision-maker may, at their discretion, engage in any of the following actions:
• Provide the Parties with at least five (5) business days to review the Relevant Evidence
• Remand the matter back to the Investigator for further investigation or analysis
• Allow the Parties time to review and comment on the new evidence

If the evidence is deemed not relevant, the Decision-maker may proceed with making Findings and a Final Determination without allowing the new evidence.

Any evidence that is relevant and credible may be considered, including a Respondent's prior disciplinary history as well as evidence indicating a pattern of misconduct, subject to the limitation in (D) below. The process should exclude irrelevant or immaterial evidence and may disregard evidence lacking in credibility or that is improperly prejudicial.

5. *Standard of Evidence*
   Preponderance of the Evidence

6. *Possible Sanctions*

Employee Sanctions/Responsive/Corrective Actions
Responsive actions for an Employee who has engaged in Discrimination, Harassment, Retaliation, and/or Other Prohibited Conduct include:
• Verbal or Written Warning
• Performance Improvement Plan/Management Process

• Enhanced Supervision, Observation, or Review
• Required Counseling • Required Training or Education
• Probation • Denial of Pay Increase/Pay Grade
• Loss of Oversight or Supervisory Responsibility
• Demotion
• Transfer
• Shift or schedule adjustments
• Reassignment
• Delay of (or referral for delay of) Tenure Track Progress
• Assignment to a New Supervisor
• Restriction of Stipends, Research, and/or Professional Development Resources
• Suspension/Administrative Leave with Pay
• Suspension/Administrative Leave without Pay
• Termination
• Other Actions: In addition to, or in place of, the above sanctions/responsive actions, Bowie State University may assign any other responsive actions as deemed appropriate

7. Range of Protective Measures Available to a Victim Alleging Misconduct

The range of protective measures that the institution may offer to the victim include no-contact orders, remote participation during hearings (telephone, videoconferencing, use of privacy screen, etc.), separate waiting areas during hearing, safety escorts, prohibitions against retaliation, and any other appropriate safety measures.

University-Initiated Protective Measures

In addition to those protective measures previously described the Title IX Coordinator or their designee will determine whether interim interventions and protective measure should be implemented, and, if so, take steps to implement those protective measures as soon as possible. Examples of interim protective measures include but are not limited to: a University order of no contact, residence hall relocation, adjustment of course schedules, a leave of absence, or reassignment to a different supervisor or position. These remedies may be applied to one, both, or multiple parties involved. Violations of the Title IX Coordinator's directives and/or protective measures may constitute related violations that may lead to additional disciplinary action. Protective measures imposed may be temporary pending the results of an investigation or may become permanent as determined by Bowie State University.

Hazing Policy Statements

Bowie State University ("University") is committed to promoting a safe learning environment where the dignity of all students is respected. Hazing is a fundamental violation of human dignity and is a risk to human life. The University considers hazing, as defined below, to be indefensible and contrary to the interests of the University community. The policy is intended to minimize risk by strictly prohibiting hazing and providing guidance on reporting, investigation, and discipline in the event of hazing.

Participation in any hazing activity is against the Stop Campus Hazing Act, Maryland State law, and the University's Code of Student Conduct. The University strictly prohibits participation in hazing activities by any party, regardless of the existence of consent. Hazing activities do not contribute to the positive development or welfare of students. Bowie State University recognizes the act of hazing

as illegal, irresponsible, intolerable, and inconsistent with the principles of higher education and basic human development.

Accordingly, this policy strictly prohibits participation in hazing activities by all parties. This policy includes a summary of the provisions of the law as it relates to hazing.

Hazing is strictly prohibited by the University. Hazing includes any mental or physical requirement, request, or obligation that emphasizes one individual's or a group's power over and/or a perceived necessity/obligation to participate; that could cause pain, disgrace, or injury; that is personally degrading; and/or that violates federal, state, or local law, or University Policy.

A. *Personal Hazing Offense* - A person commits an offense if the person engages in hazing; solicits, encourages, directs, aids, or attempts to aid another in engaging in hazing.
B. *Organization Hazing Offense* - An organization commits an offense if it condones or encourages hazing, or if an officer or any combination of members, pledges, or alumni of the organization commits or assists in the commission of hazing.

Consent Not a Defense

Consent to or acquiescence in hazing activity is not a defense. Any of the activities described herein where the initiation or admission into, or affiliation with, or continued membership in an organization is directly conditioned shall be presumed to be "compelled activities," the willingness of an individual to participate notwithstanding. It is not a defense to the prosecution of an offense that the person against whom the hazing was directed consented to or acquiesced in the hazing activity.

Examples of actions and activities which may constitute hazing include, but are not limited to, the following:

1. Compelling individuals to consume alcohol or drugs.
2. Paddling in any form, shoving, or otherwise striking individuals.
3. Compelling individuals to engage in sexual behaviors, sexual or racial harassment, or slurs or exhibitionism.
4. Compelling individuals to eat or drink unusual substances or compelling the consumption of undue amounts or odd preparations of food.
5. Having harmful substances thrown at, poured on, or otherwise applied to the bodies of individuals.
6. Morally degrading or humiliating games or activities that make an individual the object of amusement, ridicule, or intimidation.
7. Transporting individuals against their will, abandoning individuals at distant locations, or conducting any "kidnap," "ditch," or "road trip" that may in any way endanger or compromise the health, safety, or comfort of any individual.
8. Causing an individual to be indecently exposed or exposed to the elements.
9. Requiring an individual to remain in a fixed position for a long period of time.
10. Compelling an individual to be branded or tattooed.
11. "Line-ups" involving intense shouting of obscenities or insults.

12. Compelling individuals to participate in activities (pranks, scavenger hunts, etc.) which encourage the defacement of property; engage in theft; harass other individuals, groups of individuals, or organizations.
13. Excluding an individual from social contact for prolonged periods of time.
14. Compelling an individual to engage in acts of personal servitude.
15. Creation of excessive fatigue.
16. Requiring Individuals to shave all or parts of their heads.
17. Requiring activities that involve the deprivation of food or sleep.
18. Requiring late-night sessions that interfere with scholastic or occupational activities.
19. Requiring any physically abusive exercise.

The University defines Hazing as:

1. any intentional, knowing, or reckless act committed by a person (whether individually or in concert with other persons) against another person or persons regardless of the willingness of such other person or persons to participate, that—

- is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization; and
- causes or creates a risk, above the reasonable risk encountered in the course of participation in the institution of higher education or the organization (such as the physical preparation necessary for participation in an athletic team), of physical or psychological injury including –

    1. whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body, or similar activity;
    2. causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity;
    3. causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;
    4. causing, coercing, or otherwise inducing another person to perform sexual acts;
    5. any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;
    6. any activity against another person that includes a criminal violation of local, State, Tribal, or Federal law; and
    7. any activity that induces, causes, or requires another person to perform a duty or task that involves a criminal violation of local, State, Tribal, or Federal law.

For purposes of this definition, the University considers the following behaviors to constitute Hazing under this definition, as they inherently cause or create a risk of physical or psychological injury:

1. Compelling individuals to consume alcohol or drugs.
2. Paddling in any form, shoving, or otherwise striking individuals.
3. Compelling individuals to engage in sexual behaviors, sexual or racial harassment, or slurs or exhibitionism.
4. Compelling individuals to eat or drink unusual substances or compelling the consumption of undue amounts or odd preparations of food.
5. Having harmful substances thrown at, poured on, or otherwise applied to the bodies of individuals.

6. Morally degrading or humiliating games or activities that make an individual the object of amusement, ridicule, or intimidation.
7. Transporting individuals against their will, abandoning individuals at distant locations, or conducting any "kidnap," "ditch," or "road trip" that may in any way endanger or compromise the health, safety, or comfort of any individual.
8. Causing an individual to be indecently exposed or exposed to the elements.
9. Requiring an individual to remain in a fixed position for a long period of time.
10. Compelling an individual to be branded or tattooed.
11. "Line-ups" involving intense shouting of obscenities or insults.
12. Compelling individuals to participate in activities (pranks, scavenger hunts, etc.) which encourage the defacement of property; engage in theft; harass other individuals, groups of individuals, or organizations.
13. Excluding an individual from social contact for prolonged periods of time.
14. Compelling an individual to engage in acts of personal servitude.
15. Creation of excessive fatigue.
16. Requiring Individuals to shave all or parts of their heads.
17. Requiring activities that involve the deprivation of food or sleep.
18. Requiring late-night sessions that interfere with scholastic or occupational activities.
19. Requiring any physically abusive exercise.

