



UNIVERSITY OF MARYLAND
GLOBAL CAMPUS

ALCOHOL AND OTHER DRUGS PREVENTION PROGRAM BIENNIAL REVIEW

Review Period:

January 1, 2021 - December 31, 2022

INTRODUCTION

In accordance with the *Drug-Free Schools and Communities Act* (DFSCA), Public Law 101-226, as articulated in the *Education Department General Administrative Regulations* (EDGAR) Part 86 – Drug and Alcohol Abuse Prevention, the University of Maryland Global Campus (“UMGC”) has prepared this biennial review of its Alcohol and Other Drugs Prevention Program (“AOD Prevention Program”) for the period of January 1, 2021 - December 31, 2022.

This report was created with information provided by UMGC stakeholders within departments responsible for the implementation of the AOD Prevention Program and any related policies.¹ The purpose of this review is to determine the effectiveness of and implement relevant changes to UMGC’s AOD Prevention Program and to ensure consistent enforcement of disciplinary sanctions for violations of applicable UMGC and/or University System of Maryland (“USM”) policies.

ABOUT UMGC

UMGC is a public institution of higher education and an instrumentality of the State of Maryland as one of 12 degree-granting USM institutions. UMGC operates as Maryland’s open university, serving working adults, military service-members, their families, and veterans across the United States, and around the world.

UMGC provides education to students around the world in an affordable and accessible format by meeting students where they are academically and logistically, rather than drawing them to a central campus. Since launching its first online courses in the mid-1990s, UMGC has become one of the largest public providers of online education, offering more than more than 125 undergraduate and graduate degrees and certificates, most of which can be completed entirely online. UMGC currently offers online, classroom-based and hybrid courses (combining on-site meetings with online coursework and interactions) with online course enrollments significantly outnumbering onsite course enrollments. In FY22, UMGC had 332,499 worldwide course

¹ The body of this report contains links to current policies (at the time of publication). The policies (current and previous versions) applicable during the reporting period (January 1, 2021 – December 31, 2022) can be found in the appendices to this report.

enrollments including 305,402 online course enrollment, 24,517 hybrid course enrollments, and 2,547 in-person course enrollments.²

UMGC is a complex and multi-faceted institution because of its size and distributed physical presence. UMGC's main headquarters and central administration, in Adelphi, Maryland, house its executive leadership. UMGC's overseas headquarters are located in Kaiserslautern, Germany and Tokyo, Japan. UMGC offers hybrid and on-site instruction in 12 states across the U.S. including Maryland, D.C., and Virginia. UMGC also offers courses and/or support services at locations, including U.S. military installations, in countries and territories around the world.

Student Population & Experience

The UMGC student experience is different from that of a college student attending a traditional 4-year brick and mortar institution. Not only do a vast majority of UMGC students complete their program entirely online, the majority of UMGC students are working adults, many of whom are active-duty military. In FY22, UMGC had a total of 86,582 students—70,676 undergraduate students and 15,906 graduate students. Of those 86,582 students, 53,000 were active-duty military, reservist, dependent, or veteran students.³ The average age of an UMGC undergraduate student in FY22 was 31.

Due to the primarily online nature of the UMGC student experience, drug and alcohol violations by the UMGC students has been and continues to be minimal. As such, UMGC's AOD Prevention Program is designed to address the unique student population. In addition to the resources provided through the AOD Prevention Program, many UMGC students have access to mental health and wellness resources through a military affiliation or employer.

Students receive the annual AOD Notice as part of the Annual Safety and Security Report. Students can access information on the university's drug and alcohol restrictions on the university's [Consumer Disclosures webpage](#), the [Safety and Security webpage](#), the [Code of Student Conduct](#), and in annual [UMGC catalogs](#). In November 2022, Student Affairs began a Student Wellness and Resources initiative that aims to provide more student resources and engagement in services and

² University of Maryland Global Campus Fact Book
<https://public.tableau.com/app/profile/umgc.ir/viz/UMUCFactbook/Introduction>

³ University of Maryland Facts at a Glance
<https://www.umgc.edu/administration/policies-and-reporting/institutional-data/facts-at-a-glance>

support, training for student-facing staff and faculty, and partnerships with counseling services and online communities for more flexible, free, and confidential support for a variety of presenting issues.

AOD PREVENTION PROGRAM

AOD Prevention Program Goals

UMGC is committed to the health and well-being of the UMGc community and the maintenance of a drug and alcohol-free environment. The security of students, faculty, staff, and visitors is a top priority of the university. UMGc strives to minimize the risk that alcohol abuse and illegal drug use pose to the community.

To accomplish these goals, UMGc created the AOD Prevention Program and complies with all federal, state, and local statutes and regulations, and USM policies that regulate or prohibit the possession, use, or distribution of alcohol or illicit drugs. All UMGc students, faculty, and staff are prohibited from unlawfully possessing, using, manufacturing, distributing, or dispensing alcohol or any controlled substance on UMGc's premises or at UMGc-sponsored activities.⁴ UMGc expects all faculty, staff, and students to comply with applicable laws, regulations, and policies pertaining to possession, use, manufacture, distribution, or dispensation of alcohol or controlled substances.

Disciplinary Sanctions - UMGc Students

Code of Student Conduct

Students are subject to [UMGC Policy V-1.03 - Code of Student Conduct](#) (*Appendix A*) which expressly prohibits the unlawful use, possession, distribution, or possession for purposes of distribution of any controlled substance, illegal drug, or alcohol on UMGc or USM premises or at activities sponsored by UMGc or USM. Sanctions for violations of the Code of Student Conduct include but are not limited to: verbal or written reprimand, disciplinary probation, restitution, suspension in abeyance, suspension, or expulsion. Students found to be in violation of the Code of

⁴ UMGc's headquarters in Adelphi, Maryland leases space to Marriott International, Inc. ("Marriott") for the College Park Marriott Hotel & Conference Center. Marriott is obligated to comply with local, State and Federal liquor laws as it provides food and beverage, including alcohol, services on its premises.

Student Conduct for alcohol or drug-related offenses may also be referred to the appropriate law enforcement authorities for prosecution depending on the offense.

Reports of Sexual Misconduct

UMGC prohibits the imposition of a student conduct action (except for a mandatory intervention for substance abuse) based on a violation of UMGC alcohol or drug policies for a student who reports an incidence of sexual assault to UMGC or law enforcement if: 1) the alcohol or drug violation occurred during or near the time of the alleged sexual misconduct; 2) the student made the report of sexual misconduct or is participating in an investigation as a witness in good faith; and 3) the drug or alcohol violation was not an act that was reasonably likely to place the health or safety of another individual at risk. See Md. Code Ann., Educ. § 11-601; [USM Policy IV-1.60 – Policy on Sexual Misconduct](#); and [UMGC Policy 041.00 – Sexual Misconduct](#) (*Appendix B*).

Disciplinary Sanctions - UMGC Employees

Alcohol and Drug Policies

All employees of the State of Maryland are subject to [State of Maryland Substance Abuse Policy](#) (“State Policy”) (*Appendix C*). As a condition of employment at UMGC, faculty and staff must abide by the terms of the State Policy including, but not limited to, the requirement to notify UMGC within five (5) business days of a finding of guilty, an acceptance of a plea of nolo contendere, or a probation before judgment for an alcohol driving offense or controlled dangerous substance offense. Newly hired UMGC employees are provided a copy of the State Policy at orientation and are required to sign and return an acknowledgment of receipt (*Appendix D*) that the employee received it. By signing the acknowledgment of receipt, employees are also made aware that UMGC is mandated to communicate any employee drug conviction to the applicable federal agency. Signed acknowledgments are maintained in the employee’s personnel file.

UMGC and its employees are also subject to [UMGC Policy VII-1.10-GC – UMGC Policy on a Drug and Alcohol-Free Workplace for Staff and Faculty Employees](#) (See *Appendix E*). This Policy affirms UMGC’s commitment to maintaining a drug and alcohol-free workplace, defines prohibited behavior and required actions, and specifies steps for implementation. Possible violations of this policy will be referred to UMGC’s Chief Human Resources Officer (or designee for investigation). When warranted, there is a determination of the appropriate discipline up to and including termination and a possible referral for criminal prosecution. This Policy also requires institutions

to designate certain positions as “sensitive,” which may be subject to random drug testing. UMGC has established and documented corresponding procedures to this policy. See [UMGC Procedures P-VII-1.10-GC: Procedures for UMGC Policy on a Drug and Alcohol-Free Workplace for Staff and Faculty Employees](#) (*Appendix F*).

UMGC employees are also subject to [UMGC Policy VI-8.00 – Policy on Alcoholic Beverages](#) (*Appendix G*) which details the rules governing the purchase of alcoholic beverages by UMGC. This policy prohibits the use of UMGC funds for the purchase of alcoholic beverages, except in the limited circumstances included therein.

UMGC Contractor Code of Ethics

As a federal contractor, UMGC must maintain high ethical standards and comply with all applicable laws, rules, and regulations. As such, UMGC employees are subject to [UMGC Policy 090.00 – UMGC Contractor Code of Ethics](#) (*Appendix H*). The UMGC Contractor Code of Ethics outlines employee obligations, which include, but are not limited to, compliance with [USM’s Policy on a Drug and Alcohol-Free Workplace](#) and the Maryland Public Ethics Act. UMGC employees have a duty to report suspected violations of the UMGC Contractor Code of Ethics or other potentially unethical behavior to the Office of Legal Affairs (legal-affairs@umgc.edu) or the Ombuds Office (ombudsman@umgc.edu). In addition, anonymous reports may be made to [USM’s Office of Internal Audit Fraud Hotline](#).

Sanctions

An employee who is found to have violated any of the above mentioned policies, rules, regulations, or laws may be subject to disciplinary action including, but not limited to: counseling, reprimand, suspension, denial of pay increment or promotion, or termination of employment. Employees may also be referred to an appropriate rehabilitation program through the Employee Assistance Program (See *Resources for the UMGC Community* section for details). In addition, an employee may be referred to law enforcement.

Resources for the UMGC Community

Student Wellness Resources

UMGC prioritizes the student experience and student support. Mental health and wellness resources are available to UMGc students via newly designed [Student Wellness Resources](#) webpage. The webpage provides a list of support resources including: crisis support, information regarding substance abuse and mental health services, contact information for a 24/7 call center with certified counselors, access to 24/7 peer-to-peer community support.

UMGC Ombuds Office

The UMGc Ombuds Office was established to provide confidential and informal assistance to the university community. An ombudsperson is an official appointed to receive, investigate, and settle complaints. At UMGc, the university ombudsperson has training in conflict resolution and acts as a confidential, neutral resource for staff, students, and faculty. The ombudsperson is tasked with identifying options to address workplace conflicts, facilitating productive communication, and helping others understand and access appropriate university policies and practices. The ombudsperson holds all communications with those seeking assistance in the strictest confidence allowed by law. The identity of visitors and the substance of concerns raised are not shared without consent. The exception to maintaining confidentiality occurs in cases where there appears to be imminent risk of serious harm or a threat, possibility of harm to a child or elderly individual and no other reasonable option exists but for the ombudsperson to break confidentiality. In addition, an ombudsperson is required to comply with a lawfully issued subpoena. Although the Ombuds Office does not offer psychological counseling, the ombudsperson will refer individuals to external resources when appropriate. For more information, please see the [UMGC Ombuds Office webpage](#).

Employee Assistance Program

UMGC employees may also utilize the Employee Assistance Program (“EAP”), provided by ComPsych Guidance Resources. The EAP provides free short-term confidential counseling, which can help employees find solutions to problems ranging from family or workplace frustrations to alcohol or drug abuse. The service also provides legal and financial consultations and work life referral services. Online resources include 24-hour access to an extensive library of nationwide work life resources and interactive tools. Newly hired employees are provided information about the EAP during onboarding, receive periodic emails containing Employee Wellness resources, and have access to the details of the EAP on The Source - UMGc’s intranet.

Response Emergency Assessment Crisis Team (REACT)

REACT at UMGC is dedicated to coordinating a proactive and planned approach to facilitate the early identification, prevention, assessment, and management of serious interpersonal distress and/or harmful, disruptive behavior that threatens the safety and well-being of UMGC's students, faculty, staff, and visitors. REACT will review behavioral incidents and ensure a systematic response to students, staff, faculty, and visitors whose behavior may be disruptive or harmful to themselves or the UMGC community. REACT strives to promote the health, safety and welfare of students and other members of the UMGC community. For more information, please see the [UMGC REACT web page](#).

UMGC Safety and Security

UMGC's [Safety and Security Web Page](#) includes information on [Workplace Violence and Physical Confrontations](#), such as warning signs of violent behavior. Here, employees are informed that a potentially violent person may appear to be intoxicated or under the influence of drugs which can be a warning signs of upcoming threats to staff, students, or other individuals. Employees are expected to report signs of any violent or potentially violent behavior at the workplace to their supervisors and security. The Safety and Security Web Page also provides the following information to the UMGC community:

1. Emergency response procedures
2. Security awareness and crime prevention strategies
3. Response to medical emergencies and preventing the spread of germs
4. Security Alerts that provide a timely warning to the campus community of any potentially dangerous situation or criminal activity
5. Information on accessing UMGC's daily crime log
6. Emergency and public safety contact information for stateside and worldwide locations
7. Contact information for REACT

ANNUAL NOTIFICATION OF AOD PREVENTION PROGRAM

By October 1 of each year, UMGC publishes its [*Annual Safety and Security Report*](#) (“ASR”) on the UMGC website. The ASR includes UMGC’s annual AOD notification (See 2021 and 2022 Annual Safety and Reports in *Appendix I*). The ASR is distributed via e-mail to all enrolled students, faculty, and staff, and is publicly available on the UMGC website. The e-mail contains a link to the report, as well as a summary of the report’s contents, including the AOD notice.

The Annual Notification of the AOD Prevention Program incorporated into the ASR includes:

- Standards of conduct for students, faculty, and staff;
- Applicable UMGC, USM, and State of Maryland policies and potential disciplinary sanctions;
- Summary of Maryland, Federal, Military, German, and Japanese laws;
- Health Risks related to drug and alcohol use; and
- Resources for education, consultation, and counseling.

ALCOHOL AND DRUG RELATED INCIDENTS AND MEASURING ENFORCEMENT CONSISTENCY

During the January 1, 2021 – December 31, 2022 review cycle, UMGC had no reported incidences of alcohol or drug related policy violations by students. As a primarily online institution serving working adults, most of our physical classroom locations located on military installations and UMGC students are not likely to be engaged in activities on UMGC premises or as part of UMGC-sponsored activities that involve alcohol and drug use.

During the January 1, 2021 – December 31, 2022 review cycle, UMGC had no reported incidences of alcohol or drug related policy violations by employees. As a primarily online institution serving working adults, most of our workforce is remote or a hybrid combination of remote and in-office.

Since there were no reported incidences of any alcohol or drug related policy violations in the January 1, 2021 – December 31, 2022 review cycle, there is no data to review for measuring enforcement consistency.

OVERALL EFFECTIVENESS

UMGC maintains a public Consumer Disclosures and Policies webpage on which it posts information for prospective and current students, faculty and staff, and the public. As referenced above, UMGC's ASR is posted on this webpage. UMGC's ASR is published in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (the Clery Act) and the Violence Against Women Act (VAWA). The ASR includes helpful information including, but not limited to: crime prevention resources and strategies, emergency and public safety contact information, emergency response procedures, UMGC crime statistics, and prevention and support resources.

Human Resources and Admissions, in the onboarding processes, provide new hires and newly enrolled students with a copy of the Annual Notification of the AOD Prevention Program. UMGC is committed to the continued support and awareness to help maintain an alcohol and drug free campus and workplace.