2. Hazing also involves any other activity not addressed by (1) of this definition that is expected of someone joining or participating in a student organization that humiliates, degrades, abuses, or endangers them, regardless of a person's willingness to participate.

For purposes of the University's Hazing policy, the phrase "student organization" means "an organization at Bowie State University (such as a club, society, association, varsity or junior varsity athletic team, club sports team, fraternity, sorority, band, or student government) in which two or more of the members are students enrolled at the University." While student organizations that are not recognized or established by the University are not subject to the University's disciplinary jurisdiction, individuals who engage in violations of the standards of conduct outlined in the University's Hazing policy will be held accountable regardless of whether the student organization in which the Hazing activities occurred is recognized or established by the institution.

Any student organization recognized or established by the University that is found to be responsible for violating the University's Hazing policy will be recorded in the Campus Hazing Transparency Report. However, all reports of hazing involving student organizations that occur in the University's Clery Geography will be included in the crime statistics regardless of whether the organization is established or recognized by the institution.

The University reserves the right to hold a sub-group of an organization accountable for Hazing policy violations, rather than the entire student organization, when circumstances reasonably indicate a sub-group, not the entire student organization, committed a Hazing policy violation. For example, affinity groups or position groups within an athletic team that meet the definition of student organization may be held accountable for Hazing in lieu of the entire athletic team.

How to Report Hazing

Any individual who experiences or witnesses Hazing is strongly encouraged to report the incident immediately. Any incident involving an in-progress crime or emergency should be reported immediately to the local law enforcement agency with jurisdiction by dialing 911.

Reports can be made in person, by phone, or by email using the contact information below. [
1. Police & Public Safety, 301-860-4040
2. Student Conduct and Community Standards, studentconduct@bowiestate.edu
3. Student Affairs, Dean of Students, ajennings@bowiestate.edu
4. Coordinator, Greek Life and Community Service
5. Title IX Coordinator, titleixcoordinator@bowiestate.edu

Incidents of Hazing involving students can be reported to
1. Police & Public Safety
   - McKeldin Gymnasium, Room 1005
   - Robinson Hall, Room 103
   - 301-860-4040
2. Student Conduct and Community Standards:
   - Henry Administration Building, Suite 2400
   - 301-860-3390
   - studentconduct@bowiestate.edu
   - https://bowiestate-advocate.symplicity.com/public_report/index.php/pid287997?
3. Student Affairs, Dean of Students
   - Henry Administration Building, Suite 2400
   - 301-860-3390
   - DeanofStudents@bowiestate.edu\
   - Ajennings@bowiestate.edu
4. Coordinator, Greek Life and Community Service
   - Student Center 3rd Floor
   - 301-860-3837
   - Jmacer@bowiestate.edu
5. Title IX Coordinator, titleixcoordinator@bowiestate.edu
   - Thurgood Marshall Library, Suite 247
   - 301-8604511

https://bowiestate-advocate.symplicity.com/titleix_report/index.php/pid255269?
Incidents of Hazing involving employees can be reported to

1. Police & Public Safety
   - McKeldin Gymnasium, Room 1005
   - Robinson Hall, Room 103
   - 301-860-4040

Office of Human Resources
   - Charlotte Robinson Hall, Room 100
   - humanresources@bowiestate.edu

Process Used to Investigate Hazing Reports

Upon receipt of a report alleging Hazing, the Student Conduct Officer, or designee, will review the report and determine if the alleged behavior, as described in the report, would constitute Hazing as defined by the University. The Student Conduct Officer, or designee, will also determine which University official(s) or office(s) have jurisdiction over the respondent(s). As it relates to the University's Hazing policy, the term "respondent" refers to a student, a recognized or registered student organization, or an employee who is alleged to have engaged in Hazing.

The Student Conduct Officer, or designee, is empowered to take reasonable steps to obtain additional information that may be necessary to determine if a policy violation has been alleged or to determine if an investigation is warranted. The Student Conduct Officer may consult with applicable University officials when determining which individual(s) or office(s) have jurisdiction over the respondent(s). When determining jurisdiction, the Student Conduct Officer, or designee, will consider:

- the nature of the alleged conduct,
- the circumstances of the report, and
- whether the respondent is a person or student organization subject to the University's conduct standards.

Interim Action

In response to the report, the Student Conduct Officer, or designee, may impose an interim administrative action on a respondent prior to the resolution when a threat of imminent harm to persons or property exists, and/or there is potential for significant disruption to the community that exists during the course of investigation. If the respondent is an employee, the applicable University official(s) may impose interim administrative action consistent with the policies and procedures applicable to the employee.

Interim action is not a sanction. It is taken in an effort to protect the safety and well-being of individuals and the University community. Interim administrative action is preliminary in nature; it is in effect only until there is a resolution of the matter. The respondent may challenge the interim action in writing to the next level of conduct authority within five (5) days of the imposition of the interim action. The interim action will be in effect during the challenge.

Investigation

If an investigation is warranted, the Director of Student Conduct & Community Standards, or designee, shall appoint one or more investigators to conduct a prompt, thorough, and impartial investigation. External investigators may be appointed at the discretion of the Dean of Students or appropriate university official. Reports of alleged Hazing that also allege violations of the University's Policy on Sexual Harassment and Other Sexual Misconduct will be coordinated between the Student Conduct Officer, or designee, and the Title IX Coordinator, or designee, to determine the appropriate investigation and/or resolution procedures.

The respondent (typically the president for a registered/recognized student organization, or its equivalent for an established organization) will be sent a written notice of the allegations by way of their University supplied e-mail account. If the student organization has a national or oversight

entity, that entity may be apprised of the University's investigation at the discretion of the Student Conduct Officer. The national or oversight entity cannot speak on behalf of or represent the student organization.

Reasonable efforts will be made to complete the investigation in a timely manner. Typically, the University will aim to complete an investigation into allegations of Hazing within 45 business days of providing written notice of the investigation to the respondent, though investigations may extend beyond 45 business days as circumstances require.

During the investigation, the respondent will be provided with an opportunity to: provide information through an in-person or virtual interview, submit a written account, provide the names of incident witnesses for possible interviews with the investigator(s), provide witness statements, and provide any documentation that may be relevant to the facts of the allegations. However, the investigator(s) may consider information from any sources the investigator(s) deem relevant and credible. The investigator(s) will make reasonable efforts to obtain relevant supporting documentation related to the allegations from other University official(s) or available resources.

Upon completion of the investigation, the investigator(s) will prepare an investigation report. The investigation report will summarize the information gathered and include detailed findings-of-fact regarding the behaviors in question.

The Panel is a combination of faculty, staff, and students who are trained to hear a case, determine facts, render a decision on a Respondent's responsibility, and impose outcomes within the guidelines of this Code. The Panel may be composed of up to seven members (up to five panel members who are faculty, staff, or students; one Student Conduct Administrator; and one Chairperson). At least five members (three panel members; one Student Conduct Administrator; and one Chairperson) from the panel is required to make a quorum. The Chairperson will serve as the facilitator of the conduct process. The Chairperson makes decisions related to all procedural matters for the conduct panel. The Chairperson will be a professional staff member or faculty. The Chairperson is not a voting member of the panel. The Student Conduct Administrator presents the information related to the alleged violation(s) on behalf of OSCCS. The Student Conduct Administrator is not a voting member of the panel. The Division of EMSA establishes the rules to govern the selection processes for panel members.

All respondents will be informed, in writing, of the University's findings and any sanctions imposed. Any opportunity for the respondent to appeal will follow the relevant policies and procedures applicable to the respondent.