As indicated above, UMGC had no reported violations of alcohol or drug related policies by students or employees during the current or prior review cycles. UMGC's mature and motivated student body and unique institutional footprint are significant factors in the success UMGC's AOD Prevention Program. In addition, the absence of reported violations of alcohol or drug related policies supports the conclusion that UMGC has succeeded in making the members of its community aware of prevention and awareness programs as well as the rules and sanctions regarding alcohol and drug use.

RECOMMENDATIONS FOR IMPROVEMENT

UMGC strives to continuously improve community access to its resources and opportunities to improve students' academic careers. UMGC hopes to create a more centralized and accessible location for resources related to the AOD Prevention Program. As new wellness programs,

partnerships, and other resources related to the AOD Prevention Program become available to, UMGC will ensure they are communicated to students and employees.

Due to UMGC's unique physical presence, UMGC includes applicable Maryland, Federal, Military, Japanese, and German law in the Annual Notification of the AOD Prevention Program within the ASR. This decision was made based on the location of the University's headquarters in Maryland, Germany, and Japan and the large presence on military installations around the world. UMGC hopes to conduct a comprehensive review of its physical presence around the world in order to improve the information provided to its community related to applicable legal sanctions.

CONCLUSION

Alcohol and drug abuse and the use of illicit drugs are antithetical to UMGC's mission and the realization of one's full potential as a member of the global community. UMGC is committed to creating and maintaining a safe and healthy learning and working environment that is free of alcohol and substance abuse.

APPENDIX A

UMGC Policy 151.00 - Code of Student Conduct

Policy 151.00 Code of Student Conduct

Owner: Senior Vice President and Chief Academic Officer

I. Introduction

- A. In accordance with the [Board of Regents Policy V-1.00 Policy on Student Affairs](#), approved on January 11, 1990, disciplinary regulations are set forth in writing to give students general notice of prohibited conduct. UMGC reserves the right to take appropriate action to protect the safety and well-being of the UMGC community.
- B. To encourage the development and growth of a supportive and respectful academic environment for all students, faculty, and staff, UMGC has created the [Code of Civility](#).
- C. In every case of alleged Code of Conduct violation, the burden of proof rests with the complainant who must establish the responsibility of the person accused by a preponderance of the evidence. In cases where the complainant wishes to remain anonymous, the burden of proof rests with the Administrator. See Section VI. Standards of Due Process.
- D. Students may be accountable to both civil authorities and to UMGC for acts that constitute violations of law and of this Code of Conduct. Disciplinary action at UMGC will normally go forward pending criminal proceedings and will not be subject to challenge on the ground that criminal charges involving the same incident have been dismissed or reduced.

II. Definitions

When used in this code:

- A. "Distribution" means sale or exchange for personal profit.
- B. "Harassment" means speech or conduct that creates an intimidating, hostile or offensive environment, with the expression being persistent, extreme or outrageous and reasonably likely to cause intimidation. The mode of expression may be, but is not limited to, verbal, nonverbal, written or electronic. This definition of harassment is intended to include "bullying."
- C. "Reckless conduct" means conduct that one should reasonably be expected to know would create a substantial risk of harm to persons or property or that would otherwise be likely to result in interference with normal UMGC- or USM-sponsored activities.
- D. "Student" means a person who has been admitted to UMGC and is eligible to register for courses as degree or non-degree seeking.
- E. "UMGC premises" means buildings, grounds, Web sites, or computer networks owned, leased, operated, controlled, or supervised by UMGC.
- F. "USM premises" means buildings, grounds, Web sites, or computer networks owned, leased, operated, controlled, or supervised by the University System of Maryland.

- G. "Weapon" means any object or substance designed or used to inflict a wound, cause injury, or incapacitate, including, but not limited to, all firearms, pellet guns, switchblade knives, knives, and chemicals such as mace products, pepper spray, or tear gas.
- H. "UMGC-sponsored activity" means any activity on or off UMGC premises that is initiated, aided, authorized, or supervised by UMGC.
- I. "USM-sponsored activity" means any activity on or off USM premises that is initiated, aided, authorized, or supervised by USM.
- J. "Conference" refers to a communication between two or more individuals by telephone, in writing (including but not limited to e-mail, fax, or posted letter), through videoconferencing, or in person.

III. Prohibited Conduct

The following misconduct is subject to disciplinary action:

- A. All forms of academic dishonesty. Allegations of academic dishonesty will be handled in accordance with [UMGC Policy 150.25 Academic Dishonesty and Plagiarism](#).
- B. The written or spoken use of words, epithets, or phrases that are widely recognized to be derogatory references to personal characteristics including, but not limited to, race, ethnicity, religion, gender, sexual orientation, and disability, when such words are used to create a hostile or intimidating environment for any person on UMGC or USM premises, or at UMGC- or USM- sponsored activities.
- C. Participation in any form of discrimination or harassment against UMGC faculty, staff and/or students on UMGC or USM premises, or at UMGC- or USM-sponsored activities. Allegations of harassment or discrimination on the basis of race, religion, color, creed, marital status, age, national origin, ancestry, political affiliation, mental or physical disability, or veteran status, may be processed in accordance with [UMGC Policy 040.30 Policy and Procedures on Affirmative Action and Equal Opportunity](#). Allegations of harassment or discrimination on the basis of gender or sex, including sexual harassment, will be referred to the Title IX Coordinator and processed, in accordance with [UMGC Policy 041.00 Sexual Misconduct](#). Allegations of harassment and discrimination that do not fall into one of the above categories may be addressed through the Student Code of Conduct complaint process, initiated through the Student Resolution and Judicial Affairs.
- D. Intentional and substantial interference with the freedom of expression of others on UMGC or USM premises or at UMGC- or USM-sponsored activities.
- E. Intentional or reckless assault or harm caused to any person on UMGC- or USM- premises or at UMGC- or USM-sponsored activities, or intentional or reckless cause of reasonable apprehension of such harm.
- F. Intentional or reckless interference with normal USM or UMGC activities, or USM- or UMGC-sponsored activities, including, but not limited to, studying, teaching, research, administration, or fire, police, or emergency services.

- G. Intentional use of the UMGC or USM computing resources to upload any content that contains a software virus, time bomb, Trojan horse, or any other computer code, files, or programs that may alter, damage, or interrupt the functionality of the UMGC computing resources or the hardware or software of any other person.
- H. Intentional or reckless destruction of or damage to the property of others on UMGC or USM premises, or at UMGC- or USM-sponsored activities.
- I. Intentional initiation or instigation of initiation of any false report, warning, or threat of fire, explosion, or other emergency on UMGC or USM premises or at UMGC- or USM-sponsored activities.
- J. Intentional or reckless misuse of or damage to fire-safety equipment.
- K. Theft of property or of services on UMGC or USM premises, or at UMGC- or USM-sponsored activities; knowing possession of stolen property on UMGC or USM premises, or at UMGC- or USM-sponsored activities.
- L. Unlawful use, distribution, or possession of any controlled substance, illegal drug, or alcohol on UMGC or USM premises, or at UMGC- or USM-sponsored activities.
- M. Unauthorized use, possession, or storage of any weapon on UMGC or USM premises or at UMGC- or USM-sponsored activities.
- N. Intentional submission of false information to UMGC or USM.
- O. Failure to comply with the directions of UMGC or USM officials, including UMGC or USM security officers, or the University of Maryland Campus Police, acting in performance of their duties.
- P. Forgery, unauthorized alteration, or unauthorized use of any UMGC or USM document or instrument of identification.
- Q. Unauthorized use or possession of fireworks on UMGC or USM premises or at UMGC- or USM-sponsored activities.
- R. Knowing violation of the terms of any disciplinary sanction imposed in accordance with this Code.
- S. Violation of published UMGC or USM regulations or policies (e.g. Acceptable Use Policy).
- T. Conviction of any crime, other than a traffic violation, while actively enrolled as a UMGC Student that represents a substantial threat to persons and property affiliated with UMGC.
- U. Fraud, including any willful or deliberate act, expression, omission, or concealment with the intent of obtaining an unauthorized benefit by deception or other unethical means.

IV. Reporting Alleged Violations

- A. UMGC students, faculty, staff, or administrators may report a violation to the Administrator of the Code of Conduct process in Student Affairs within 15 days of knowing about, or reasonably should have known about, the alleged violation. Persons other than UMGC students, faculty, staff and administrators who believe Student (as defined in this policy) may have violated the Student Code of Conduct must contact the Administrator of the Student Code of Conduct Process. The Administrator may file a Code of Conduct charge(s) on behalf of external entities, in accordance with the process outlined below. All referrals will be treated as confidential. Persons seeking to make referrals to the Code of Student Conduct process are required to provide preliminary information pertinent to the case by completing the Student Code of Conduct Complaint Form. The complainant will normally be expected to provide additional information if requested to participate in a Hearing or Administrative Conference (referenced in Section VI). Alleged violations referred to the Code of Conduct Administrator will be reviewed to determine if there is enough information to refer the alleged violation for further review and consideration according to due process standards (referenced in Section VI).
- B. Any alleged violation of this Code of Conduct, other than a traffic violation, that also may violate a United States, Maryland, or local law should be immediately reported by UMGC administration to the proper authorities.

V. Interim Suspension and Other Interim Measures

- A. The Senior Vice President and Chief Academic Officer (SVP/CAO) or designee may suspend a student for an interim period pending a preliminary inquiry and investigation. An interim suspension will become immediately effective without prior notice, whenever there is evidence that the continued presence of the student on UMGC or USM premises poses a substantial threat to himself or herself, to others, or to the stability and continuance of normal USM- or UMGC-sponsored activity.
- B. The SVP/CAO or designee may issue interim measures, including but not limited to, temporarily suspending or terminating access to the classroom or any UMGC Computing Resources and/or removing content that allegedly violates this Policy.
- C. A student issued an interim suspension or interim measures shall be given an opportunity to meet with or communicate in writing to the SVP/CAO or designee within 10 business days from the effective date of the interim suspension or interim measures to discuss the following issues only:
 - 1. Whether the conduct and surrounding circumstances reasonably indicate that the continued presence of the student at UMGC or USM premises or having access to UMGC Computing Resources poses a substantial threat to himself or herself, to others, or to the stability and continuance of normal USM- or UMGC-sponsored activity.

VI. Procedure

- A. Initial Inquiry

1. The Administrator for the Student Code of Conduct will review referred materials to determine if there is sufficient information to warrant further Code proceedings. The Administrator for the Code may dismiss a referral if it is discovered (1) the complainant has failed to comply with procedure; and/or (2) there exists no evidence or documentation to support the alleged violations; and/or (3) information provided is found to be fraudulent or misleading; (4) the complainant elects not to proceed with case; and/or (5) the alleged activity does not fall under Prohibited Conduct pursuant to this Code of Conduct. Note: The Administrator may elect to proceed with a Code Case, despite a withdrawal of involvement by the complainant, if it is deemed there is reasonable cause to proceed. The Administrator will proceed with the Student Code of Conduct process as outlined in section VI. in situations where there is potential harm or risk of safety to an individual and/or the community. A regional Administrator will be identified to manage the Code of Conduct Stateside, in Asia and in Europe.
2. The initial review period must not exceed 10 business days from the receipt of the initial complaint.
3. As a result of the initial inquiry, the Administrator may also elect to refer the involved parties to other University resources, including, but not limited to alternative dispute resolution options.
4. The complainant and the person accused will be notified in writing of the decision to move forward or to dismiss a Code referral within 10 business days of receipt of the initial referral.

B. Code Process Options

The Administrator will determine the appropriate adjunction process based on the allegations made against the accused student. The matter will be handled by the Hearing Committee, as described in Section C, when the accused student is at risk of suspension or expulsion. All other matters will be handled in accordance with the Administrator Conference, as described in Section D below.

The Administrator will consult institutional files to determine if there exists relevant information within the accused's academic record, pertinent to the allegations. All material reviewed will be considered confidential and shared on a need to know basis. This information will not be shared with anyone on the Hearing Committee as this cannot be used in their determination.

To protect the confidentiality of all involved parties, generally, the Hearing Committee and Administrative Conferences shall be closed to the public and non-participants.

C. Hearing Committee

1. If the Code referral is not dismissed within 10 business days of the initial reporting, the Administrator will appoint a three-member ad hoc Hearing Committee. The appointment of the Hearing Committee must occur within 7 business days after the Administrator notified the complainant and the accused

of the decision to move forward with the Code of Conduct. This committee will consist of three (3) members, including exempt staff, faculty members, and/or students. A Staff or Faculty member will be appointed to serve as chair of the committee. The Hearing Committee may confer with legal affairs during the preparation phase, during the Hearing, and after the Hearing concludes, as appropriate and necessary. The Administrator or designee(s) will instruct this Hearing Committee to review all materials deemed relevant to the Code matter.

2. The Hearing Committee will hold a Hearing within 10 business days of receiving the Code of Conduct violation from the Administrator in person, via teleconference, or electronic media as determined by the Hearing Committee. The Administrator or designee(s) will communicate with the person accused and the complainant and give them the opportunity to prepare any relevant evidence. The accused student may seek more information regarding the allegations made against him by submitting a written request and/or relevant questions to the Administrator.
3. At the Hearing, the person accused and the complainant will be entitled to present information. Any information that is presented at the Hearing must be presented to all parties and the Hearing Committee. The person accused or complainant may be accompanied by an individual acting in an advisory capacity, who may be an attorney, at his or her own expense. Such individuals may counsel the complainant or the accused during the course of a Hearing, but shall not personally participate or speak on behalf of the complainant or the accused. Parties who wish to be accompanied by an attorney must inform the Administrator in writing at least 5 business days before the scheduled date of the proceeding. Those acting in an advisory capacity may not appear in lieu of the complainant or the persons accused.
4. After the Committee Hearing is complete, the Hearing Committee will deliberate and render a recommendation in writing to the Administrator. If the Administrator is serving as the Complainant, on behalf of the University, final Committee recommendation will be provided to an alternate member of the Office of Student Affairs. Final recommendations of the Hearing Committee shall be accompanied by a written opinion prepared by the chair of the Hearing Committee. Generally, if the Hearing Committee finds the allegation to be supported by a preponderance of the evidence, the Hearing Committee will recommend an appropriate sanction to the Administrator. The Administrator will review the recommendations, render a decision and issue a sanction, if appropriate (see Section VII Sanctions). Any previous record of violations of this Code may increase the sanction.
5. Within 10 business days of the conclusion of the Hearing, the Administrator or designee will notify the accused of the decision and sanction, if appropriate, in writing. A copy of the report and the final decision will be kept on file as a part of the accused's academic record.

6. In some circumstances, it may be necessary to notify the complainant of the decision made by the Hearing Committee. If necessary, the complainant will be notified within 7 business days of the decision.

D. Administrative Conference

1. If the Code referral is not dismissed within 10 business days of the initial reporting, the Administrator can choose to have an Administrative Conference with the student.
2. The Administrative Conference must be scheduled within 7 business days of receipt of the referral.
3. The Administrator will meet initially with the complainant, separate and apart from the accused. The Administrator will gather all relevant information from the complainant, including questions the complainant directs to the accused.
4. The Administrator will meet with the accused in a one on one conference to complete the Administrative Conference.
5. The Administrator reserves the right to remand the Code referral to a Hearing Committee, in the event of a conflict of interest and/or if deemed in the best interest of the process.
6. After the conclusion of the Administrative Conference, the Administrator shall render a decision as to whether or not there has been a violation of the Code of Student Conduct.
7. If the Administrator determines the Code has been violated, the Administrator will render the appropriate sanction at the same time it is deemed there has been a violation of the Code.
8. The Administrator will notify the accused of the decision and sanction, if appropriate, in writing within 10 days after the conclusion of the Administrative Conference. A copy of the report and the final decision will be kept on file as a part of the accused's academic record.
9. In some circumstances, it may be necessary to notify the complainant of the decision made by the Administrator. If necessary, the complainant will be notified within 7 business days of the decision.