Respondents who violate the University's Hazing policy will be subject to conduct sanctions, which may include probation, loss of privileges, loss of recognized/registered status, mandatory training or education, suspension, expulsion, administrative leave, revocation of tenure, or termination. Respondents can also face sanctions under other University policies as well as criminal or civil penalties imposed under applicable law.

Information Regarding Applicable Local, State, and Tribal Laws on Hazing

In addition to the University's Hazing policy, members of the campus community should be aware of applicable jurisdictional laws pertaining to Hazing.

Local Laws
There are no applicable local laws relating to Hazing in the University's jurisdiction.

State Laws
Maryland Anti-Hazing Law, MD. Code., Criminal Law, § 3-607 (2024)

(a) A person may not recklessly or intentionally do an act or create a situation that subjects a student to the risk of serious bodily injury for the purpose of an initiation into a student organization of a school, college, or university.

(b) A person who violates this section is guilty of a misdemeanor and on conviction is subject to imprisonment not exceeding 6 months or a fine not exceeding $500 or both.

(c) The implied or express consent of a student to hazing is not a defense under this section.

Tribal Laws
There are no applicable Tribal laws relating to Hazing in the University's jurisdiction.

Campus Hazing Transparency Report

As required by the Stop Campus Hazing Act, the University publishes a Campus Hazing Transparency Report that summaries findings concerning student organizations established or recognized by the University that have been found responsible for violating the University's Hazing policy and organizations investigated and found not to be responsible for violating the University's Hazing policy. The Transparency Report will be updated to include new findings of organizational responsibility no less than twice annually following a final determination that a student organization has violated the University's Hazing policy. The first Transparency Report will be published by December 23, 2025, unless no organizations have been found responsible for Hazing at that time, as the University is not required to publish a Transparency Report until a student organization has been found responsible for violating the University's Hazing policy on or after July 1, 2025.

Each entry published to the Transparency Report will include, at a minimum, the following information:

- the student organization;
- a general description of the violation that resulted in a finding of responsibility;
- whether the violation involved the abuse or illegal use of alcohol or drugs;
- the findings of the institution (i.e., the rationale for finding the organization responsible for Hazing);
- any sanctions placed on the student organization; and
- the dates on which—
    - the incident was alleged to have occurred,
    - the investigation into the incident was initiated,
    - the investigation ended with a finding that a Hazing violation occurred, and
    - the student organization was provided notice that the incident resulted in a Hazing violation.

The Transparency Report can be found at: https://bowiestate.edu/about/administration-and-governance/legal-and-government-affairs/university-policies/section-v-student-affairs/hazing-

prevention-and-transparency.php. On this page, the University also publishes additional information, including:

- A statement notifying the public of the availability of Hazing statistics that are published in the Annual Security and Fire Safety Report;
- Information about the institution's policies relating to Hazing; and
- Information on applicable local, State, and Tribal laws regarding Hazing.

Hazing Prevention and Awareness Programs

The University provides Hazing prevention and awareness programs that are informed by research, campus-wide in scope, and designed to reach all students, staff, and faculty. Programs address various topics, including:

- the University's definition of Hazing, including a clear statement that the University prohibits Hazing;
- the definition of Student Organization, as it applies to the University's Hazing policy;
- how to report Hazing;
- the process the University will use to investigate reports of Hazing;
- information on applicable local, State, and Tribal laws regarding Hazing; and
- primary prevention strategies intended to stop Hazing before it occurs (including: bystander intervention, ethical leadership, social norm correction, and strategies for building group cohesion and safe alternatives].

These programs are part of the University's comprehensive strategy to prevent incidents of Hazing before they occur. These programs also raise awareness about the University's Campus Hazing Transparency Report that summarizes findings concerning student organizations established or recognized by the University that have been found responsible for violating the University's Hazing policy.

Specifically, the University provides Hazing prevention and awareness programs to students by providing research-based initiatives to include alumni and graduate involvement, bystander intervention, ethical leadership, power dynamics, and social norms.

Format	Program	Audience
In-Person or virtual	Hazing Prevention General Program	Athletics, Honors Program, Greek-Lettered Organizations, ROTC, Student Clubs & Organizations, University Band (and all components)
Online	Hazing Prevention Online program	General Student Population
In-Person	Greek 101 (General information and hazing prevention)	Greek-Lettered Organizations

Format	Program	Audience
In-person or virtual	Hazing Prevention General Program	Advisors, Coaches, Coordinators, and/or Directors for Athletics, Honors Program, Greek-Lettered Organizations, ROTC, Student Clubs & Organizations, University Band (and all components)

Additionally, the University provides Hazing prevention and awareness programs to employees by Hazing prevention programs also target employees including advisors, coaches, coordinators, directors, and other staff members involved in Athletics, recognized Greek-lettered organizations, honors program, recognized student clubs and organizations, ROTC, and university band and all its components.

Monitoring and Recording of Criminal Activity by Students at Noncampus locations of Recognized Student Organizations

BSU does not have officially recognized student organizations that own or control housing facilities outside of the BSU core campus. Therefore, local PD is not used to monitor and record criminal activity since there are Noncampus locations of student organizations.

Preparing the Annual Disclosure of Crime Statistics

The procedures for preparing the annual disclosure of crime statistics include reporting statistics to the University community obtained from the following sources: the Bowie State University Police and Department of Public Safety, a myriad of other law enforcement agencies where a connection to the University exists, and Campus Security Authorities. For statistical purposes, crime statistics reported to any of these sources are recorded in the calendar year the crime was reported. A written request for statistical information is made on an annual basis to all Campus Security Authorities (as defined by federal law). Statistical information is provided to Bowie State University Police and Department of Public Safety by the employees at the University Counseling Center, if and when they deem it appropriate, even though they are not required by law to provide statistics for the compliance document.

All of the statistics are gathered, compiled, and reported to the University community via this report, which is published by Bowie State University Police and Department of Public Safety. BSUPD submits the annual crime statistics published in this brochure to the Department of Education (ED). The statistical information gathered by the Department of Education is available to the public through the ED website.

Crime Definitions

The following definitions are to be used for reporting the crimes listed in the Clery Act, in accordance with the Federal Bureau of Investigation's Uniform Crime Reporting (UCR) Program. The definitions for murder, rape, robbery, aggravated assault, burglary, motor vehicle theft, weapons: carrying, possessing, etc., law violations, drug abuse violations, and liquor law violations

are from the "Summary Reporting System (SRS) User Manual" from the FBI's UCR Program. The definitions of fondling, incest, and statutory rape are excerpted from the "National Incident-Based Reporting System (NIBRS) User Manual" from the FBI's UCR Program. The definitions of larceny-theft (except motor vehicle theft), simple assault, intimidation, and destruction/damage/vandalism of property are from the "Hate Crime Data Collection Guidelines and Training Manual" from the FBI's UCR Program.

Crime Definitions from the Summary Reporting System (SRS) User Manual From the FBI's UCR Program

Arson
Any willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling house, public building, motor vehicle or aircraft, personal property of another, etc.

Criminal Homicide—Manslaughter by Negligence
The killing of another person through gross negligence.

Criminal Homicide—Murder and Nonnegligent Manslaughter
The willful (nonnegligent) killing of one human being by another.

Rape
The penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.

Robbery
The taking or attempting to take anything of value from the care, custody, or control of a person or persons by force or threat of force or violence and/or by putting the victim in fear.

Aggravated Assault
An unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied by the use of a weapon or by means likely to produce death or great bodily harm. (It is not necessary that injury result from an aggravated assault when a gun, knife, or other weapon is used which could and probably would result in serious personal injury if the crime were successfully completed.)

Burglary
The unlawful entry of a structure to commit a felony or a theft. For reporting purposes, this definition includes unlawful entry with intent to commit a larceny or felony; breaking and entering with intent to commit a larceny; housebreaking; safecracking; and all attempts to commit any of the aforementioned.

Motor Vehicle Theft
The theft or attempted theft of a motor vehicle. (Classify as motor vehicle theft all cases where automobiles are taken by persons not having lawful access even though the vehicles are later abandoned—including joyriding.)

Weapons: Carrying, Possessing, Etc.
The violation of laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, concealment, or use of firearms, cutting instruments, explosives, incendiary devices, or other deadly weapons.

Drug Abuse Violations
The violation of laws prohibiting the production, distribution, and/or use of certain controlled substances and the equipment or devices utilized in their preparation and/or use. The unlawful cultivation, manufacture, distribution, sale, purchase, use, possession, transportation, or importation of any controlled drug or narcotic substance. Arrests for violations of State and local laws, specifically those relating to the unlawful possession, sale, use, growing, manufacturing, and making of narcotic drugs.

Liquor Law Violations
The violation of State or local laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, or use of alcoholic beverages, not including driving under the influence and drunkenness.

Crime Definitions From the National Incident-Based Reporting System (NIBRS) User Manual from the FBI's UCR Program

Sex Offenses
Any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent.

A. *Fondling*—The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.

B. *Incest*—Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

C. *Statutory Rape*—Sexual intercourse with a person who is under the statutory age of consent.

Crime Definitions from the Hate Crime Data Collection Guidelines and Training Manual From the FBI's UCR Program

Larceny-Theft (Except Motor Vehicle Theft)
The unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another. Attempted larcenies are included. Embezzlement, confidence games, forgery, worthless checks, etc., are excluded.

Simple Assault
An unlawful physical attack by one person upon another where neither the offender displays a weapon, nor the victim suffers obvious severe or aggravated bodily injury involving apparent broken bones, loss of teeth, possible internal injury, severe laceration, or loss of consciousness.

Intimidation
To unlawfully place another person in reasonable fear of bodily harm through the use of threatening words and/or other conduct, but without displaying a weapon or subjecting the victim to actual physical attack.

Destruction/Damage/Vandalism of Property
To willfully or maliciously destroy, damage, deface, or otherwise injure real or personal property without the consent of the owner or the person having custody or control of it.

Crime Definition for Hazing from the Stop Campus Hazing Act and Jeanne Clery Campus Safety Act as Amended

Hazing
Hazing: (vi) The term 'Hazing', for purposes of reporting statistics on Hazing incidents that were reported to campus security authorities or local police agencies, means any intentional, knowing, or reckless act committed by a person (whether individually or in concert with other persons) against another person or persons regardless of the willingness of such other person or persons to participate, that—

- is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization; and
    - causes or creates a risk, above the reasonable risk encountered in the course of participation in the institution of higher education or the organization (such as the physical preparation necessary for participation in an athletic team), of physical or psychological injury including –

        (aa) whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body, or similar activity;

        (bb) causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity;

        (cc) causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;

        (dd) causing, coercing, or otherwise inducing another person to perform sexual acts;

        (ee) any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;

        (ff) any activity against another per son that includes a criminal violation of local, State, Tribal, or Federal law; and

(gg) any activity that induces, causes, or requires another person to perform a duty or task that involves a criminal violation of local, State, Tribal, or Federal law.

[LEFT THIS SECTION INTENTIONALLY BLANK]

BOWIE STATE UNIVERSITY CLERY ACT STATISTICS YEARS – 2023, 2024, and 2025

Primary Crimes	Year	On Campus	Noncampus	Public Property	Total	Residential Facilities*
Murder/Non-Negligent Manslaughter	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Manslaughter by Negligence	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Rape	2025	2	0	0	2	2
	2024	3	0	0	3	0
	2023	2	0	0	2	0
Fondling	2025***	4***	0	0	4	2***
	2024	0	0	0	0	0
	2023	3	0	0	3	0
Incest	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Statutory Rape	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Robbery	2025	0	1***	0	1	0
	2024	0	0	0	0	0
	2023	3	0	0	3	0
Aggravated Assault	2025	11***	5***	0	16	6***
	2024	23	0	0	23	23
	2023	10	0	0	10	10
Burglary	2025	13	0	0	13	7
	2024	6	0	0	6	0
	2023	4	0	0	4	0
Motor Vehicle Theft	2025	1	2	0	3	0
	2024	1	0	0	1	1
	2023	3	0	0	3	0
Arson	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0

Arrests and Referrals for Disciplinary Action	Year	On Campus	Noncampus	Public Property	Total	Residential Facilities*
Liquor Law Violation Arrests	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	1	0	0	1	0
Drug Law Violation Arrests	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	21	0	0	21	0
Weapons Law Violation Arrests	2025	1	0	0	1	1
	2024	1	0	0	1	0
	2023	0	1	0	1	0

Arrests and Referrals for Disciplinary Action	Year	On Campus	Noncampus	Public Property	Total	Residential Facilities*
Liquor Law Violation Referrals for Disciplinary Action	2025***	35***	1	0	36	35***
	2024	18	1	0	19	18
	2023	5	0	0	5	5
Drug Law Violation Referrals for Disciplinary Action	2025	0	0	0	0	0
	2024	28	4	0	32	28
	2023	61	0	0	61	40
Weapons Law Violation Referrals for Disciplinary Action	2025	0	0	0	0	0
	2024	6	1	0	7	3
	2023	2	0	0	2	0

VAWA Offenses	Year	On Campus	Noncampus	Public Property	Total	Residential Facilities*
Domestic Violence	2025***	38***	6***	0	44	30***
	2024	1	0	0	1	1
	2023	0	0	0	0	0
Dating Violence	2025	0	0	0	0	0
	2024	20	1	0	21	12
	2023	7	0	0	7	7
Stalking	2025***	35***	3***	0	38	22***
	2024	5	1	0	6	3
	2023	2	0	0	2	1

Hazing	Year	On Campus	Noncampus	Public Property	Total	Residential Facilities*
Hazing**	2025***	1***	0	0	1	0
	2024	N/A	N/A	N/A	N/A	N/A
	2023	N/A	N/A	N/A	N/A	N/A

**Residential Facility crime statistics are a subset of the On Campus category, i.e., they are counted in both categories.*

***In accordance with the Stop Campus Hazing Act, institutions are required to report Hazing statistics beginning with the 2025 calendar year. Because the requirement to collect and disclose Hazing statistics took effect on January 1, 2025, "N/A" will be used in place of statistics for any prior years referenced in this report.*

****11/2/2026: The On Campus Fondling statistics changed from 3 to 4, Aggravated Assault changed from 12 to 11, Liquor Law Violation Referrals for Disciplinary Action changed from 29 to 35, Domestic Violence changed from 27 to 38, Stalking changed from 26 to 35, and Hazing changed from 0 to 1 for calendar year 2025. The Noncampus Robbery statistics changed from 0 to 1, Aggravated Assault changed from 2 to 5, Domestic Violence changed from 2 to 6, and Stalking changed from 0 to 3 for calendar year 2025. The Residential Facilities Fondling statistics changed from 1 to 2, Aggravated Assault changed from 7 to 6, Liquor Law Violations Referrals for Disciplinary Action changed from 29 to 35, Domestic Violence changed from 21 to 30, and Stalking changed from 16 to 22 for calendar year 2025. Following publication of the 2026 Annual Security and Fire Safety Report, additional incidents from calendar year 2025 were reviewed and classified. As a result, the 2025 crime statistics have been revised to reflect those classifications.*

UNFOUNDED CRIMES

If a crime is reported as occurring On Campus, in On-campus Residential Facilities, in or on Noncampus buildings or property, or on Public Property, and the reported crime is investigated by

sworn or commissioned law enforcement authorities and found to be false or baseless, the crime is considered to be "unfounded."

Institutions must report the total number of: criminal offenses; hate crimes; and domestic violence, dating violence, or stalking incidents that have been unfounded.

There were zero (0) unfounded crimes reported for calendar years 2023, 2024, and 2025.

HATE CRIME REPORTING:
2023: No Hate Crimes reported.
2024: No Hate Crimes reported.
2025: One (1) On-Campus Aggravated Assault Hate Crime characterized by Racial Bias.