E. Deadlines

1. All deadlines contained in this Policy may be extended for good cause upon written notice prior to the date the deadline expires.

F. Appeals

1. Within 15 business days of receipt of the written decision, the accused may appeal the decision in writing to the SVP/CAO or designee.

2. The SVP/CAO or designee shall review the information collected for the original preliminary Administrator's inquiry, the Hearing Committee report or Administrator's report, the final decision briefing, and all information relevant to the case. The SVP/CAO or designee will render a decision and sanction, as appropriate, based on this evidence. The SVP/CAO or designee may render one of the following decisions:
 - a. Affirm the finding and the sanction imposed by the Hearing Committee or Administrative Conference.
 - b. Affirm the finding and reduce, but not eliminate, the sanction or impose a different sanction, if found to be disproportionate to the offense.
 - c. Remand the case back to the Hearing Committee or the Administrator, if procedural errors or errors in interpretation of University regulations were substantial, and/or if new and significant evidence became available which could not have been discovered by a properly diligent person accused before or during the original Hearing or Inquiry.
 - d. Dismiss the case.
3. The decision of the SVP/CAO or designee is final and is not appealable.
4. The SVP/CAO or designee will render the final decision, in writing, within 15 business days of the receiving the appeal. Copies of this final recommendation will maintained as a part of the students' academic record.
5. In some circumstances, it may be necessary to notify the complainant of the decision made by the SVP/CAO or designee. If necessary, the complainant will be notified within 7 business days of the decision.

VII. Sanctions

Sanctions for violations of disciplinary regulations include, but are not limited to:

- A. Verbal or Written Reprimand: The student is advised that such behavior is contrary to the principles and expectations of UMGC students; students are further advised that similar behavior in the future could result in new charges brought under the Student Code of Conduct pursuant to the process described in Sections I – VI.
- B. Disciplinary probation: The student shall not represent UMGC in any extracurricular activity or run for or hold office in any student group or organization for a specified period of time. The student may also be subject to restricted and/or reduced participation in UMGC and/or USM sponsored events, activities and/or services. Additional restrictions or conditions may also be imposed.
- C. Restitution: The student is required to make payment to UMGC or to other persons, groups, or organizations for damages incurred as a result of a violation of this Code.

- D. Suspension in Abeyance: The student shall receive a sanction that will temporarily separate them from all UMGC and USM sponsored activities, events, and/or services. The sanction, however, is held in abeyance until the expiration of the sanction period or if the accused is found responsible for continuing the behavior and/or circumstance that was found to have violated the Code of Conduct. In the event the accused is found to have continued the behavior or circumstance for which he or she was found responsible for violating the Code of Student Conduct, the suspension period shall become effective immediately.
- E. Suspension: The student is temporarily separated from UMGC for a specified period of time. Permanent notification will appear on the student's transcript. The student shall not participate in any UMGC or USM sponsored activity and may be barred from UMGC premises. Suspended time will not count against any time limits for graduate students in the completion of a degree. Credit earned elsewhere during the period of suspension are subject to review and acceptance prior to transfer.
- F. Expulsion: The student is permanently separated from UMGC. Permanent notification will appear on the student's transcript. The student will also be barred from UMGC premises. (Expulsion requires approval by the SVP/CAO or designee.)
- G. Other sanctions: Other sanctions may be imposed instead of or in addition to those specified in this Section.

VIII. Disciplinary Files and Records

- A. The reporting of any violation of this Code will result in the development of a student's disciplinary file, which shall be nullified if the student is found not responsible for the charges. The records of students found responsible for violating the Code of Conduct will be retained as permanent disciplinary records.
- B. Disciplinary records may be expunged from the student's disciplinary file by the SVP/CAO or designee for good cause, upon written petition of student accused, three years from the date of the final written decision. Disciplinary records shall not be expunged without unusual and compelling justification. Factors to be considered in review of such petitions shall include:
 - 1. The present demeanor of the person accused.
 - 2. The conduct of the person accused subsequent to the violation.
- C. The nature of the violation and the severity of any damage, injury, or harm resulting from it. The SVP/CAO or designee will respond, in writing, within 15 business days of the receipt of the petition. The decision of the SVP/CAO is final. Copies of the petition and decision letter will be kept in the central records file in the Office of the SVP/CAO.

Original Policy Approval Date	3/10/15
Substantive Revision Dates	7/11/19
Technical Amendment Dates	4/17/20

APPENDIX B

UMGC Policy 041.00 - Sexual Misconduct

Policy 041.00**SEXUAL MISCONDUCT**

ADMINISTRATION POLICIES

EXPLORE MORE OF UMGC

Administration

Originator: Title IX Coordinator**1. Policy Statement**

The University of Maryland Global Campus ("UMGC") is committed to providing a working and learning environment free from Sexual Misconduct. Sexual Misconduct is a form of sex-based discrimination that is prohibited by state and federal laws, including Title IX of the Education Amendments of 1972 (Title IX) and Title VII of the Civil Rights Act of 1964 (Title VII). Certain behavior under this Policy may also constitute criminal activity. UMGC prohibits and has zero-tolerance for Sexual Misconduct in any form, including, sexual harassment, sexual violence, dating violence, domestic violence, sexual exploitation, sexual intimidation, and sexual coercion. Once UMGC receives Actual Notice of potential Sexual Misconduct, UMGC will take immediate and appropriate action to eliminate it, prevent its recurrence, and address its discriminatory effects.

The Title IX Coordinator is responsible for coordinating the UMGC's efforts to comply with and carry out its responsibilities under Title IX, Title VII, state laws and this Policy. The Title IX Coordinator may have a legal obligation to report a crime to local law enforcement. UMGC's Title IX Coordinator is:

Steven Alfred

Title IX Coordinator

E-mail: titleixcoordinator@umgc.edu

Office: [800-888-8682](tel:800-888-8682), ext. 17930

Cell: [301-887-7295](tel:301-887-7295)

UMGC Headquarters

3501 University Blvd, East

Office of Diversity and Equity, 2316

Adelphi, MD 20783

The Office of Diversity and Equity (ODE) is responsible for overseeing UMGC's training and educational programs related to Sexual Misconduct. To learn more about various resources, on-going training initiatives, and education programs for students, faculty and staff; please contact ODE via email at diversity@umgc.edu or by telephone at [301-985-7940](tel:301-985-7940).

All persons involved in responding to, investigating, or adjudicating Sexual Misconduct reports, or who are involved in the Sexual Misconduct complaint investigation and resolution processes, will participate in annual training that includes information about intake, investigation and adjudication of Sexual Misconduct complaints under UMGC's policy and procedures.

Inquiries concerning the application of this Policy may be referred to the Title IX Coordinator. Nothing in this policy is intended to supersede or conflict with any federal compliance requirements. *This Policy supersedes any conflicting policy and procedures contained in:*

*UMGC Policy 040.30 – Affirmative Action, Equal Opportunity, and Sexual Harassment.
UMGC Policy 151.00 – Code of Student Conduct with respect to sexual misconduct matters.
UMGC Employee Grievance Process with respect to sexual misconduct matters.*

UMGC Overseas Employee Grievance Process with respect to sexual misconduct matters.
UMGC Faculty Grievance Process with respect to sexual misconduct matters.

2. **Applicability of Policy**

UMGC has jurisdiction over Title IX and other Sexual Misconduct complaints made in connection with its programs and activities, and this Policy applies to all members of the UMGC community, which includes students, faculty, and staff. It also applies to contractors and other third parties within UMGC's jurisdiction. UMGC's jurisdiction applies to Sexual Misconduct that occurs in any UMGC education program or activity that:

takes place on UMGC premises, in any UMGC facility, or on UMGC property, whether stateside or overseas;

takes place at any UMGC sponsored, recognized, or approved program, visit, or activity;

impedes equal access to any UMGC education program or activity or that adversely impacts the education or employment of a member of the UMGC community; or

otherwise threatens the health and/or safety of a member of the UMGC community.

Nothing in this Policy is intended to supersede or conflict with any federal compliance obligations. As UMGC strives to prevent and redress sex discrimination, it will continue to respect academic freedom and the free speech rights of students, faculty, employees, and other speakers. This Policy is not intended to restrict the exercise of any expressive activities or speech protected under the U.S. Constitution, specifically, classroom discourse or materials pertaining to sex or gender-based, course-related content.

3. **Definitions**

For purposes of this Policy, the following definitions apply:

"Actual knowledge" means notice to UMGC's Title IX Coordinator or any official of a UMGC institution who has authority to institute corrective measures on behalf of UMGC.

"Advisor" means a person chosen by the Complainant or Respondent to provide advice and consultation to a party. An Advisor is a non-participant who may be an attorney or another individual. An Advisor cannot be a witness or provide evidence in a case. An Advisor shall not be an active participant or speak on behalf of the parties except an Advisor shall be permitted to cross-examine parties and witnesses in the event a live adjudicative hearing is scheduled.

"Complainant" refers to the individual who files a Sexual Misconduct complaint, alleging a violation of this Policy.

"Confidential" means that information shared by an individual to the person UMGC has designated to receive confidential information cannot be revealed to any other individual without the express permission of the individual, except in limited circumstances.

"Consent" means a knowing, voluntary, and affirmatively communicated willingness to mutually participate in a particular sexual activity or behavior. It must be given by a person with the ability and capacity to exercise free will and make a rational and reasonable judgment. Consent may be expressed either by affirmative words or actions if those words or actions create a mutually understandable permission regarding the conditions of sexual activity. Consent may be withdrawn at any time. Consent cannot be obtained by force, threat, coercion, fraud, manipulation, reasonable fear of injury, intimidation, or through the use of one's mental or physical helplessness or incapacity. Consent cannot be implied based upon the mere fact of a previous consensual dating or sexual relationship. Consent to engage in sexual activity with one person does not imply consent to engage in sexual activity with another.

"Formal Complaint" means a document filed by a Complainant or signed by the Title IX Coordinator alleging Sexual Misconduct against a Respondent and requesting that UMGC investigate the allegation.

"Incapacitated" means to be unable to give Consent to sexual contact. States of Incapacitation include sleep, unconsciousness, intermittent consciousness, or any other state where the individual is unaware that sexual contact is occurring. Incapacitation may also exist because of a mental or developmental disability that impairs the ability to Consent to sexual contact. Alcohol or drug use is one of the prime causes of Incapacitation. Where alcohol or drug use is involved, Incapacitation is a state beyond intoxication, impairment in judgment, or "drunkenness." Because the impact of alcohol or other drugs varies from person to person, evaluating whether an individual is Incapacitated, and therefore unable to give Consent, requires an assessment of whether the consumption of alcohol or other drugs has rendered the individual physically helpless or substantially incapable of:

making decisions about the potential consequences of sexual contact;

appraising the nature of one's own conduct;

communicating Consent to sexual contact; or

communicating unwillingness to engage in sexual contact.

"Official With Authority" refers to the Title IX Coordinator or any official of UMGC who has the authority to institute corrective measures in response a report of Sexual Misconduct. A report to an Official with Authority confers Actual Knowledge to UMGC.

"Privacy" means that information related to a report of misconduct will only be shared with individuals who "need to know" to assist in the active review, investigation, or resolution of a sexual misconduct allegation.

"Responsible Employee" refers to any UMGC staff with managerial authority or faculty member, which this Policy has designated as a person who is obligated to report Sexual Misconduct to the Title IX Coordinator. A report to a Responsible Employee alone does not confer Actual Knowledge to UMGC.

"Respondent" means an individual who has been reported to be the perpetrator of conduct that could constitute sexual harassment.

"Retaliation" means intimidating, threatening, coercing, or discriminating against any individual for the purpose of interfering with any right or privilege secured by law or UMGC policy relating to Sexual Harassment, or because an individual has made a report or complaint, testified, assisted, or participated in any manner in an investigation, proceeding, or hearing related to Sexual Harassment. Retaliation includes retaliatory harassment.

"Supportive Measures" are non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the parties before or after the filing of a Formal Complaint or where no Formal Complaint has been filed. Such measures are designed to restore or preserve equal access to the education program or activity without unreasonably burdening the other party, including measures designed to protect the safety of all parties or the institution's educational environment, or deter Sexual Misconduct. Supportive Measures may include referral to counseling, extensions of deadlines or other course-related adjustments, modifications of work or class schedules, campus escort services, mutual restrictions on contact between the parties, changes in work locations, leaves of absence, increased security and monitoring of certain areas of the UMGC locations , and other similar measures.

"Title IX Coordinator" refers to the individual designated by the President of the UMGC to: 1) oversee UMGC's response to Sexual Misconduct reports and complaints; 2) identify and address any patterns or systemic problems revealed by such reports and complaints; 3) coordinate Sexual Misconduct investigations; 4) oversee, review content, and, in collaboration with other UMGC offices, conduct training for students, faculty, and staff on Sexual Misconduct issues; 5) ensure that appropriate policies and procedures are in place for responding to complaints of Sexual Misconduct against faculty, staff, and students; and 6) work with local law enforcement to ensure coordinated responses to Sexual Misconduct cases.

4. **Prohibited Conduct**

"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 Complainant. The existence of such a relationship shall be determined based on a consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

"Domestic Violence" includes felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the Complainant, by a person with whom the Complainant shares a child in common, by a person who is cohabitating with or has cohabitated with the Complainant as a spouse or intimate partner, by a person similarly situated to a spouse of the Complainant, or by any other person against an adult or youth Complainant protected from those acts by domestic or family violence laws of Maryland.

"Sex Offenses" are any sexual act including Rape, Sodomy, Sexual Assault With An Object, or Fondling directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent; also unlawful sexual intercourse.

"Sexual Assault" means an offense classified as a sex offense in the uniform crime reporting system of the Federal Bureau of Investigation. Sex offenses are any sexual act including Rape, Sodomy, Sexual Assault with An Object, or Fondling directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent; also, unlawful sexual intercourse.

Rape— (Except Statutory Rape) The carnal knowledge of a person, 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 or physical incapacity.

Sodomy—Oral or anal sexual intercourse with another person, 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 or physical incapacity.

Sexual Assault with An Object—To use an object or instrument to unlawfully penetrate, however slightly, the genital or anal opening of the body of another person, 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 or physical incapacity.

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 or physical incapacity.

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

"Sexual Coercion" means the use of unreasonable pressure in an effort to compel another individual to initiate or continue sexual activity against the individual's will. A person's words or conduct are sufficient to constitute coercion if they wrongfully impair another individual's freedom of will and ability to choose whether to engage in sexual activity. Coercion includes but is not limited to intimidation, manipulation, threats of emotional or physical harm, and blackmail. Examples of coercion include threatening to disclose another individual's private sexual information or threatening to harm oneself if the other party does not engage in the sexual activity.

"Sexual Exploitation" means taking non-consensual or abusive sexual advantage of another person for one's own advantage or benefit or for the advantage or benefit of anyone other than the person being exploited.

"Sexual Harassment" under Title IX means conduct on the basis of sex that satisfies one or more of the following:

1. Conditioning the provision of an aid, benefit, or service on an individual's participation in unwelcome sexual conduct.
2. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to UMGC's education programs or activities; or
3. Sexual Assault, Dating Violence, Domestic Violence, or Stalking.

"Sexual Harassment" under Title VII means conduct on the basis of sex that satisfies one or more of the following:

1. Conditioning the provision of an aid, benefit, or service on an individual's participation in unwelcome sexual conduct.
2. Unwelcome conduct determined by a reasonable person to be sufficiently severe or pervasive that it effectively denies a person equal access to UMGC's education programs or activities

"Sexual Intimidation" means threatening behavior of a sexual nature directed at another person, such as threatening to sexually assault another person or engaging in indecent exposure.

"Sexual Misconduct" is an umbrella term that encompasses Dating Violence, Domestic Violence, Sexual Violence, Sexual Harassment, Sexual Assault, Sexual Coercion, Sexual Exploitation, Sexual Intimidation, Relationship Violence, and Stalking. Sexual Misconduct can occur between strangers or acquaintances, including people involved in an intimate or sexual relationship. Sexual Misconduct can be committed by any person, regardless of gender identity, and can occur between people of the same or different sex, sexual orientation, or gender expression.

"Stalking" means engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for his or her safety or the safety of others or

suffer substantial emotional distress.

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

5. **Reporting Sexual Misconduct**

When provided with Actual Knowledge of Sexual Misconduct in its education programs or activities, UMGC will respond promptly in a manner that is not deliberately indifferent, to correct and remediate the misconduct. A response is "deliberately indifferent" if it is clearly unreasonable considering the known circumstances.

Obligations of a Responsible Employee. A Responsible Employee (see Definitions) must promptly notify the Title IX Coordinator of any report of Sexual Misconduct brought to their attention. The Title IX Coordinator will work collaboratively with the reporting entity, making every effort to operate with discretion and maintain the privacy of the individuals involved. The failure of a Responsible Employee to promptly notify the Title IX Coordinator or any other Official With Authority of any report of Sexual Misconduct brought to their attention may be subject to disciplinary action including termination.

Prompt reporting is encouraged. Persons are encouraged to report Sexual Misconduct promptly to maximize UMGC's ability to obtain evidence, identify potential witnesses, and conduct a thorough, prompt, and impartial investigation. While there are no time limits to report Sexual Misconduct to UMGC, if too much time has passed since the incident occurred, the delay may result in loss of relevant evidence and witness testimony, impairing the ability to respond and take appropriate action.

A report of Sexual Misconduct reported to the Title IX Coordinator or any UMGC staff member who has authority to institute corrective measures on behalf of the UMGC confers Actual Knowledge of the reported incident to UMGC. UMGC will take immediate and appropriate action, in accordance with this Policy and the Sexual Misconduct Investigative and Adjudicative Procedures, to investigate, eliminate the potential Sexual Misconduct, prevent its recurrence, and address its effects. This obligation applies to

Sexual Misconduct covered by this Policy that occurred while participating at a UMGC program or activity or at a UMGC location. UMGC will follow its Investigative and Adjudicative Procedures, which will be fair, impartial and allow for parties to call witnesses, etc. UMGC's Investigative and Adjudicative Procedures will be followed regardless of whether a parallel law enforcement investigation is pending.

A report may be submitted to the Title IX Coordinator or any UMGC staff member who has authority to institute corrective measures either verbally or in writing by telephone, email, text message or any other form of communication reasonably calculated to provide notice of the report to the Title IX Coordinator or any UMGC staff member who has authority to institute corrective measures.

At the time of filing a Formal Complaint, a Complainant must be participating in or attempting to participate in a UMGC educational program or activity. A Formal Complaint may be filed with the Title IX Coordinator in person, by mail or by e-mail, or any additional method designated by UMGC.

UMGC will respond immediately to all reports of Sexual Misconduct and take appropriate action in accordance with UMGC's Sexual Misconduct Complaint Procedures (see Appendix B). If UMGC determines that Sexual Misconduct has occurred, it will take prompt and effective steps to eliminate the Sexual Misconduct, prevent its recurrence, and address its effects.

UMGC strives to take appropriate action, including investigation and resolution of complaints, within sixty (60) business days from when the complaint was filed. The time frames set forth in this policy may be extended for good cause, with written notice to both parties of the delay and the reason for the delay. Exceptions to this timeframe may vary depending on the complexity of the investigation, access to relevant parties, and the severity and extent of the misconduct.

1. Reporting to a Staff Member Who Has Authority to Institute Corrective Measures

A Staff member who has authority to institute corrective measures on behalf of UMGC must report to the Title IX Coordinator all relevant details about alleged Sexual Misconduct that is shared by the reporting party. Once the Staff member who has authority to institute corrective measures on behalf of UMGC receives information of potential Sexual Misconduct or has reason to know of an of potential Sexual Misconduct, UMGC will respond and perform further inquiry. Failure by the Title IX Coordinator or a member of UMGC who has authority to institute corrective measures on behalf of UMGC to take immediate and appropriate action to act upon a reported incident of Sexual Misconduct, prevent its recurrence, and address its discriminatory effects may be subject to disciplinary action including termination.

A Staff member who has authority to institute corrective measures on behalf of UMGC includes the following: the Title IX Coordinator, the President's Chief of Staff, Vice President of Human Resources, any member of the Employee Relations or any Human Resources Business Partner who has responsibility for addressing personnel matters, the Chief Academic Officer and the Student Code of Conduct Administrator.

6. **Confidentiality**

UMGC recognizes that Sexual Misconduct is a sensitive issue for all parties involved and is committed to operating with discretion, and maintaining the privacy of individuals to the greatest extent possible under applicable law

An individual who has been subjected to Sexual Misconduct is not required to participate in any investigation or adjudicative proceeding. However, UMGC will endeavor to provide supportive services. Except as permitted by FERPA, required by law, or necessary to carry out the purpose of this Policy, UMGC will maintain as confidential any Supportive Measures provided to the parties, to the extent that maintaining confidentiality would not impair the ability to provide measures. Measures designed to ensure confidentiality will not restrict the ability of either party to discuss allegations or gather and present relevant evidence.

7. **Amnesty for Students Who Report Sexual Misconduct**

UMGC prohibits student conduct action (except for a mandatory intervention for substance abuse) for a violation of alcohol or drug use policies by a student who reports Sexual Misconduct to UMGC or law enforcement or participates in a Sexual Misconduct matter as a witness, if UMGC determines that:

the violation occurred during or near the time of the alleged Sexual Misconduct.

the student made the report of Sexual Misconduct or is participating in an investigation as a witness in good faith.

the violation was not an act that was reasonably likely to place the health or safety of another individual at risk.

This provision is not applicable to UMGC Staff or Faculty.

8. **Supportive Measures**

Supportive measures are non-disciplinary, non-punitive individualized services offered as appropriate, without fee or charge any party or witness in a Title IX matter. To afford a safe and secure environment, either party can also request Supportive measures from the Title IX Coordinator at any time during the investigatory and adjudicatory process, and thereafter. The Title IX Coordinator will determine which measures are available and appropriate on a case-by-case basis.

Supportive measures may include, but are not limited to:

Academic accommodations: expedited review of exception requests for retroactive withdrawals; assistance in arranging withdrawals

Employment Accommodations: temporary reassignment to other work duties and/or responsibilities or another work location

Escort Services

The parties will also be informed about existing counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, and other services available at UMGC or in the community.

UMGC strongly encourages individuals who have experienced Sexual Misconduct to seek assistance from one or more of the many external reporting resources, each which provides a range of support services and varying degrees of confidentiality. These resources include, but are not limited to, the National Sexual Assault Hotline, health and counseling services and centers, legal services, and law enforcement.

(See [Appendix A](#) for contact information or contact UMGC's Title IX Coordinator for information).

While these External resources may provide support services, contacting these External resources does not constitute notice to UMGC and will not cause UMGC to take steps to provide protective measures or trigger an investigation.

Individuals subjected Sexual Misconduct or others are strongly encouraged to contact UMGC's Confidential Employee for assistance in contacting External Support Services and Resources.

9. **Interim Supportive Measures:** Reports of Sexual Misconduct in violation of this Policy may require immediate protective measures to protect the safety and well-being of the parties and/or UMGC community pending the outcome of the final investigative and adjudicative processes. Interim Supportive measures may include the following:

No Contact Order. A no contact order is an official UMGC directive that serves as notice to an individual that they must not have verbal, electronic, written, or third-party communications with another individual.

Academic accommodations, such as, assistance in transferring to another course, assistance in arranging for incompletes, expedited processing of Exception Requests.

Employment accommodations, such as, temporary re-assignment, if appropriate, to other work duties and responsibilities, or other work locations, or other work groups/teams or alternative supervision/management.

10. **Complaint Procedures**

The standard of review for all complaints based on a violation of this policy is "preponderance of the evidence", which means that based on the totality of the evidence, it is more likely than not that the violation occurred.

If a member of UMGC community (student, faculty, or staff) is subjected to Sexual Misconduct by a third party not affiliated with UMGC on University premises or during University sponsored activities, the matter should be reported to the Title IX Coordinator. UMGC will take available and reasonable steps to address the Sexual Misconduct, prevent its recurrence, and address its effects at UMGC.

11. **Rights of Complainants and Respondents**

All parties, including students, will be treated with dignity, respect, and sensitivity by UMGC officials during all phases of the process. The accompanying Procedures are designed to allow for a fair and impartial investigation, as well as prompt and equitable proceedings and resolutions that provide an opportunity for all parties to be heard.

All parties will be given timely written notice of:

the reported violation, including the date, time, and location, if known, of the alleged violation, and the range of potential sanctions associated with the alleged violation;

their rights and responsibilities under this Policy and Procedures and information regarding other civil and criminal options;

the date, time, and location of each hearing, meeting, or interview that the party is required or permitted to attend;

the final determination made by the adjudicating official or body regarding whether a policy violation occurred and the basis for the determination;

any sanction imposed, as permitted by law; and

the rights to appeal and a description of the appeal process.

Throughout the process, all parties will be entitled to participate in the investigation and adjudication of complaints. All parties will be provided with:

Access to the case file and evidence regarding the incident obtained by the institution during the investigation or considered by the adjudicating official or body, with personally identifiable or other information redacted as required by applicable law;

An opportunity to be heard through the process;

An opportunity to submit evidence, witness lists, and suggest specific questions to be posed to the other party involved in the process;

An opportunity to participate without being required to be in the physical presence of the other party;

An opportunity to review and provide written responses to reports and proposed findings; and

An opportunity to appeal a determination or sanction.

Any party may be accompanied to any hearing, meeting, or interview during the investigation and adjudication process by no more than two people, including one Support Person and one Advisor. A Support Person may provide emotional, logistical, or other assistance to the party. An Advisor, who may be an attorney, may consult privately with the party during meetings and interviews, except during questioning of the party at a hearing, and may assist with the party's exercise of their rights during the proceedings.

The accompanying Procedures will establish informal mechanisms for resolving complaints through Alternative Resolution. Alternative Resolution may be appropriate for resolving a complaint if:

the alleged misconduct does not involve Sexual Assault or Sexual Coercion;

all parties to the complaint and the Title IX Coordinator agree to the use of Alternative Resolution;

either party has the opportunity to end the Alternative Resolution at any time in favor of a formal resolution proceeding; and

the Title IX Coordinator or designee participates in the Alternative Resolution process.

12. **Legal Representation Fund for Title IX Proceedings (Students Only)**

Student Complainants and Student Respondents may elect to retain an attorney to serve as their Advisor, though assistance by an attorney is not required. The Maryland Higher Education Commission (MHEC) has developed resources to assist current and former students in retaining an attorney to serve as an Advisor at no or low cost to the student. MHEC will provide a list of licensed attorneys who have indicated that they may represent students in Title IX proceedings on a pro bono basis or for reduced legal fees. A student's attorney may seek reimbursement of certain legal costs and fees from MHEC's Legal Representation Fund for Title IX Proceedings, subject to the availability of funding.

Student parties shall be provided notice of their right to assistance by an attorney as an Advisor at the beginning of the investigation and adjudication process, and shall be informed of the legal service organizations and referral services available to the student. Student parties may select and retain an attorney as an Advisor at any point before the conclusion of the process.

13. **Retaliation**

Retaliation by a member of the UMGC Community against an individual who makes a complaint of Sexual Misconduct, participates in an investigation of a complaint, supports a complaint, or testifies concerning a complaint is expressly prohibited by this Policy. Any UMGC faculty, staff, or student who encounters retaliation is strongly encouraged to immediately report such conduct to the Title IX Coordinator. Any employee who is found to have retaliated is subject to disciplinary action, up to and including termination. Any student who is found to have retaliated is subject to disciplinary action up to and including expulsion. Individuals who believe they have experienced retaliation in violation of this policy should immediately report such conduct to the Title IX Coordinator.

14. **Prevention and Awareness Education**

Education is an extremely important tool in eradicating sex discrimination, including sexual misconduct, from the UMGC workplace and educational programs. UMGC Community will receive educational information to increase awareness about sex discrimination.

UMGC employees including adjunct and collegiate faculty members will be required to participate in a 2-hour training on Sexual Harassment in compliance with Maryland Law.

15. **External Government Agencies That Address Complaints of Sexual Misconduct**

In addition to filing a complaint under this Policy and Procedures, members of the UMGC Community may contact external agencies. A person wishing to file a complaint with an external agency should contact the appropriate agency promptly to verify the time limits and deadlines for filing complaints.

Complaints that UMGC failed to comply with its obligations under Title IX in the state of Maryland should be directed to:

Office for Civil Rights (OCR)

U.S. Department of Education

400 Maryland Avenue, SW

Washington, D.C. 20202

Phone: [1-800-421-3481](tel:1-800-421-3481) or [202-453-6100](tel:202-453-6100)

E-mail: ocr@ed.gov

Website: <https://www2.ed.gov/about/contacts/gen/index.html>

OCR Electronic Complaint Form: <https://ocrcas.ed.gov/welcome-to-the-ocr-complaint-assessment-system>

Employee Complaints involving Sexual Misconduct may also be filed with:

Equal Employment Opportunity Commission (EEOC)

City Crescent Building

10 S. Howard Street, Third Floor

Baltimore, MD 21201

Phone: [1-800-669-4000](tel:1-800-669-4000)

Fax: 410-962-4270

TTY: 1-800-669-6820

Website: <http://www.eeoc.gov/field/baltimore/index.cfm>

Maryland Commission on Civil Rights (MCCR)

William Donald Schaefer Tower

6 Saint Paul Street, Ninth Floor

Baltimore, MD 21202-1631

Phone: [410-767-8600](tel:410-767-8600)

Fax: 410-333-1841

TTY: 410-333-1737

Original Policy Approval Date

3/16/15

Substantive Revision Dates

10/11/16

8/14/20

Technical Amendment Dates

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APPENDIX C

Executive Order 01.01.1991.16 State of Maryland Substance Abuse Policy

EXECUTIVE ORDER 01.01.1991.16 State of Maryland Substance Abuse Policy

A. Definitions. In this Executive Order the following words have the meanings indicated:

- (1) "Substance" means alcohol or drugs
- (2) "Alcohol" means ethyl alcohol or ethanol.
- (3) "Drug" means:
 - (a) A controlled dangerous substance;
 - (b) Any other substance which must be dispensed by a licensed health care professional ;
or
 - (c) An over-the-counter drug
- (4) "Abuse" means:
 - (a) The use of an illegal drug;
 - (b) The intentional misuse of an over-the-counter drug, if the misuse impairs the job performance of the State employee or could impair the job performance of an applicant for State employment;
 - (c) The intentional use of any prescription drug in a manner inconsistent with its medically prescribed intended use, or under circumstances where its use is not permitted, if it impairs the job performance of a State employee or could impair the job performance of an applicant for State employment; or
 - (d) The use of alcohol if it impairs job performance of the State employee or could impair the job performance of an applicant for State employment.
- (5) "Workplace" means any place where an employee is performing work for the State of Maryland.
- (6) "Employee" means:
 - (a) A classified, unclassified, contractual, key employee, or other employee or official in the Executive Branch;
 - (b) A volunteer who provides a service to of for a unit in the Executive Branch; or
 - (c) A member of a Board or Commission in the Executive Branch.
- (7) "Sensitive Employee" means an employee whose classification or position has been designated sensitive by the employee's appointing authority or personnel system.
- (8) "Conviction" means:
 - (a) A judgment of conviction, whether entered upon a finding of guilt or acceptance of a plea of nolo contendere, and the imposition of sentence; or
 - (b) The staying of the entry of judgment and the placing of the defendant of probation after a finding of guilty or the acceptance of a plea of nolo contendere.
- (9) "Alcohol Driving Offense" means:
 - (a) Driving or attempting to drive while:
 - (i) Intoxicated; or
 - (ii) Under the influence of alcohol; or
 - (b) Operating or attempting to operate a vessel while:
 - (i) Intoxicated; or
 - (ii) Under the influence of alcohol.
- (10) "Controlled Dangerous Substance Offense" means:

- (a) A controlled dangerous substance violation, under Article 27 of the Annotated Code of Maryland;
 - (b) An offense of the law of any other jurisdiction if the prohibited conduct would be a controlled dangerous substance violation if committed in this State;
 - (c) Driving or attempting to drive while:
 - (i) Under the influence of drugs or drugs and alcohol; or
 - (ii) Under the influence of a controlled dangerous substance; or
 - (d) Operating or attempting to operate a vessel while:
 - (i) Under the influence of drugs or drugs and alcohol; or
 - (ii) Under the influence of a controlled dangerous substance
- B. General Policy. The State of Maryland establishes and adopts the following substance abuse policy for the Executive Branch of State Government:
- (1) The State of Maryland is committed to making good faith efforts to insure a safe, secure, and drug-free workplace for its employees consistent with the Drug-Free Workplace Act as enacted by Congress.
 - (2) All employees in the workplace must be capable of performing their duties.
 - (3) Employees experiencing substance abuse problems are encouraged to seek assistance through:
 - (a) Their employer;
 - (b) Self-referral to an alternative certified rehabilitation program.
 - (c) Self-referral to an alternative certified rehabilitation program
 - (4) An appointing authority may not hire anyone whom it knows currently abuses drugs or alcohol.
 - (5) Employees are prohibited from:
 - (a) Abusing alcohol or drugs;
 - (b) Committing a controlled dangerous substance offense; or
 - (c) Committing an alcohol driving offense.
- C. Alcohol Abuse Policy.
- (1) Working under the influence of alcohol is a violation of this policy and shall subject the employee to disciplinary action.
 - (2) An employee charged with an alcohol driving offense must report a finding of guilty, an acceptance of a plea of nolo contendere, or a probation before judgment to the employee's appointing authority within 5 work days.
 - (3) A sensitive employee shall be suspended for 15 days and required to successfully participate in an alcohol treatment program designated by an employee assistance program the first time the employee is:
 - (a) Convicted of an at-the-workplace alcohol driving offense; or
 - (b) Found under the influence of alcohol while at-the-workplace.
 - (4) A sensitive employee convicted of an off-the-workplace alcohol driving offense, and a non-sensitive employee convicted of any alcohol driving offense shall:
 - (a) On the first conviction be referred to an employee assistance program, and in addition, be subject to any other appropriate disciplinary actions;

- (b) On the second conviction, at a minimum, be suspended for at least 5 days, be referred to an employee assistance program, be required to participate successfully in a treatment program, and in addition, be subject to any other appropriate disciplinary actions, up to and including termination;
 - (c) On the third conviction, be terminated.
- D. Drug Abuse Policy
- (1) Working under the inappropriate influence of prescription drugs or over-the-counter drugs is a violation of this policy and shall subject the employee to disciplinary action.
 - (2) Working under the influence of a controlled dangerous substance is a violation of this policy and shall subject the employee to disciplinary action.
 - (3) An employee charged with a controlled dangerous substance offense shall report a finding of guilty, an acceptance of a plea of nolo contendere, or a probation before judgment to the appointing authority within 5 work days.
 - (4) A sensitive employee convicted of any controlled dangerous substance offense shall be terminated.
 - (5) A sensitive employee who tests positive for a controlled dangerous substance as a result of a random drug test shall be suspended for 15 work days and be required to successfully participate in a drug treatment program designated by an employee assistance program, as provided for by the appointing authority's drug testing protocol.
 - (6) A sensitive employee who abuses a legally prescribed drug or an over-the-counter drug shall, on the first offense:
 - (a) Be suspended for 5 work days; and
 - (b) Be required to participate successfully in a drug treatment program designated by an employee assistance program.
- E. General Sanctions. Any employee otherwise in violation of this Executive Order shall be subject to appropriate progressive disciplinary actions up to and including termination.
- F. Law Enforcement.
- (1) When an appointing authority learns or, based on observation or reliable information, suspects that an employee has committed a controlled dangerous substance or alcohol offense at the workplace, the appointing authority shall refer the matter to an appropriate law enforcement authority for further investigation and prosecution.
 - (2) All employees shall cooperate fully with law enforcement authorities in the investigation and prosecution of suspected criminal violations.
- G. Employee Education. All appointing authorities shall educate and inform their employees about:
- (1) The dangers of drug and alcohol abuse in the workplace and the community at large;
 - (2) The State of Maryland's policy of maintaining a drug-free workplace;
 - (3) Any drug and alcohol abuse counseling, rehabilitation, and employee assistance program that is available; and
 - (4) The penalties that may be imposed upon employees for violations of this Executive Order.
- H. Implementation.
- (1) The Secretary of Personnel and the head of every other personnel system in the

Executive Branch shall adopt such policies and regulations as are necessary or desirable for the implementation of this Executive Order.

- (2) All appointing authorities are responsible for implementing and enforcing and monitoring compliance with the requirements of this Executive Order.
- (3) All employees are required to acknowledge receipt of a copy of this Executive Order by returning an acknowledgement of receipt to their supervisor for insertion in their personnel file.

APPENDIX D

Substance Abuse Policy Employee Acknowledgement Form



MEMORANDUM

TO: All Employees

FROM: Julieann Garcia
Vice President
Office of Human Resources

SUBJECT: State of Maryland Substance Abuse Policy

Attached is the State of Maryland Substance Abuse policy that applies to all State employees. By receipt of this policy you acknowledge that the unlawful manufacture; distribution, dispensation, possession or use of a controlled substance is prohibited on State owned or utilized premises and violation of this policy can subject you to discipline up to and including termination. As a condition of your employment, you must abide by the terms of this policy and will notify your supervisor of any criminal drug conviction no later than five (5) days after such conviction. You further realize that federal law mandates that the employer communicate this conviction to the federal agency, and you hereby waive any and all claims that may arise from conveying this information to the federal agency.

The Executive Order requires that all employees receive a copy of the policy and acknowledge receipt. Please read the policy and sign this Acknowledgement of Receipt.

Acknowledgements must be placed in your personnel file.

**SUBSTANCE ABUSE POLICY
ACKNOWLEDGEMENT OF RECEIPT**

I acknowledge receipt of a copy of the Executive Order 01.01.1991.16 State of Maryland Substance Abuse Policy and conditions as stated above.

Employee Signature

Print Name

Date Signed

APPENDIX E

UMGC Policy VII-1.10-GC – UMGC Policy on a Drug and Alcohol-Free Workplace for Staff and Faculty Employees

Policy VII-1.10-GC**UMGC POLICY ON A DRUG AND ALCOHOL-FREE WORKPLACE FOR STAFF AND FACULTY EMPLOYEES**

HUMAN RESOURCES POLICIES AND PROCEDURES

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Administration

(Approved by USM BOR on April 21, 2017; UMGC President on July 1, 2017)

1. Purpose and Applicability

This policy is intended to affirm the University of Maryland Global Campus (UMGC) commitment to maintain a safe and healthy drug and alcohol-free workplace for all employees, students and visitors, and to minimize the risk that illegal drugs and controlled substances pose to UMGC. This policy applies to Staff on Regular and Contingent Status, Faculty and Student employees. Nonexempt Staff employees who are included in the representation of the collective bargaining unit are subject to the Memorandum of Understanding (MOU) and applicable UMGC HR Policies; where there is a conflict between the two, the MOU will prevail.

To the extent that federal, state or military law or regulations and/or host nation laws for Overseas employees are more stringent than the requirements of this policy, the applicable federal, state or military law or regulations and/or host nation law shall apply.

2. **Prohibited Activities**

1. UMGC is committed to maintaining a drug and alcohol-free workplace that is compliant with applicable federal and state laws. The following are prohibited activities under this policy on all premises owned, operated or controlled by UMGC:
 1. The unlawful possession, use, distribution, dispensation, sale or manufacture of illegal controlled substances by employees;
 2. The use by employees of any prescription drug in a manner inconsistent with its medically prescribed, intended use, or under circumstances where such use is not permitted;
 3. Reporting to work or working under the influence of drugs or alcohol by employees; and
 4. Hiring anyone who is known to currently abuse drugs or alcohol who is not actively engaged in a bona fide drug or alcohol abuse assistance or rehabilitation program.
2. As a condition of UMGC employment, all employees must abide by the terms of this policy and are subject to drug and/or alcohol testing, upon a reasonable suspicion of violation of this policy, as set forth in the applicable procedures. Employees found to be in violation of this policy are engaged in serious misconduct and may be subject to appropriate disciplinary action according to the applicable procedures and/or required to participate in appropriate drug and/or alcohol abuse rehabilitation programs.

3. **Administration**

1. Possible violations of the provisions of this policy shall be referred to the Chief Human Resources Officer (CHRO) or designee for investigation and when warranted,

determination of appropriate administrative/disciplinary action, up to and including termination and, if warranted, referral for criminal prosecution.

2. Any disciplinary actions imposed shall be consistent with the nature of the violation, and may include, but are not limited to, counseling, reprimand, suspension, demotions, denial of pay increment, denial of promotion, unsatisfactory performance evaluation, reassignment, termination, and/or employee assistance program (EAP) referral to an appropriate rehabilitation program. UMGC may make successful completion of a rehabilitation program a condition of continued employment for the employee.
3. Employees working on a federal grant or contract must notify their supervisor or Department head of any criminal drug convictions in the workplace no later than five (5) days after such conviction. Within 10 days of the reported conviction, UMGC must provide written notice to any federal sponsor of grants or contracts on which the convicted employee was working.
4. The President or designee may designate certain positions as "sensitive" and shall notify employees of such designation and provisions of this policy.

1. **Sensitive Positions** include:

1. Positions with significant degrees of responsibility for the safety of one or more persons where impaired performance could result in death or injury to the employee or one or more persons; and
2. Positions, as determined by the President or designee in writing, for which impairment may result in significant harm to public safety or security, or present a threat to the health or safety of UMGC students, employees or visitors.

2. Violations of this policy by persons employed in Sensitive Positions shall constitute willful misconduct and shall be deemed grounds for immediate removal of the employee from the duties of the position, pending further investigation.
 3. Employees occupying Sensitive Positions may be required to participate in pre-employment and/or random drug testing. The CHRO or designee shall maintain a list of those eligible for such testing and develop procedures on pre-employment and random drug testing for Sensitive Positions. The appropriate Administrator shall notify individually each employee in a Sensitive Position of such designation and provisions of this policy.
5. Overseas Employees
1. Overseas employees working pursuant to Department of Defense (DOD) military contracts must notify the CHRO or designee of any criminal drug convictions in the workplace as soon as possible but no later than five (5) days after such conviction. Upon receiving such notification, the appropriate process shall be followed in accordance with the DOD contract.
 2. Violations of this policy by employees receiving Individual Logistical Support (ILS) and/or military base access required by a DOD military contract shall constitute willful misconduct and shall be deemed grounds for immediate removal of the employee from the duties of the position, pending further investigation and in accordance with [VII-1.22-GC – UMGC Policy on Separation for Exempt and Overseas Staff Employees](#).
 3. Violators of federal, state and/or host nation laws will be subject to any legal penalties and/or prosecution by the host nation law enforcement authorities, military authorities on base, and/or prosecution in the courts under federal or state law.

4. **Notification and Review**

UMGC shall establish drug abuse awareness programs to promote the maintenance of a workplace free of alcohol and drug abuse and to inform employees about:

1. The UMGc Drug and Alcohol-Free Workplace Policy and Procedures;
2. The dangers of alcohol and drug abuse;
3. Available counseling, rehabilitation, and employee assistance programs; and
4. The consequences that may be imposed upon employees for violations of this policy.

Implementation Procedures

The UMGc President has designated the Chief Human Resources Officer (CHRO) to administer this policy; to develop procedures as necessary to implement this policy; to communicate this policy to the UMGc community; and to post the policy and any applicable procedures on the UMGc website.

Replacement for:

USM BOR VII-1.10: Policy on a Drug and Alcohol-Free Workplace for Employees

UMGC OS 3.00: Policy on Substance Abuse

[See Procedures P-VII-1.10-GC: Procedures for UMGc Policy on a Drug and Alcohol-Free Workplace for Staff and Faculty Employees](#)

[See all Human Resources Policies and Procedures](#)

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APPENDIX F

UMGC Procedures P-VII-1.10-GC: Procedures for UMGC Policy on a Drug and Alcohol-Free
Workplace for Staff and Faculty Employees

Procedures P-VII-1.10-GC**PROCEDURES FOR UMGC POLICY ON A DRUG AND ALCOHOL-FREE WORKPLACE FOR STAFF AND FACULTY EMPLOYEES**

HUMAN RESOURCES POLICIES AND PROCEDURES

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Administration

1. Reporting Prohibited Activities for Stateside Employees

1. Employees with reasonable suspicion to believe that another employee engaged in prohibited activities pursuant to [VII-1.10-GC – UMGC Policy on a Drug and Alcohol-Free Workplace for Staff and Faculty Employees](#) should immediately notify their immediate supervisor, the supervisor of the other employee, or the Office of Human Resources, Employee Relations at hrer@umgc.edu.
2. Supervisors with reasonable suspicion to believe that an Employee engaged in prohibited activities pursuant to VII-1.10-GC – UMGC Policy on a Drug and Alcohol-Free Workplace for Staff and Faculty Employees or supervisors who have been informed by their direct report of their reasonable suspicion that another employee has engaged in such prohibited activities, should immediately notify UMGC Office of Human Resources, Employee Relations (HRER), at hrer@umgc.edu. Once notified, the HRER, in consultation with the Office of Legal Affairs, will work with the

responsible supervisor to determine whether drug and/or alcohol testing is warranted. The Office of Human Resources, Employee Relations, will advise the supervisor on the appropriate next steps.

2. **Drug and Alcohol Testing Administration For Stateside Employees**

1. If drug and/or alcohol testing is approved by the Office of Human Resources, the steps set forth below shall be followed to the extent practicable. Deviation from a procedure and/or the order in which the procedures are set forth below shall not invalidate drug and alcohol test results nor affect enforcement of UMGC's Drug and Alcohol-Free Workplace Policy and implementation of these Procedures.
2. Prior to drug and alcohol testing, the Employee must consent to or refuse such testing.
 1. The Employee shall be provided the Authorization for Examination or Treatment Form. Execution of the Form indicates the Employee's consent to drug and alcohol testing.
 2. The HRER, will provide the Authorization for Examination or Treatment Form, if executed by the Employee, to the testing center to the supervisor.
 3. The Office of Human Resources will provide the location of the testing facility to the supervisor and the employee.
 4. The employee's supervisor or the HRER Director designee, shall escort the employee to the testing facility by taxi service.
 5. Supervisors are prohibited from transporting an employee in his or her personal vehicle.
 6. If at any time prior to the conclusion of testing, an Employee revokes their consent to be tested, it will be treated as a refusal in accordance with the

applicable Procedures. The Employee must sign and date an Acknowledgement of Refusal Form as appropriate, indicating his/her refusal. The supervisor shall document the Employee's action.