[LEFT THIS SECTION INTENTIONALLY BLANK]

THE UNIVERSITIES AT SHADY GROVE (USG)

Primary Crimes	Year	On Campus	Noncampus*	Public Property	Total	Residential Facilities*
Murder/Non-Negligent Manslaughter	2025	0	N/A	0	0	N/A
	2024	0	N/A	0	0	N/A
	2023	0	N/A	0	0	N/A
Manslaughter by Negligence	2025	0	N/A	0	0	N/A
	2024	0	N/A	0	0	N/A
	2023	0	N/A	0	0	N/A
Rape	2025	0	N/A	0	0	N/A
	2024	0	N/A	0	0	N/A
	2023	0	N/A	0	0	N/A
Fondling	2025	0	N/A	0	0	N/A
	2024	0	N/A	0	0	N/A
	2023	0	N/A	0	0	N/A
Incest	2025	0	N/A	0	0	N/A
	2024	0	N/A	0	0	N/A
	2023	0	N/A	0	0	N/A
Statutory Rape	2025	0	N/A	0	0	N/A
	2024	0	N/A	0	0	N/A
	2023	0	N/A	0	0	N/A
Robbery	2025	0	N/A	0	0	N/A
	2024	0	N/A	0	0	N/A
	2023	0	N/A	0	0	N/A
Aggravated Assault	2025	0	N/A	0	0	N/A
	2024	0	N/A	0	0	N/A
	2023	0	N/A	0	0	N/A
Burglary	2025	0	N/A	0	0	N/A
	2024	0	N/A	0	0	N/A
	2023	0	N/A	0	0	N/A
Motor Vehicle Theft	2025	0	N/A	0	0	N/A
	2024	0	N/A	0	0	N/A
	2023	0	N/A	0	0	N/A
Arson	2025	0	N/A	0	0	N/A
	2024	0	N/A	0	0	N/A
	2023	0	N/A	0	0	N/A

Arrests and Referrals for Disciplinary Action	Year	On Campus	Noncampus*	Public Property	Total	Residential Facilities*
Liquor Law Violation Arrests	2025	0	N/A	0	0	N/A
	2024	0	N/A	0	0	N/A
	2023	0	N/A	0	0	N/A
Drug Law Violation Arrests	2025	0	N/A	0	0	N/A
	2024	0	N/A	0	0	N/A
	2023	0	N/A	0	0	N/A
Weapons Law Violation Arrests	2025	0	N/A	0	0	N/A
	2024	0	N/A	0	0	N/A
	2023	0	N/A	0	0	N/A

Arrests and Referrals for Disciplinary Action	Year	On Campus	Noncampus*	Public Property	Total	Residential Facilities*
Liquor Law Violation Referrals for Disciplinary Action	2025	0	N/A	0	0	N/A
	2024	0	N/A	0	0	N/A
	2023	0	N/A	0	0	N/A
Drug Law Violation Referrals for Disciplinary Action	2025	0	N/A	0	0	N/A
	2024	0	N/A	0	0	N/A
	2023	0	N/A	0	0	N/A
Weapons Law Violation Referrals for Disciplinary Action	2025	0	N/A	0	0	N/A
	2024	0	N/A	0	0	N/A
	2023	0	N/A	0	0	N/A

VAWA Offenses	Year	On Campus	Noncampus*	Public Property	Total	Residential Facilities*
Domestic Violence	2025	1	N/A	0	1	N/A
	2024	0	N/A	0	0	N/A
	2023	0	N/A	0	0	N/A
Dating Violence	2025	0	N/A	0	0	N/A
	2024	0	N/A	0	0	N/A
	2023	0	N/A	0	0	N/A
Stalking	2025	0	N/A	0	0	N/A
	2024	0	N/A	0	0	N/A
	2023	0	N/A	0	0	N/A

Hazing	Year	On Campus	Noncampus*	Public Property	Total	Residential Facilities*
Hazing**	2025	0	N/A	0	0	N/A
	2024	N/A	N/A	N/A	N/A	N/A
	2023	N/A	N/A	N/A	N/A	N/A

**Bowie State University does not have Residential Facilities or noncampus locations associated with this campus.*

***In accordance with the Stop Campus Hazing Act, institutions are required to report Hazing statistics beginning with the 2025 calendar year. Because the requirement to collect and disclose Hazing statistics took effect on January 1, 2025, "N/A" will be used in place of statistics for any prior years referenced in this report.*

UNFOUNDED CRIMES

If a crime is reported as occurring On Campus, in On-campus Residential Facilities, in or on Noncampus buildings or property, or on Public Property, and the reported crime is investigated by sworn or commissioned law enforcement authorities and found to be false or baseless, the crime is considered to be "unfounded."

Institutions must report the total number of: criminal offenses; hate crimes; and domestic violence, dating violence, or stalking incidents that have been unfounded.

There were zero (0) unfounded crimes reported for calendar years 2023, 2024, and 2025.

HATE CRIME REPORTING:
There were zero (0) hate crime reported for calendar years 2023, 2024, and 2025.

[THIS SECTION LEFT INTENTIONALLY BLANK]

THE UNIVERSITY SYSTEM OF MARYLAND AT HAGERSTOWN

Primary Crimes	Year	On Campus	Noncampus*	Public Property	Total	Residential Facilities*
Murder/Non-Negligent Manslaughter	2025	0	N/A	0	0	N/A
	2024	0	N/A	0	0	N/A
	2023	0	N/A	0	0	N/A
Manslaughter by Negligence	2025	0	N/A	0	0	N/A
	2024	0	N/A	0	0	N/A
	2023	0	N/A	0	0	N/A
Rape	2025	0	N/A	0	0	N/A
	2024	0	N/A	0	0	N/A
	2023	0	N/A	0	0	N/A
Fondling	2025	0	N/A	0	0	N/A
	2024	0	N/A	0	0	N/A
	2023	0	N/A	0	0	N/A
Incest	2025	0	N/A	0	0	N/A
	2024	0	N/A	0	0	N/A
	2023	0	N/A	0	0	N/A
Statutory Rape	2025	0	N/A	0	0	N/A
	2024	0	N/A	0	0	N/A
	2023	0	N/A	0	0	N/A
Robbery	2025	1	N/A	0	1	N/A
	2024	0	N/A	0	0	N/A
	2023	0	N/A	0	0	N/A
Aggravated Assault	2025	0	N/A	0	0	N/A
	2024	0	N/A	0	0	N/A
	2023	0	N/A	0	0	N/A
Burglary	2025	0	N/A	0	0	N/A
	2024	0	N/A	0	0	N/A
	2023	0	N/A	0	0	N/A
Motor Vehicle Theft	2025	0	N/A	0	0	N/A
	2024	0	N/A	0	0	N/A
	2023	0	N/A	0	0	N/A
Arson	2025	0	N/A	0	0	N/A
	2024	0	N/A	0	0	N/A
	2023	0	N/A	0	0	N/A

Arrests and Referrals for Disciplinary Action	Year	On Campus	Noncampus*	Public Property	Total	Residential Facilities*
Liquor Law Violation Arrests	2025	0	N/A	0	0	N/A
	2024	0	N/A	0	0	N/A
	2023	0	N/A	0	0	N/A
Drug Law Violation Arrests	2025	0	N/A	0	0	N/A
	2024	0	N/A	0	0	N/A
	2023	0	N/A	0	0	N/A
Weapons Law Violation Arrests	2025	0	N/A	0	0	N/A
	2024	0	N/A	0	0	N/A
	2023	0	N/A	0	0	N/A

Arrests and Referrals for Disciplinary Action	Year	On Campus	Noncampus*	Public Property	Total	Residential Facilities*
Liquor Law Violation Referrals for Disciplinary Action	2025	0	N/A	0	0	N/A
	2024	0	N/A	0	0	N/A
	2023	0	N/A	0	0	N/A
Drug Law Violation Referrals for Disciplinary Action	2025	0	N/A	0	0	N/A
	2024	0	N/A	0	0	N/A
	2023	0	N/A	0	0	N/A
Weapons Law Violation Referrals for Disciplinary Action	2025	0	N/A	0	0	N/A
	2024	0	N/A	0	0	N/A
	2023	0	N/A	0	0	N/A