3. Employee Refusal to Alcohol and Drug Testing

1. An Employee who refuses to submit to drug and alcohol testing must sign and date the Acknowledgement of Refusal Form as appropriate, indicating such refusal.
2. An Employee who refuses to sign the Form will not be tested.
3. Employees who refuse to be tested may be terminated.
4. If an Employee refuses to be tested, yet UMGC believes the Employee is impaired, UMGC shall assist the Employee with making transportation arrangements to his/her residence, including taxi service as necessary. If the employee refuses the supervisor's assistance in making transportation arrangements, the supervisor must immediately notify the Office of Human Resources, Employee Relations.
5. Employees are strongly discouraged from operating motor vehicles while impaired. If a supervisor observes an Employee for whom there is reasonable suspicion of having engaged in prohibited activities driving a motor vehicle, the supervisor should gather as much descriptive information as possible (e.g. direction of travel, make and model of vehicle, license plate number, etc.), and contact the local police and HRER immediately.
6. Supervisors shall not physically restrain an Employee from leaving the testing facility or work premises.

4. Administration

1. The supervisor or HRER Director, as appropriate, shall provide the testing facility with the Authorization for Examination or Treatment Form.
2. The Employee must sign a consent form provided by the testing facility.
3. The testing facility will collect the specimen from the Employee and initiate the medical review and chain of custody process.
4. At the conclusion of the test, the supervisor should inform the Employee that he or she will be placed on Administrative Time Off with pay pending the results of the test and shall assist with making arrangements for employee's transportation from the testing location to his/her residence. If the employee refuses the supervisor's assistance in making transportation arrangements, the supervisor must immediately notify HRER.
5. A supervisor is prohibited from transporting the employee.
6. The employee may return to the workplace with the supervisor by taxi service and wait at the workplace for his/her transportation.
7. Employees are strongly discouraged from operating motor vehicles while impaired. If a supervisor observes an Employee for whom there is reasonable suspicion of having engaged in prohibited activities driving a motor vehicle, the supervisor should gather as much descriptive information as possible (e.g. direction of travel, make and model of vehicle, license plate number, etc.), and contact the local police and HRER immediately.
8. If the employee leaves the testing facility or work premises prior to the arrangement of transportation or arrival of the arranged transportation, the supervisor shall document the employee's action and notify HRER immediately.

9. The testing facility's medical review officer is responsible for deciding whether the test results are positive or negative. The HRER Director or designee will notify the Employee and the supervisor of the test results.
 10. Employees who have tested positive or otherwise violated UMGC's Drug and Alcohol-Free Workplace Policy are subject to disciplinary action, up to and including termination.
3. **Reporting Prohibited Activities and Drug and Alcohol Testing Administration for Overseas Employees**
1. Employees and/or supervisors with reasonable suspicion to believe that an employee engaged in prohibited activities pursuant to UMGC's Policy on a Drug and Alcohol-Free Workplace shall immediately notify the Office of Human Resources for the Employee's respective UMGC Division.
 2. Military base authorities may test Employees for suspected drug and/or alcohol violations, in accordance with their respective testing procedures and determine whether an Employee may remain onsite. Military base authorities will notify UMGC of an Employee's test result and of any determination to restrict an Employee's presence on, or access to, the military installation.
 3. Overseas employees who have tested positive or otherwise violated UMGC's Drug and Alcohol-Free Workplace Policy are subject to disciplinary action, up to and including termination.

[See Policy VII-1.10-GC: UMGC Policy on a Drug and Alcohol-Free Workplace for Staff and Faculty Employees](#)

[See all Human Resources Policies and Procedures](#)

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APPENDIX G

UMGC Policy VI-8.00 – Policy on Alcoholic Beverages

Policy VI-8.00

ALCOHOLIC BEVERAGES

ADMINISTRATION POLICIES

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Administration

VI Administration

*VI-8.00 Policy on Alcoholic Beverages

VP & CFO

v.4

15-Mar-22

Every 5 years

11-Aug-09

I. Purpose

In accordance with the [University System of Maryland Policy VI-8.00 Policy on the Use of Alcoholic Beverages at University System Institutions and Facilities](#) , this Policy provides UMGC's rules governing the use of alcoholic beverages consistent with state regulations.

II. Policy Statements

UMGC funds may not be used for the purchase of alcoholic beverages unless the purchase is for:

- A. Beer, wine, and other alcoholic beverages purchased for resale in the Inn and Conference Center under the Prince George's County liquor license.
- B. Wine or alcoholic beverages purchased for short courses in wine making, wine serving or similar programs conducted by UMGC.
- C. Charges against program accounts for alcoholic beverages for receptions or social hours as requested and reimbursed by client or sponsoring organizations.
- D. **For UMGC Overseas Divisions only**, the purchase may be made for alcoholic beverages for official UMGC meetings or events as follows:
 - 1. Only when it is necessary and consistent with local custom or the nature of the occasion, **and**
 - 2. With prior written authorization by the Vice President/Division Director. The request for such authorization must include a full description of the purpose of the function and a general description of the audience/attendees. Examples of such meetings are events are commencement receptions and exercises, faculty receptions/meetings, holiday, or similar parties customary in the host country.

III. Related Policies and Procedures

A. [University System of Maryland Policy VI-8.00 Policy on the Use of Alcoholic Beverages at University System Institutions and Facilities](#)

*formerly UMGC Policy 390.4

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APPENDIX H

UMGC Policy 090.00 – UMGc Contractor Code of Ethics

Policy 090.00**UMGC CONTRACTOR CODE OF ETHICS**

FISCAL AND BUSINESS AFFAIRS POLICIES

EXPLORE MORE OF UMGC

Administration

Originator: Office of Legal Affairs**Subject:** UMGC Contractor Code of Ethics**1. Purpose**

As a federal contractor, University of Maryland Global Campus (UMGC) must maintain high ethical standards and comply with all applicable laws, rules, and regulations. Adherence to this Code is required for UMGC as a federal contractor in accordance with Federal Acquisition Regulation (FAR) 52.203-13 Contractor Code of Business Ethics and Conduct.

2. Definitions

1. Code: The Contractor Code of Ethics.
2. Compliance Program: UMGC's written procedures and practices that are designed to ensure all employees are aware of its Contractor Code of Ethics and adhere to its

standards.

3. Employee: Any person employed by UMGC, including all faculty and staff, regardless of division or employment status.
4. Overseas Employee Code of Conduct: The Code of Conduct that applies to all employees assigned to or visiting UMGC's overseas divisions (both in Asia and Europe). This Code of Conduct is available on the overseas divisions' intranet sites and copies can be received by contacting the Office of the Senior Vice President for Overseas Operations.

3. **Employee Obligations Under the Code**

Employees must comply with this Code and if they do not, they may be subject to disciplinary action, up to and including termination of their employment with UMGC. Specific Obligations all employees have under this Code include the following:

1. **Duty to Report:** All employees have a duty to report all suspected violations of the Code or other potentially unethical behavior by anyone, including other employees and contractors. Reports may be made to UMGC's Office of Legal Affairs at legal-affairs@umgc.edu or to UMGC's Ombuds Office at ombudsman@umgc.edu. Anonymous reports may be made to [USM's Office of Internal Audit Fraud Hotline](#).
2. **Compliance with Laws:** All employees are required to follow all federal, state and local laws applicable to them during their employment with UMGC. This includes, but is not limited to, criminal laws regarding fraud, conflicts of interest, and bribery.
3. **Discrimination/Harassment Prevention & Elimination:** UMGC's Policy and Procedures on Affirmative Action, Equal Opportunity and Sexual Harassment was established to prevent or eliminate discrimination and/or harassment in accordance with due process while protecting the rights of our students, faculty, and staff. Under this Policy and Procedures, employees are required to fully cooperate with any investigations of alleged discrimination and/or harassment. If an employee fails to do

so or provides false information during an investigation, the employee may be subject to disciplinary action, up to and including termination of employment.

See [UMGC Policy 040.30 - Affirmative Action and Equal Opportunity](#).

4. **Drug-Free Workplace:** All UMGC employees are subject to the University System of Maryland's Policy on a Drug-Free Workplace. In accordance with this Policy, UMGC's workplace should be free from the illegal possession or distribution of controlled substances. In addition to any legal penalties that may be applicable to employees, they will also be subject to disciplinary action if they violate [USM's Policy on a Drug-Free Workplace](#) .
5. **Conflicts of Interest:** Employees are obligated to avoid situations and activities which could conflict with their employment at UMGC. Employees must also comply with the Maryland Public Ethics Act. This includes the following:
 1. An employee may not participate in a matter involving a company or other business entity in which he or she or certain relatives (spouse, father, mother, sister, brother, or child) have a legal or financial ownership interest.
 2. An employee may not participate in a matter involving a company or other business entity in which he or she or certain relatives (spouse, father, mother, sister, brother, or child) are employed or may be employed.
 3. An employee may not have a financial interest in, or be employed by, an entity having or negotiating a contract with UMGC. This includes serving on a private board of directors, even if there is no compensation for this service.
 4. An employee may not hold any secondary employment relationship that would impair the employee's impartiality and independence of judgment.
 5. An employee may not intentionally use the prestige of his/her employment or of UMGC for his/her own private gain.

6. Miscellaneous unsolicited gifts of a nominal value, not including cash and gift cards, may be accepted by employees. However, an employee may not solicit gifts and may not knowingly accept any gift, directly or indirectly, if it would result in an actual or a perceived conflict of interest. This could be when the gift is from any person whom the employee knows or has reason to know:

1.

1. is doing or seeking to business of any kind with UMGC,

2. is engaged in activities that are controlled by UMGC,

3. has financial interests that may be substantially affected in a specific way by the employee, or

4. is a lobbyist with respect to the matters within UMGC's functional jurisdiction.

7. An employee may not disclose confidential information acquired during his/her employment for his/her own or another's economic benefit.

6. **Confidentiality:** Employees may require access to confidential, personal information in order to perform their job duties. This information may include confidential student and/or employee records and other documents which contain personally identifiable information (PII), collectively referred to as "Confidential Information". With respect to Confidential Information, employees have the following obligations:

1. Employees shall ensure that they comply with all applicable UMGC and USM policies, procedures, and practices concerning the confidentiality of records and PII. This includes UMGC's overseas divisions are also obligated to abide by this Code of Conduct.

2. **Supervisory Employees:** In addition to the obligations already stated in this Code, supervisory employees:

- 1. Shall ensure that the employees they supervise are acting in a manner consistent with this Code, and
- 2. Shall not direct the employees they supervise to participate in, approve or tolerate any violation of any provision of this Code.

7. **Additional Information About Code**

For additional information about this Code, please contact the Office of Legal Affairs at legal-affairs@umgc.edu

Policy Number
090.00
new
Date
11/11/13
new

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APPENDIX I

UMGC 2021 Annual Safety and Security Report

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UMGC 2022 Annual Safety and Security Report



UNIVERSITY OF MARYLAND
GLOBAL CAMPUS

2021 ANNUAL SAFETY AND SECURITY REPORT

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Introduction

The Covid-19 global pandemic of 2020 significantly impacted university activities and will likely change the physical footprint of our institution in the future. We stand committed to protecting our community members and by those safeguards will keep the greater community working and learning virtually through the 2021 calendar year. The UMGC website contains a central repository of Covid-19 information and updates. In addition, our internal employee Engage site contains additional information for employees to stay safe and engaged.

Individuals reading our report should know that on July 1, 2019, state legislation officially changed our name from University of Maryland University College (UMUC) to University of Maryland Global Campus (UMGC). All historical documents will retain our previous name.

UMGC was founded in 1947 as the College of Special and Continuation Studies, a branch of the University of Maryland's College of Education, with locations in College Park and around the state of Maryland. Beginning in 1949, UMGC was the first university to send faculty overseas to educate active-duty military personnel in Europe.

UMGC serves more than 80,000 students worldwide. It boasts 20+ locations in Maryland, D.C., and Virginia and an on-site presence in 140+ worldwide locations—including military bases in more than 20 countries and territories. With headquarters in Adelphi, Maryland, and administrative offices in Asia and Europe, UMGC offers 90+ degrees, specializations, and certificates taught by faculty members who bring real-world experience to online and on-site classrooms.

The 2021 Annual Safety and Security Report is published in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act) and the Violence Against Women Act (VAWA). This report is prepared in cooperation with campus security, local law enforcement agencies, Office of Legal Affairs, Diversity and Equity Office, Military Partnerships and the overseas divisions of Europe and Asia.

UMGC is committed to the safety and well-being of its campus community. The cooperation of the entire campus community is essential in creating a safer and secure community for all.

Compiling the Annual Security Report

The Facilities Management Department at UMGC has the overall responsibility of preparing the annual security report to comply with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act. The Senior Emergency Management Specialist collaborates with several university offices and external agencies including; Campus Security, Office of Legal Affairs, Diversity and Equity Office, Office of Military Partnerships, the overseas divisions of Europe and Asia, University of Maryland Department of Public Safety, Prince George's County Police Department and other local law enforcement agencies, to compile information within this report. Each entity provides information on their educational efforts and programs. Campus crime, arrest, and referral statistics include those reported to Campus Security, Campus Security Authorities and local law enforcement.

The Annual Security Report is available no later than October 1 of every year. UMGC distributes an email correspondence to all current faculty, staff and students providing a direct link to the report. The current Annual Security report and reports for the previous 7 years are available on the web site: <http://www.UMGC.edu/current-students/student-life-and-support/safety-and-security/annual-report.cfm>. If you wish to receive a copy of the current Annual Safety and Security Report, contact the UMGC Senior Emergency Manager at 301-985-7139 or email security at security@UMGC.edu.

Prospective students and employees can obtain a copy of the current Annual Security report and reports for the previous 7 years on the web site: <http://www.UMGC.edu/current-students/student-life-and-support/safety-and-security/annual-report.cfm>. If you wish to receive a copy of the current Annual Safety and Security Report, contact the UMGC Senior Emergency Manager at 301-985-7139 or email security at security@UMGC.edu.

Crime Statistics

The statistics are collected for four types of properties: (a) on campus, (b) in dormitories or other residential facilities for students on campus, (c) in or on a non-campus building or property, or (d) on public property. **Campus** is defined as “(1) Any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of, or in a manner related to, the institution’s educational purposes, including residence halls; and (2) Any building or property that is within or reasonably contiguous to the area identified in paragraph (1) of this definition, that is owned by the institution but controlled by another person, is frequently used by students, and supports institutional purposes (such as a food or other retail vendor).” **Noncampus** building or property is defined as “(1) Any building or property owned or controlled by a student organization that is officially recognized by the institution; or (2) Any building or property owned or controlled by an institution that is used in direct support of, or in relation to, the institution’s educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic area of the institution.” **Public Property** is defined as “public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus, or immediately adjacent to and accessible from the campus.”

All criminal incidents are classified in accordance with the FBI Uniform Crime Reporting Handbook.

Cooperation with Law Enforcement

UMGC Security personnel have no arrest powers but provide a uniformed security presence. They have the authority to issue parking citations, ask individuals for their identification and determine whether individuals have lawful business at UMG. UMG Security maintains a close working relationship with local, state, and federal law enforcement agencies, such as, the University of Maryland Department of Public Safety and Prince Georges County Police department, as well as, other law enforcement agencies and first responders.

Although the University does not have a written memorandum of understanding with any law enforcement agency, UMG Security regularly interacts and communicates with local agencies during and after incidents, as well as, on joint efforts to promote a safer campus.

Security and Access to Campus Facilities

The UMG Security Department is a division within the Facilities Management Department. The Director of Security is responsible for managing the Security Department and reports to the Associate Vice President of Facilities Management. UMG has Security Officers assigned to the Academic Center at Largo and Adelphi Headquarters. All Security personnel are unarmed with no arrest powers. UMG Security provides patrol functions, security services, and general support services to these locations. Security personnel at the Adelphi Headquarters includes UMG Security and Marriott Loss Prevention staff, who work together at providing security services to the four buildings at the Adelphi Headquarters. At Adelphi, Marriott Loss Prevention operates 24/7 in support of the Hotel, Conference Center and Parking Garage. UMG Security operates from 7 a.m. to 6:30 p.m. supporting the Administration Building, Conference Center and Parking Garage. UMG Security at the Academic Center at Largo operates Monday – Thursday from 6:30 a.m. to 10:30 p.m. and Friday from 6:30 a.m. to 6:30 p.m. UMG Security works closely with local agencies for police and emergency response. All other worldwide locations rely solely on the local authorities, including military base security forces/police.

University classes, advising services and testing centers may be held at other University System of Maryland (USM) locations, neighboring institutions’ campuses throughout the Maryland/D.C./Virginia area, as well as, other civilian and military locations worldwide on premises not owned or controlled by the University. See **Reporting a Crime and Emergency / Public Safety Contact Information** in this Report for UMG Security contact information, as well as, Security/Public Safety contact information, policies and procedures for our partnering institutions, regional locations and military bases. U.S. military installations are subject to applicable military rules and regulations. You should check with the military police/security office or Educational Center office/Navy College office at these locations for additional information regarding base security procedures and hours of operation.

Seven days a week the Hotel and Conference Center at the Adelphi Headquarters is opened at 6 a.m. and locked down at 10 p.m. or when all evening activities have concluded. The Administration Building at the Adelphi Headquarters is a secure facility and accessible by valid key card only. All visitors, vendors and contractors must enter through the main entrance 8 a.m. to 6 p.m., Monday – Friday and report to the security desk. The Academic Center at Largo is open Monday - Friday from 8 a.m. - 8 p.m. and accessible for students attending classes until

10 p.m. At all other times, access is restricted to faculty and staff. All students, visitors, vendors and contractors must enter via the south main entrance or north student entrance and sign-in with security. Access to the 2nd and 3rd floors is restricted to faculty and staff. Students and visitors must be accompanied by a faculty or staff member when on these floors. All other regional and worldwide locations maintain different operating hours. Please visit <https://www.UMGC.edu/locations/index.cfm> for the operating hours of all UMGC locations.

The University encourages students and employees to be responsible for their own security and the security of others.

UMGC is not aware of building or property owned or controlled by a University-recognized student organization. Therefore, UMGC does not monitor criminal activity that students engage in off-campus.

UMGC does not have dormitories or other residential facilities for students.

Security Awareness and Crime Prevention

The University is committed to the safety and security of the campus community. UMGC Security promotes safety and security by periodically scheduling safety/security awareness classes for the campus community to sign up and attend in person or via webinar. In addition, Security will attend department meetings to discuss safety/security awareness. The campus community is routinely educated about security awareness and crime prevention measures via the UMGC security website, in weekly newsletters and through the distribution of flyers and pamphlets.

Safety and Security is the responsibility of everyone. The University encourages students and employees to be responsible for their own security and the security of others. Awareness and timely reporting of criminal or suspicious activity is crucial to maintaining a safe and secure campus. For more information on security awareness and crime prevention measures please visit the UMGC Security website at <http://www.UMGC.edu/security/>

Awareness programs and educational information that is available to the campus community includes:

- Active Shooter – How to Survive
- Suspicious Person or Activity
- Suspicious Letter or Package
- Crime Prevention
- Responding to and Preventing Violent/Physical Confrontations
- Parking Lot/Garage Safety
- Bomb Threat
- Armed Robbery
- Identity Theft
- Shelter In Place
- CPR/AED/First Aid and Hands Only CPR
- How to Use a Fire Extinguisher
- Emergency Preparedness

Security Awareness and Crime Prevention Strategies

We all must work together to maintain a safe and secure environment. Heighten your security awareness and remain vigilant. Know your surroundings and who or what should or should not be there. If you have a concern or see something suspicious, report it immediately to security or law enforcement.

Be cautious and suspicious of:

- Any odd or out of the ordinary occurrences
- People's behavior

- Strange or peculiar activity
- Unattended backpacks, briefcases, etc.
- Packages, envelopes that do not appear normal
- Strange or illegally parked vehicles

You can minimize your chances of becoming a victim of crime if you know what situations to avoid and what preventive actions to take. Common-sense prevention skills can help make life at work safer for all.

- Trust your instincts. They are a natural gift that tells you when something is wrong.
- Be ready to take protective action if necessary. This could be something as simple as crossing the street and entering a populated area.
- Never leave valuables unattended and unsecured.
- Before you exit your car or building, check your surroundings for suspicious looking people and vehicles.
- Walk confidently and briskly.
- Scan the area around your car as you approach. If you see someone loitering around your vehicle, walk past until they leave.
- Always lock your office and any unoccupied room, even when leaving for only a moment.
- Check the identity of any strangers who are in your work area office - offer your assistance and ask them whom they are visiting and if you can help them find that person. If they make you uncomfortable, report your suspicions.
- Always let someone know where you will be - whether you are coming in late, working late, going to lunch, or to a meeting.
- Be discreet - do not advertise your social life and vacation plans or those of others to people visiting or calling.
- Be cautious in restrooms. Attackers can hide in stalls and corners.
- Leaving late - create a buddy system for walking to the parking lot/garage.

Safety and Security is the responsibility of everyone. For more information on security awareness and crime prevention measures please visit the UMGC Security website at <http://www.UMGC.edu/security/>.

Reporting Crimes/ Emergency and Public Safety Contact Information

UMGC encourages prompt reporting of all crimes, suspicious activity, or any emergency both to the Security personnel for your location and local law enforcement. Crimes should be reported to the Security or Loss Prevention personnel at the Adelphi Headquarters and the Academic Center at Largo, or to the appropriate civilian or military law enforcement agency that has jurisdiction at your location.

The UMGC Director of Security is responsible for ensuring incident reports are completed for the Adelphi Headquarters and the Academic Center at Largo, as are the Regional Directors for the University's worldwide locations. For contact information related to reports of sexual misconduct, please refer to our ***Sexual Misconduct Policy*** section of this report.

The University does not have a policy that allows victims or witnesses to make confidential reports for inclusion in this Annual Report, other than under UMGC's Sexual Misconduct Policy (see the Sexual Misconduct Policy on for more information). However, if an individual is interested in making a report, he or she should contact the UMGC Director of Security at 301-985-7471.

Categories of crime statistics included in this report are:

Criminal Offenses – murder/ non-negligent manslaughter, negligent manslaughter, rape, fondling, incest, statutory rape, robbery, aggravated assault, burglary, motor vehicle theft, arson, domestic violence, dating violence and stalking.

Hate crimes – any criminal offense committed against a person or property which is motivated, in whole or in part, by the offender's bias. Bias is a preformed negative opinion or attitude toward a group of persons based on their Race, Gender, Religion, Sexual Orientation, National Origin, Gender Identity, Ethnicity, or Disability. Hate crimes are reported for the crimes of criminal homicide, sex offenses, robbery, aggravated assault, burglary, motor vehicle theft, arson, and any other crimes involving bodily injury, as well as, larceny-theft, simple assault, intimidation, and destruction/damage/vandalism.

Arrests and Referrals for Disciplinary Action - for weapons (carrying or possessing), drug abuse violations and liquor law violations. Campus Disciplinary Referrals are incidents where an individual is not arrested but referred for possible campus disciplinary action (e.g. first offenders required to attend educational programs).

Crime definitions are classified based on the FBI's Uniform Crime Reporting Handbook (UCR) at http://www.fbi.gov/about-us/cjis/ucr/additional-ucr-publications/ucr_handbook.pdf/view and the FBI's National Incident-Based Reporting System (NIBRS) <https://www.fbi.gov/about-us/cjis/ucr/nibrs/nibrs-user-manual>.

CRIME DEFINITIONS

Criminal Homicide – Murder and Non-negligent Manslaughter: The willful (non-negligent) killing of one human being by another.

Criminal Homicide – Negligent Manslaughter: The killing of another person through gross negligence.

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. **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.
- b. **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.
- c. **Incest**—Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- d. **Statutory Rape**—Sexual intercourse with a person who is under the statutory age of consent.

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 (B&E): 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.)

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.

Illegal 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.

Domestic Violence: Is a felony or misdemeanor crime of violence committed by a 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 cohabited 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.

Dating violence: Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim; and where the existence of such a relationship shall be determined based on a consideration of the following factors: a) length of the relationship, b) the type of relationship, c) the frequency of interaction between the persons involved in the relationship.

Stalking: 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.

- a. **Course of conduct** means two or more acts, including but not limited to, acts in which the stalker 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.
- b. **Reasonable person** means a reasonable person under similar circumstances and with similar identities to the victim.
- c. **Substantial emotional distress** means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

Hate Crimes: A hate crime is defined as any crime that manifests evidence that a victim was selected because of his/her actual or perceived race; gender; gender identity; religion; sexual orientation; ethnicity; national origin or disability.

- a. **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.
- b. **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.
- c. **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.
- d. **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.

Emergency and Public Safety Contact Information for Stateside Civilian Locations

Anne Arundel Community College at Arundel Mills

- For emergencies or to report a crime, call 911 or the Anne Arundel County Police Department at 410-222-8610.
- For an escort or to reach AACC Department of Public Safety, call 410-777-1818.
- To receive text alerts for emergencies, severe weather alerts, and school closings, sign up for the [AACC emergency notification system](#).
- AACC Public Safety hours of operation: Daily, 7 a.m. –11 p.m.
- More information: [Anne Arundel Community College Public Safety](#)

Cecil College

- For emergencies or to report a crime, call 911 or the Cecil County Sheriff's Office at 410-392-2113.
- For an escort or to reach Cecil College (North East Campus) Department of Public Safety, call 410-287-1601.
- To receive text alerts for emergencies, severe weather alerts, and school closings, sign up for the [Cecil College emergency notification system](#).
- More information: [Cecil College Department of Public Safety](#).

Dorsey Station

- For emergencies or to report a crime, call 911 or the Howard County Police Department at 410-313-2200.
- To receive text alerts for emergencies, severe weather alerts, crime alerts, and school closings, sign up for the [UMGC emergency notification system](#) or the [Howard County emergency notification system](#).
- Dorsey Station main office: 443-459-3500
- More information: [UMGC Security](#)

Eastern Shore Higher Education Center

- For emergencies or to report a crime, call 911 or the Talbot County Sheriff's Office at 410-822-1020.
- To reach Chesapeake College Campus Security, call 410-758-7275 or dial 0 on any campus phone.
- To receive text alerts for emergencies, severe weather alerts, and school closings, follow [Chesapeake College Alerts on Twitter](#).
- Chesapeake College Campus Security hours of operation: Daily, 24 hours
- More information: [Chesapeake College Security](#)

Hagerstown

- For emergencies or to report a crime, call 911 or the Hagerstown Police Department at 240-527-2762.
- To receive text alerts for emergencies, severe weather alerts, and crime alerts, sign up for the [Washington County emergency notification system](#).
- More information: [Hagerstown Security](#)

Laurel College Center

- For emergencies or to report a crime, call 911 or the Laurel Police Department at 301-725-3000.
- To receive text alerts for emergencies, severe weather alerts, and crime alerts, sign up for the [Prince George's emergency notification system](#).
- Laurel College Center Public Safety hours of operation: Security staff members are present during the day and evening when classes are scheduled and remain on-site until all students and faculty have left the building. The evening security staff consists of deputies from the Prince George's County Sheriff's Department.
- More information: [Laurel College Center](#)

Prince George's Community College

- For emergencies or to report a crime, call 911 or the Prince George's County Police Department at 301-352-1200.
- For an escort or to reach PGCC Campus Police, call 301-322-0666 or dial 0666 or 0111 from any campus phone. Courtesy and emergency phones are located throughout campus.
- To receive text alerts for emergencies, severe weather alerts, crime alerts, and school closings, sign up for the [PGCC emergency notification system](#).
- PGCC Campus Police hours of operation: Daily, 24 hours
- More information: [Prince George's Community College Campus Police](#)

Shady Grove

- For emergencies or to report a crime, call 911 or the Montgomery County Police Department at 301-279-8000.
- For an escort or to reach The Universities at Shady Grove (USG) Campus Security, call 301-738-6065 or dial 6065 from any campus phone.
- To receive text alerts for emergencies, severe weather alerts, crime alerts, and school closings, sign up for the [USG emergency notification system](#).
- Shady Grove Public Safety hours of operation: Daily, 24 hours
- More information: [Shady Grove Public Safety](#)

Southern Maryland Higher Education Center

- For emergencies or to report a crime, call 911 or the St. Mary's County Sheriff's office at 301-475-4200.
- To receive text alerts for emergencies, severe weather alerts, and crime alerts, sign up for the [St. Mary's County emergency notification system](#).
- More information: [Southern Maryland Higher Education Center](#)

Thomas Nelson Community College (TNCC), Hampton, VA

- For emergencies or to report a crime, call 911 or the TNCC Campus Police at 757-825-2732.
- For an escort or to reach TNCC Campus Police, call 757-825-2732 or 757-825-3411.
- To receive text alerts for emergencies, severe weather alerts, crime alerts, and school closings, sign up for the [TNCC emergency notification system](#).
- TNCC Campus Police hours of operation: Daily, 24 hours
- More information: [Thomas Nelson Community College Campus Police Department](#).