VAWA Offenses	Year	On Campus	Noncampus*	Public Property	Total	Residential Facilities*
Domestic Violence	2025	0	N/A	0	0	N/A
	2024	0	N/A	0	0	N/A
	2023	0	N/A	0	0	N/A
Dating Violence	2025	0	N/A	0	0	N/A
	2024	0	N/A	0	0	N/A
	2023	0	N/A	0	0	N/A
Stalking	2025	0	N/A	0	0	N/A
	2024	0	N/A	0	0	N/A
	2023	0	N/A	0	0	N/A

Hazing	Year	On Campus	Noncampus*	Public Property	Total	Residential Facilities*
Hazing**	2025	0	N/A	0	0	N/A
	2024	N/A	N/A	N/A	N/A	N/A
	2023	N/A	N/A	N/A	N/A	N/A

**Bowie State University does not have Residential Facilities or noncampus locations associated with this campus.*

***In accordance with the Stop Campus Hazing Act, institutions are required to report Hazing statistics beginning with the 2025 calendar year. Because the requirement to collect and disclose Hazing statistics took effect on January 1, 2025, "N/A" will be used in place of statistics for any prior years referenced in this report.*

UNFOUNDED CRIMES

If a crime is reported as occurring On Campus, in On-campus Residential Facilities, in or on Noncampus buildings or property, or on Public Property, and the reported crime is investigated by sworn or commissioned law enforcement authorities and found to be false or baseless, the crime is considered to be "unfounded."

Institutions must report the total number of: criminal offenses; hate crimes; and domestic violence, dating violence, or stalking incidents that have been unfounded.

There were zero (0) unfounded crimes reported for calendar years 2023, 2024, and 2025.

HATE CRIME REPORTING:
There were zero (0) hate crime reported for calendar years 2023, 2024, and 2025.

ANNUAL FIRE SAFETY REPORT

Reporting Fires
If a fire occurs in a BSU residence hall, resident students in that facility should immediately notify BSU Dept. of Public Safety (BSUDPS) at 301-860-HOTT (4688) or 301-860-4040. The BSUDPS will initiate a response through its Communications Center and will summon the fire department, if needed. If a member of the BSU housing community finds evidence of a fire that has been extinguished and the person is not sure whether BSUDPS has already responded, the resident student should immediately notify BSUDPS to investigate and document the incident.

The fire alarms alert the housing community members of potential hazards, and resident students are required to heed the warning and evacuate the buildings immediately upon hearing a fire alarm in a facility. Use the nearest stairwell and/or exit to leave the building immediately. Community members should familiarize themselves with the exits in each building. The Fire Marshall can levy fines and penalties to individuals who fail to evacuate a building promptly – but a more important reason for evacuating is for safety reasons!

When a fire alarm is activated, the elevators in most buildings will stop automatically. Occupants should use the stairs to evacuate the building. If you are caught in the elevator, push the emergency phone button. The emergency phones in elevators on campus typically ring to the BSUDPS Dispatcher or to a security desk. After a false alarm in a residential facility, an email message is distributed to building residents, typically the next business day, informing them of the cause of the activation and the reason for the evacuation. The purpose of providing follow-up information is to use those instances as a teaching moment to point out the reason for the alarm activation, the evacuation routes, and instructions and guidelines for evacuations.

BSUDPS publishes this Fire Safety Report as part of its annual Clery Act Compliance document, via this brochure, which contains information with respect to the fire safety practices and standards for BSU. This report includes statistics concerning the number of fires, the cause of each fire, the number of injuries and deaths related to a fire, and the value of property damage caused by a fire. The compliance document is available for review 24 hours a day on the BSUDPS web site at: https://bowiestate.edu/annual-security-and-fire-safety-report.

Note: The Annual Fire Safety Report information does not apply to the Universities at Shady Grove or to the University System of Maryland at Hagerstown as they do not have on-campus student housing facilities.

Procedures Students and Employees Should Follow in Case of a Fire
In the event of a fire, the University expects that all campus community members will evacuate by the nearest exit, closing doors and activating the fire alarm system (if one is present) as they leave. Once safely outside a building, it is appropriate to contact 911 and the Bowie State University Police and Department of Public Safety. Students and/or staff are informed where to relocate to by staff if circumstance warrants at the time of the alarm. In the event fire alarms sound, University policy is

that all occupants must evacuate from the building, closing doors as they leave. No training is provided to students or employees in firefighting or suppression activity as this is inherently dangerous and each community member's only duty is to exit safely and quickly, shutting doors along the exit path as they go to contain the spread of flames and smoke, and to activate the alarm as they exit. At no time should the closing of doors or the activation of the alarm delay the exit from the building.

Fire Safety Education and Training Programs

Fire safety education programs for all students living in on-campus student housing and all employees that have any association with on-campus student housing are held at the beginning of each semester. These programs are designed to: familiarize everyone with the fire safety system in each housing facility, train everyone on the procedures to be followed in case there is a fire and distribute information on the University's fire safety policies. Everyone is also provided with maps of each on-campus student housing facility that illustrate evacuation routes and fire alarm equipment locations. During these programs, trainers emphasize that participating in fire drills is mandatory. Students with disabilities are given the option to have a "buddy" assigned to them. Fire safety education and training programs are taught by local fire authorities

Fire Safety Policies for On-Campus Student Housing

Electrical Surge Protectors (Power Strips)

The use of UL listed multiple outlet strips with built-in 15-amp fuse or circuit breaker protection is required (power surge protectors). Multiple plug adapters (octopus type), extension cords, plug-ins with extra outlets, and any kind of outlet extenders are not allowed in residential facilities (apartments or residence halls). Do not overload electrical circuits. Violation of this rule will result in the items being confiscated and disposed of at the owner's expense.

Fire Code Violations

Residence halls have limited electrical system capabilities and overloading these systems can present a fire and a safety hazard. The use of other appliances such as radios, TVs, stereos, desk lamps with non-halogen bulbs are permitted provided the total electrical requirements do not exceed the capacity of the system, and the equipment is kept in safe operating condition. All items that are not in use are to be turned off and unplugged, this includes but is not limited to: laptops, irons, cell phone chargers, blow dryers, curling irons, etc.

The use of extension cords is strictly prohibited, only surge protectors with an off switch are allowed. The surge protectors can only be plugged directly into the wall, plugging a surge protector into another is prohibited. No outside antennae of any type are permitted. All appliances must be stored in an open area; appliances such as microwaves are not to be stored under beds or in closets. Unauthorized appliances will be confiscated and stored until the student checks out of the facility for good. Please refer to "Appliances in Resident/Apartment Rooms."

Appliances in Resident/Apartment Rooms

The following Underwriter Laboratory (UL) approved electric appliances are permitted in resident rooms: clock radios, computers, shavers, portable televisions, DVD

players, CD players, VCRs, stereos, Keurig (or Keurig style) personal coffee maker, blenders, portable hair dryers, toothbrushes, small fans and lamps.

The use of extension cords is strictly prohibited. Surge protectors generally have 5 or 6 plugs with an off switch are allowed. The surge protectors can only be plugged directly into the wall. Residents should not plug a surge protector into another surge protector; this action is a fire hazard and is prohibited.

No outside antennae of any type are permitted. All appliances must be stored in an open area. Unauthorized appliances will be confiscated and stored until the student checks out of the facility for scheduled university breaks or for good. It is the responsibility of the resident to make arrangements to retrieve confiscated items at breaks only (Thanksgiving, Winter, Spring, and End of Year/Summer). Certain items that are confiscated may not be returned. This includes candles, hookahs, incense, Items that are not permitted include but are not limited to:

PROHIBITED ITEMS AND CONFISCATIONS			
PROHIBITED ITEM	Consequence & Consequence Level	CAN THE ITEM BE RETURNED?	ITEM PICK UP
Extension Cords Violation Includes extension cords without auto shut off and bed risers with outlets	Minor • Documentation via Incident Report • Residence Life Policy Violation Hearing • Fine for first-time offenses • Repeated violations may result in more sanctions	Yes	At the end of each semester. The resident is responsible for making arrangements to pick up items. Items can only be given to residents as they are leaving out of the residence hall or to helper removing the item from the hall immediately.
Lights Violation LED Lights/Christmas Style lights, Lava Lamps, Halogen lamps, etc.	Minor • Documentation via Incident Report • Residence Life Policy Violation Hearing • Fine for first-time offenses • Repeated violations may result in more sanctions	Yes	At the end of each semester. The resident is responsible for making arrangements to pick up items. Items can only be given to residents as they are leaving out of the residence hall or to helper removing the item from the hall immediately.
Home Appliances Violation Refrigerators larger than 4 cubic feet, Air conditioners, ceiling fans, electric heaters, electric blankets	Moderate • Documentation via Incident Report • Residence Life Policy Violation Hearing • Fine for first-time offenses • Repeated violations may result in more sanctions	Yes	At the end of each semester. The resident is responsible for making arrangements to pick up items. Items can only be given to residents as they are leaving out of the residence hall or to helper removing the item from the hall immediately.
Unauthorized Pet Violation Except Service Animals and BSU -	Moderate	If the animal is forcefully removed by	N/A

Disability Support Services Approved ESAs, no animals are permitted inside the residence halls	• Documentation via Incident Report • Residence Life Policy Violation Hearing • $300 Fine • 24 hours to remove the animal. • Failure to remove the animal will result in room assignment loss within 72 hours.	animal control, the resident must consult with animal control authorities.	
Motorized Transportation Violation Gas-fueled or electric motorized transportation, including scooters, bikes, skateboards, hoverboards, etc., is prohibited inside the residence halls.	Moderate • Confiscation of item • Documentation via Incident Report • Residence Life Policy Violation Hearing • Fine for first-time offenses • Repeated violations may result in more sanctions		At the end of each semester. The resident is responsible for making arrangements to pick up items. Items can only be given to residents as they are leaving out of the residence hall or to helper removing the item from the hall immediately.
Fire Safety -Cooking Appliances Violations Including but not limited to Standalone Microwaves, air fryers, George Foreman style grills, panini presses, sandwich makers, rice cookers, pressure cookers, crock pots, waffle makers, toasters, toaster ovens, griddles, hot plates/single cooking eye, traditional coffee pots, electric frying pans, etc.	Minor/Moderate • Confiscation of item • Documentation via Incident Report • Residence Life Policy Violation Hearing • Fine for first-time offenses • Repeated violations may result in more sanctions	Yes	At the end of each semester. The resident is responsible for making arrangements to pick up items. Items can only be given to residents as they are leaving out of the residence hall or to helper removing the item from the hall immediately.
Fire Safety - Open Flame Violations Including but not limited to candles, tea light candles, incense, Hookah devices, etc.	Minor/Moderate • Confiscation of item • Documentation via Incident Report • Residence Life Policy Violation Hearing • Fine for first-time offenses • Repeated violations may result in more sanctions	No.	N/A
Alcohol Violations All forms of alcohol, including homemade packaged alcohol and alcohol trophies (bottles) as decorations, are not permitted.	Moderate • Confiscation of item • Documentation via Incident Report • Residence Life Policy Violation Hearing • Fine for first-time offenses • Repeated violations may result in more	No	N/A

	sanctions		
Drugs/CDS Violations The Bowie State University Student Code of Conduct Policy prohibits the use or possession of marijuana in any form on campus. This prohibition also applies to students who possess a medical prescription. Students are also prohibited from using, distributing, or possessing any form of marijuana substance in the residence halls. Controlled Dangerous Substance (CDS) The University does not condone or permit the possession, use, distribution, or sale of any controlled dangerous substance or drug paraphernalia on campus, the areas surrounding campus, in residence halls owned, operated, and/or leased by the University, or at University-sponsored events on and off campus. Drug paraphernalia includes, but is not limited to, hookahs, pipes, bongs, hollowed-out cigars, and vaporizers (also known as Vape Pens.	Major • Confiscation of item • Documentation via Incident Report • Residence Life Policy Violation Hearing • Fine for first-time offenses • Extreme cases may result in removal from university housing • Repeated violations may result in more sanctions	No	N/A
Weapons Violations Including but not limited to Mace, pepper spray, pocketknives, hunting knives, swords or machetes, guns of any kind, toy guns such as BB guns, Orbeez guns, water guns, etc.	Major • Confiscation of item • Documentation via Incident Report • Residence Life Policy Violation Hearing • Fine for first-time offenses • Extreme cases may result in removal from university housing • Repeated violations may result in more sanctions	No.	N/A

Microwave and refrigerator combinations (Known as Micro-Fridges) are allowed providing the unit is no larger than 3.1 cubic feet and is labeled as an energy star appliance. Residents can go online to Micro-Fridge Combo to compare prices or choose to rent one at: info@MyFridgeRental.com and have it delivered to the room. The resident is expected to consult with the ORL Building Services Manager if they have questions, before making a purchase.

Any device, element, or object that presents a fire safety hazard is not permitted in the residence facilities/halls. If you have questions about prohibited items, or if you are thinking of buying something that could be considered a prohibited item, please contact the Office of Residence

Life at housing@bowiestate.edu prior to bringing it to the residence facility/hall to determine whether it can be allowed.

Plans for Improvement to Fire Safety
The University does not have any planned improvements in fire safety at this time.

Fire Protection Equipment/Systems
A majority of University buildings are equipped with automatic fire detection and alarm systems, which are constantly monitored by staff at the BSUDPS. Refer to the "FIRE SAFETY SYSTEMS" chart below for information about fire detection and suppression systems in each residential facility.

Health and Safety Inspections
The Residence Life Office performs Residence Hall Inspections monthly during the fall and spring semesters. Inspections are conducted monthly. Residents are notified of those inspections. All other inspections are unannounced. The inspections are primarily designed to find and eliminate safety violations. Residents are required to read and comply with the Resident Handbook, which includes inspections and all other rules and regulations for residence halls. The inspections include but are not limited to, a visual examination of electrical cords, sprinkler heads, smoke detectors, fire extinguishers, and other life safety systems.

In addition, each room will be examined for the presence of prohibited items (e.g., sources of open flames, such as candles; non-surge protected extension cords; halogen lamps; portable cooking appliances in non-kitchen areas; etc.) or prohibited activity (e.g., smoking in the room; tampering with life safety equipment; possession of pets; etc.). This inspection will also include a general assessment of food and waste storage and the cleanliness of the room. Prohibited items will be immediately disabled with a locking device or confiscated and donated/discarded if found without reimbursement. Computers, stereos, televisions, radios, non-commercial hairdryers, and other similar appliances are permitted unless specifically prohibited by the BSU staff. All electrical appliances must be used responsibly and be in good working order, free of wiring defect, and approved for use by Underwriters' Laboratory (UL). All cords and plugs must be grounded and free of frays. Do not overload circuits or extension cords. Each student residential facility unit is a fully furnished two-bedroom apartment with built-in appliances (refrigerator, microwave, and electric range). Appliances like irons, toasters, rice cookers, and blenders are provided by BSU for student use. It is the resident's responsibility to maintain a clean and non-hazardous living space. BSU prohibits the use of certain portable electrical appliances without prior approval. These prohibited electrical appliances include (but are not limited to) the following: Hot Plates; Halogen and Incandescent Lamps; Portable Washers, Dryers, Dishwashers, Air Conditioners, Heating Units (including space heaters); and smoke or fog machines (possession, storage, or use).

Fire Safety Tips
Buildings are equipped with a variety of features that are designed to detect, stop, and/or suppress the spread of a fire.

- A door can be the first line of defense against the spread of smoke or fire from one area to another. Some doors, such as fire doors in corridors or stairwells of residence halls, are designed to stand up to fire longer than those of an individual room. It is important that these doors are CLOSED for them to work.

Additionally, if a door has a device that automatically closes the door, it should NOT be propped open.

- Sprinklers are 98% effective in preventing the spread of fire when operating properly. DO NOT obstruct the sprinkler heads with materials like clothing hanging from the piping.
- Smoke detectors cannot do their job if they are disabled or covered by the occupant, which is a violation of University Policy.
- Almost three-quarters of all fires that are caused by smoking material are the result of a cigarette being abandoned or disposed of carelessly. Smoking is NOT PERMITTED in any BSU building.

A daily fire log is available for review 24 hours a day on the BSUDPS website in addition to fire safety tips and links to fire awareness videos: https://bowiestatewww.omniweb.cloud/about/administration-and-governance/division-of-administration-and-finance/police-and-public-safety/emergency-preparedness/fire-preparedness.php. The information in the fire log includes information about fires that occur in the residence halls, including the nature, date reported, date occurred, time occurred, and general location.

[THIS SECTION LEFT INTETIONALLY BLANK]

FIRE STATISTICS FOR CALENDAR YEARS

2025, 2024, 2023

Calendar Year 2025

Residential Facilities (Name and Address)	Total Number of Fires in Each Building	Fire Number	Category and Cause of Fire	Number of Injuries That Required Treatment at a Medical Facility	Number of Deaths Related to a Fire	Value of Property Damage Caused by Fire (in USD)
Lucretia Kennard Hall, 14000 Jericho Park Rd, Bowie, MD 20715	0	0	N/A	0	0	N/A
Alex Haley Residential Complex, 14000 Jericho Park Rd, Bowie, MD 20715	0	0	N/A	0	0	N/A
Dwight Oliver Holmes Hall, 14000 Jericho Park Rd, Bowie, MD 20715	0	0	N/A	0	0	N/A
Towers Hall, 14000 Jericho Park Rd, Bowie, MD 20715	0	0	N/A	0	0	N/A

Residential Facilities (Name and Address)	Total Number of Fires in Each Building	Fire Number	Category and Cause of Fire	Number of Injuries That Required Treatment at a Medical Facility	Number of Deaths Related to a Fire	Value of Property Damage Caused by Fire (in USD)
Christa McAuliffe Residential Community (CMRC), 14000 Jericho Park Rd, Bowie, MD 20715	0	0	N/A	0	0	N/A
Entrepreneurship Living and Learning Center (ELLC), 14000 Jericho Park Rd, Bowie, MD 20715	0	0	N/A	0	0	N/A

Calendar Year 2024

Residential Facilities (Name and Address)	Total Number of Fires in Each Building	Fire Number	Category and Cause of Fire	Number of Injuries That Required Treatment at a Medical Facility	Number of Deaths Related to a Fire	Value of Property Damage Caused by Fire (in USD)
Lucretia Kennard Hall, 14000 Jericho Park Rd, Bowie, MD 20715	1	1	Unintentional – Other	0	0	$100-999

Residential Facilities (Name and Address)	Total Number of Fires in Each Building	Fire Number	Category and Cause of Fire	Number of Injuries That Required Treatment at a Medical Facility	Number of Deaths Related to a Fire	Value of Property Damage Caused by Fire (in USD)
Alex Haley Residential Complex, 14000 Jericho Park Rd, Bowie, MD 20715	1	1	Unintentional - Smoking Materials	0	0	$0-99
Dwight Oliver Holmes Hall, 14000 Jericho Park Rd, Bowie, MD 20715	0	0	N/A	0	0	N/A
Towers Hall, 14000 Jericho Park Rd, Bowie, MD 20715	0	0	N/A	0	0	N/A
Christa McAuliffe Residential Community (CMRC), 14000 Jericho Park Rd, Bowie, MD 20715	0	0	N/A	0	0	N/A
Entrepreneurship Living and Learning Center (ELLC), 14000 Jericho Park Rd, Bowie, MD 20715	1	1	Unintentional – Cooking	0	0	$0-99

Residential Facilities (Name and Address)	Total Number of Fires in Each Building	Fire Number	Category and Cause of Fire	Number of Injuries That Required Treatment at a Medical Facility	Number of Deaths Related to a Fire	Value of Property Damage Caused by Fire (in USD)
Entrepreneurship Living and Learning Center (ELLC), 14000 Jericho Park Rd, Bowie, MD 20715	1	2	Unintentional – Other	0	0	$0-99
Entrepreneurship Living and Learning Center (ELLC), 14000 Jericho Park Rd, Bowie, MD 20715	1	3	Unintentional – Cooking	0	0	$0-99
Entrepreneurship Living and Learning Center (ELLC), 14000 Jericho Park Rd, Bowie, MD 20715	1	4	Unintentional – Cooking	0	0	$0-99

Calendar Year 2023

Residential Facilities (Name and Address)	Total Number of Fires in Each Building	Fire Number	Category and Cause of Fire	Number of Injuries That Required Treatment at a Medical Facility	Number of Deaths Related to a Fire	Value of Property Damage Caused by Fire (in USD)
Harriet Tubman Hall, 14000 Jericho Park Rd, Bowie, MD 20715	0	0	N/A	0	0	N/A
Lucretia Kennard Hall, 14000 Jericho Park Rd, Bowie, MD 20715	0	0	N/A	0	0	N/A
Alex Haley Residential Complex, 14000 Jericho Park Rd, Bowie, MD 20715	0	0	N/A	0	0	N/A
Dwight Oliver Holmes Hall, 14000 Jericho Park Rd, Bowie, MD 20715	0	0	N/A	0	0	N/A
Towers Hall, 14000 Jericho Park Rd, Bowie, MD 20715	0	0	N/A	0	0	$0

Residential Facilities (Name and Address)	Total Number of Fires in Each Building	Fire Number	Category and Cause of Fire	Number of Injuries That Required Treatment at a Medical Facility	Number of Deaths Related to a Fire	Value of Property Damage Caused by Fire (in USD)
Christa McAuliffe Residential Community (CMRC), 14000 Jericho Park Rd, Bowie, MD 20715	0	0	N/A	0	0	N/A
Entrepreneurship Living and Learning Center (ELLC), 14000 Jericho Park Rd, Bowie, MD 20715	0	0	N/A	0	0	N/A
Goodloe Apartments, 14000 Jericho Park Rd, Bowie, MD 20715	0	0	N/A	0	0	N/A

FIRE SAFETY SYSTEMS

Residential Facilities (Name and Address)	Fire Alarm Monitoring Done On Site	Partial Sprinkler System[4]	Full Sprinkler System[5]	Smoke Detection	Fire Extinguisher Devices	Evacuation Plans	Number of fire drills held during prior calendar year (2025)
Harriet Tubman Hall, 14000 Jericho Park Rd, Bowie, MD 20715	Yes	Yes	Yes	Yes	Yes	Yes (no placards)	1
Lucretia Kennard Hall, 14000 Jericho Park Rd, Bowie, MD 20715	Yes	Yes	Yes	Yes	Yes	Yes (no placards)	0
Alex Haley Residential Complex, 14000 Jericho Park Rd, Bowie, MD 20715	Yes	Yes	Yes	Yes	Yes	Yes (no placards)	1
Dwight Oliver Holmes Hall, 14000 Jericho Park Rd, Bowie, MD 20715	Yes	Yes	Yes	Yes	Yes	Yes (no placards)	1
Towers Hall, 14000 Jericho Park Rd, Bowie, MD 20715	Yes	Yes	Yes	Yes	Yes	Yes (no placards)	1

[4] Partial Sprinkler System is defined as having sprinklers in the common areas only.

[5] Full Sprinkler System is defined as having sprinklers in both the common areas and individual rooms.

Residential Facilities (Name and Address)	**Fire Alarm Monitoring Done On Site**	**Partial Sprinkler System[4]**	**Full Sprinkler System[5]**	**Smoke Detection**	**Fire Extinguisher Devices**	**Evacuation Plans**	**Number of fire drills held during prior calendar year (2025)**
Christa McAuliffe Residential Community (CMRC), 14000 Jericho Park Rd, Bowie, MD 20715	Yes	Yes	Yes	Yes	Yes	Yes (no placards)	1
Entrepreneurship Living and Learning Center (ELLC), 14000 Jericho Park Rd, Bowie, MD 20715	Yes	X	X	X	Yes	Yes (no placards)	2