UMGC Academic Center at Largo

- For emergencies or to report a crime, call 911 or the Prince George's County Police Department at 301-352-1200.
- For an escort or to reach the UMGC Security Department, call 240-684-2911 or dial 2911 from any Largo phone.
- To receive text alerts for emergencies, severe weather alerts, crime alerts, and school closings, sign up for the [UMGC emergency notification system](#).
- UMGC Largo Security hours of operation: Monday through Friday, 8 a.m. –6 p.m.
- More information: [UMGC Security](#)

UMGC Headquarters (Adelphi)

- For emergencies or to report a crime, call 911 or the University of Maryland, College Park (UMCP) Department of Public Safety at 301-405-3333.
- For an escort or to reach the UMGC Security Department, call 301-985-7371 or dial 7371 from any Adelphi phone. Emergency phones are located throughout the parking garage.
- To reach the UMCP Department of Public Safety, call 301-405-3333.
- To receive text alerts for emergencies, severe weather alerts, crime alerts, and school closings, sign up for the [UMGC emergency notification system](#).
- UMGC Headquarters Security hours of operation: Daily, 24 hours
- More information: [UMGC Security](#)

UMGC at Fayetteville

- For emergencies or to report a crime, call 911 or the Fayetteville Police Department at 910-433-1529.
- To receive text alerts for emergencies and severe weather alerts, sign up for the [Cumberland County emergency notification system](#).
- More information: [Fayetteville Police Department](#)

UMGC at Killeen

- For emergencies or to report a crime, call 911, the Killeen Police Department at 254-501-8830, or the Bell County Sheriff's Department at 254-933-5412.
- To receive text alerts for emergencies and severe weather alerts, sign up for the [Central Texas Council of Governments CodeRed notification system](#).
- More information: [Killeen Police Department](#) or [Bell County Sheriff's Department](#)

UMGC at La Plata

- For emergencies or to report a crime, call 911 or the Charles County Sheriff's Office at 301-932-2222.
- For the College of Sothern Maryland La Plata Public Safety department, call 301-934-7888 or dial 7909 from any campus phone.
- To receive text alerts for emergencies and severe weather alerts, sign up for the [CSM emergency alert system](#) and/or the [Charles County emergency alert system](#).
- More information: [CSM Public Safety Department](#)

UMGC at National Landing

- For emergencies or to report a crime, call 911 or the Arlington Police Department at 703-558-2222.
- To receive text alerts for emergencies and severe weather alerts, sign up for the [Arlington County emergency notification system](#).
- More information: [Arlington County Police Department](#)

UMGC at Pearl City

- For emergencies or to report a crime, call 911 or the Honolulu Police Department Pearl City district station at 808-723-8800.
- To receive text alerts for emergencies and severe weather alerts, sign up for the [Honolulu County emergency notification system](#).
- More information: [Honolulu Police Department](#)

UMGC at San Antonio

- For emergencies or to report a crime, call 911 or the San Antonio Police Department at 210-207-7273.
- To receive text alerts for emergencies and severe weather alerts, sign up for the [Bexar County emergency notification system](#) and/or the [City of San Antonio emergency notification system](#).
- More information: [San Antonio Police Department](#)

UMGC at San Diego

- For emergencies or to report a crime, call 911 or the San Diego Police Department at 619-531-2000.
- To receive text alerts for emergencies and severe weather alerts, sign up for the [San Diego County emergency notification system](#).
- More information: [San Diego Police Department](#)

University of Maryland, College Park (UMCP)

- For emergencies or to report a crime, call 911 or the UMCP Department of Public Safety at 301-405-3333.
- For an escort, call the UMD Department of Public Safety nonemergency line at 301-405-3555 or dial 43555 from any campus phone. Blue light emergency phones are located throughout campus. For exact locations, visit the [UMD Department of Public Safety](#).
- To reach the University of Maryland Department of Public Safety Emergency Communications Center while on or near campus, dial 3333 from any cell phone with service provided by Verizon Wireless, Sprint/Nextel, or AT&T.
- To receive text alerts for emergencies, severe weather alerts, crime alerts that affect the UMGC community on the UMCP

- campus, sign up for the [UMGC emergency notification system](#).
- UMCP Public Safety hours of operation: Daily, 24 hours
- More information: [University of Maryland Police Department](#) or [UMCP Emergency Preparedness](#)

Emergency and Public Safety Contact Information for Stateside Military Bases

The following contact information is for the agency (Provost Marshal, Military Police, Base Security, etc.) that oversees police/security services on stateside military installations. Abbreviations (JB, NS, etc.) are disregarded in alphabetizing sites.

Aberdeen Proving Ground

Emergency: 911
Police Department: 410-306-0564

JB Anacostia Bolling

Emergency: 911
Police/Fire/EMS: 202-433-3333

JB Andrews

Emergency: 911
Base Security: 301-981-2001

NB Bremerton

Emergency: 911
Police Dispatch: 360-315-4065

Camp Lejuene

Emergency: 911
Provost Marshal: 910-451-1113

Camp Pendleton

Emergency: 911
Physical Security: 760-725-9454
Crime Prevention: 760-725-5725

Camp Smith

Emergency: 911
Crime Prevention Unit: 808-257-8312

Davis-Monthan AFB

Emergency: 911
Security Forces: 520-228-3200

Eglin AFB

Emergency: 911
Security Forces: 850-882-2502

Fort Belvoir

Emergency: 911
Military Police: 703-806-3104

Fort Benning

Emergency: 911
Police Department: 706-545-5222

Fort Bliss

Emergency: 911
Military Police: 915-744-9311

Fort Campbell

Emergency: 911
Military Police: 270-798-7111

Fort Carson

Emergency: 911
Police Department: 719-526-2333

Fort Detrick

Emergency: 911
Police Nonemergency: 301-619-7114

Fort Drum

Emergency: 911
Police Desk Sergeant: 315-772-2677

Fort Eustis

Emergency: 911
Military Police: 757-878-4555

Fort Hood

Emergency: 911
Military Police: 254-287-4001

Fort Huachuca

Emergency: 911
Military Police: 520-533-3000

Fort Irwin

Emergency: 911
Police Nonemergency: 760-380-4444

Fort Lee

Emergency: 911
Military Police: 804-734-7400

Fort Lewis

Emergency: 911
Physical Security: 253-966-7153

Fort Meade

Emergency: 911
Military Police: 301-677-6622

JB Fort Myer-Henderson Hall Emergency: 911

Police Department: 703-588-2800

Fort Sam Houston

Emergency: 911
Police Services: 210-221-3735

Hickam AFB

Emergency: 911
Police Department: 808-474-2222

USCG Honolulu

Emergency: 911
Command Center: 808-842-2600

Hurlburt Field

Emergency: 911
Police Desk Sergeant: 850-884-7114

Jacksonville NAS

Emergency: 911
Police Department: 904-542-2663

MCAS Kaneohe Bay

Emergency: 911
Police Nonemergency: 808-257-9111

Lackland AFB

Emergency: 911
Police Services: 210-671-1272

Langley AFB

Emergency: 911
Security Forces: 757-764-5091

JEB Little Creek

Emergency: 911 or 757-462-4444

Nonemergency Dispatch: 757-462-4445

MacDill AFB

Emergency: 911
Security Forces: 813-828-2048

Maxwell-Gunter AFB

Emergency: 911
Security Forces: 334-953-7222

NS Mayport

Emergency: 911
Police Nonemergency: 904-270-5334

McChord AFB

Emergency: 911
Physical Security: 253-982-3228

Nellis AFB

Emergency: 911
Crime Stoppers: 702-652-5100

NS Norfolk

Emergency: 911
Security: 757-836-1900

NAS North Island

Emergency: 911
Safety Office: 610-545-1049

NS Oceana

Emergency: 911
Base Security: 757-433-3103

Patrick AFB

Emergency: 911
Base Security: 321-494-2008

Patuxent River NAS

Emergency: 911
Security Desk Sergeant: 301-757-4669

Pearl Harbor NAS

Emergency: 911
Security Forces: 808-449-9701

Pensacola NAS

Emergency: 911
Base Security: 850-452-2654

Peterson AFB

Emergency: 911
Security Forces: 719-556-4805

NAS Point Mugu

Emergency: 911
Police Department: 805-654-9511

NCVC Port Hueneme

Emergency: 911
Police Department: 805-986-6530

MCB Quantico

Emergency: 911
Provost Marshal: 703-784-2251

Randolph AFB

Emergency: 911
Base Security: 210-652-5700

MC Recruit Depot San Diego

Emergency: 911
Military Police: 619-524-5246

NS San Diego

Emergency: 911
Base Security Dispatch: 619-524-6999

NMC San Diego Balboa Park

Emergency: 911

Security: 619-532-8500

Schofield Barracks

Emergency: 911
Police Nonemergency: 808-433-8888

Seymour Johnson AFB

Emergency: 911
Security Police: 919-722-1211

Travis AFB

Emergency: 911

Tripler Medical Center

Emergency: 911
Police Nonemergency: 808-433-5700

MCAGCC Twentynine Palms

Emergency: 911
Military Police: 760-830-6800

Tyndall AFB

Emergency: 911
Security Desk Sergeant: 850-283-2254

Walter Reed National Military Medical Center

Emergency: 911
Security Office: 301-295-1246

EMERGENCY RESPONSE PROCEDURES

Timely communication in an emergency or crisis situation is crucial. It is important that the campus community, as well as emergency responders, department heads, media, etc. receive immediate and accurate information. We achieve this coordination through our Emergency Action Team (EAT).

If a situation exists that threatens the safety and security of the UMGC community, the UMGC Security Department and Emergency Action Leadership Team will immediately assess the situation and determine the proper course of action. This is based on the size, scope and seriousness of the incident, and the threat to life, or the safety to the campus community. The EAT will monitor emergency alert/NOAA radios and remain in constant communication with each other, as well as, the University of Maryland Department of Public Safety (UMDPS) and other local authorities. Once an emergency situation is confirmed and if there is an immediate threat to life and safety, the Security Department has the authority to issue an alert and initiate the appropriate response plan. In the event that there is not an immediate threat, the EAT will consult and decide on the appropriate response. UMGC will also provide follow-up information to the campus community regarding the circumstances or status of an incident.

For stateside military locations, please follow the emergency procedures and response plans for the installation where you are located. Please contact the security force/military police office or the Educational Center office /Navy College office for additional information.

In the event of an emergency, UMGC has several systems in place that provide the campus community with important warnings regarding

an emergency, as well as provide advice on the appropriate response.

Emergency Notifications

UMGC 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 professional judgement of responsible authorities, compromise efforts to assist a victim or to contain, respond to or otherwise mitigate the emergency.

UMGC MyAlerts is the University's emergency text alert system that is used to send emergency alerts, notifications and updates to its subscribers. This system is only used for emergency communication and not for general information or advertisements. The alerts are sent to the subscriber's email account/s or cell phone/s, depending on what device/s they register. All of the top hazards and major alert situations have pre-arranged texts, which enables the alert to be sent rapidly. The alert system is maintained by UMGC Security and can be sent by Security personnel or Emergency Action Team Leaders from their office, home or mobile device. The system is also used to provide necessary updates on a specific situation.

UMGC also monitors the UMDPS's alert system, as well as, alert systems from jurisdictions that have authority over our regional sites. When an alert is received that affects the UMGC community, UMGC will respond and alert the UMGC community affected by the emergency situation. To receive text alerts for emergencies, severe weather alerts, crime alerts, and school closings, please sign up for the [UMGC emergency notification system](#).

Timely Warnings

In compliance with the Clery Act, the University issues timely warnings to the University community when a significant criminal incident occurs within the University's Clery geography and represents a serious or continuing threat. Timely Warnings are intended to alert the campus community to a serious incident and the potential danger it poses to the community. The decision to disseminate a warning is made on a case-by-case basis and after a review of the situation by the Director of Security and Associate Vice President of Facilities Management. In the event of an active threat, where lives are in immediate danger, the decision to issue a warning can be made exclusively by the Director of Security, Assistant Director of Security or a Security Coordinator.

Timely Warnings are distributed as soon as pertinent information is available. The amount of information provided in the warning will vary depending on the circumstances of the crime/incident, but it will typically include the date/time of the incident, the location, the nature of the crime or hazard to the community, the continuing danger to the campus community, and actions people can take to diminish their chance of being a victim of a similar crime.

Timely Warnings are issued in several formats including: SMS text message, email notification, and posting on the UMGC website (<http://www.UMGC.edu/security/alerts.cfm>). The UMGC Director of Security is responsible for posting these alerts in cooperation with the Strategic Marketing Department. If an active threat exists, UMGC emergency response protocol includes an [Emergency Notification \(text alert\) System](#), which can be activated by the Security Department.

Public Address System

All buildings on the Adelphi and Largo campus have a Public Address (PA) System that can be activated by Security and, when necessary, Facilities Management personnel. In the event of an emergency situation affecting the campus, Security will initiate a PA announcement to the affected building/s.

Communication Department Alerts

In the event of an emergency situation, the Office of Communications will initiate their procedures by providing information regarding the emergency on the UMGC website and the Campus Information Line (301-985-7669). If necessary, a campus wide broadcast email can be

sent.

Early Warning Siren

The University of Maryland Department of Public Safety (UMDPS) has implemented an Early Warning System Emergency Siren Program to provide instant notification to the campus community of an imminent dangerous condition. This system is designed to alert those individuals outside of the campus buildings. The sirens can be heard on and around the UMGC Adelphi Campus, therefore enabling UMGC to take advantage of this life saving system. During an emergency the sirens will emit a steady tone that will sound for at least three minutes. When heard, individuals should seek immediate shelter. When the emergency situation has ended, the siren will sound an "all Clear" by emitting one short tone that will sound for less than 30 seconds. Additional information on the emergency will be provided via the UMGC Text Alert, PA and Communication Alerts. Individuals can also obtain information regarding a UMD siren by logging onto <http://www.umd.edu/> or calling 301-405-7669.

Crime Log

The UMGC Security Department provides services at the Adelphi and Largo locations. The services include the maintenance of the Crime Log. UMGC's Daily Crime Log includes all crimes and incidents that are reported to UMGC Security. The information recorded in the in the Daily Crime Log includes: the incident classification, date reported, date and time occurred, general location, and disposition of each reported crime.

Unless the disclosure is prohibited by law or would jeopardize the confidentiality of the victim, newly reported crimes and updated information regarding previously reported crimes are entered into the Daily Crime Log within two (2) business days of when it is reported to Security.

The most recent sixty (60) day period of the daily Crime Log is available for public inspection during normal operating hours (Monday-Thursday, 8a.m. - 8p.m. and Friday, 8a.m. - 6p.m.) at the Academic Center at Largo (1616 McCormick Drive, Largo, Md.). Any portion of the log older that sixty (60) days will be made available within two (2) days of the request to the Security Department. For information, please contact the on-site security personnel during normal operating hours at 240-684-2911 or email security@UMGC.edu.

All-Hazard Emergency Operation Plan

In addition to the emergency notification procedures, UMGC has an all-hazard Emergency Operations Plan. The plan and its components are available at <http://www.UMGC.edu/security/>. The plan includes the following emergency procedures:

- Fire
- Bomb Threats
- Weather Emergencies
- Hazardous Material Emergencies
- Active Shooter
- Armed Robbery
- Hostage Situation
- Earthquake
- Utility/Elevator Failures
- Medical Emergencies
- Shelter-In-Place
- Suspicious Letter/Package
- Evacuation Procedures
- Persons with Disabilities

Emergency Preparedness Training

The training focus for 2020 was on Fire Safety and Earthquake Preparedness training to prepare and participate in the 2020 Great Shake Out. Below are the training topics that were offered to the UMGC community.

- Evacuation and Shelter in Place
- Fire Emergency
- Fire Extinguisher
- Conflict Management/Managing Aggressive Behavior
- CPR/AED/First Aid
- Stop the Bleed

- Earthquake Preparedness
- Structural Collapse and Water Main

Testing

The Emergency Operations Plan is tested regularly by the Emergency Action Team (EAT) and the Facilities Management Department. Testing includes discussion based and operation-based exercises and drills. At the end of each calendar year, a drill topic is chosen. Facilities Management and EAT members receive quarterly training on specific emergency procedures related to the drill topic. The UMGC community is invited to participate in various training activities to honor National Preparedness Month in September.

- MyAlert Emergency Communications tests – last Friday of every month
- Fire Emergency Tabletop Exercise – August 2020
- Great Shake Out Earthquake Preparedness Drill – October 17, 2020
- Fire Drills for Headquarters and Largo Academic Center – April 2020, September 2020, December 2020

Response Emergency Assessment Crisis Team (REACT)

The Response Emergency Assessment Crisis Team (REACT) is dedicated to coordinating a proactive and planned approach to facilitate the early identification, prevention, assessment and management of serious interpersonal distress and/or harmful, disruptive behavior that threatens the safety and well-being of University of Maryland Global Campus students, faculty, staff and guests.

The team will review concerns raised by members of the UMGC community. It is the responsibility of the staff, faculty and students to immediately [report](#) any situation that could result in harm to anyone at the university. The reports may come directly to the review team depending on the nature of the concern. **However, when there is a life-threatening emergency or an active or immediate risk of violence to self or others, contact the police at 911 or the [local military police/security force](#) that has jurisdiction over your location.**

For more information or to report your concerns please visit UMGC's [REACT web page](#), or contact react@UMGC.edu.

Sexual Misconduct Policy

The University System of Maryland (USM) and UMGC are committed to providing a working and learning environment free from sexual misconduct and harassment, including sexual and gender-based harassment, sexual violence, sexual assault, dating violence, domestic violence, sexual exploitation, and sexual intimidation.

For USM's Policy on Sexual Misconduct, visit <http://www.usmd.edu/regents/bylaws/SectionVI/VI160.pdf>.

For UMGC's Policy on Sexual Misconduct, see <https://www.UMGC.edu/policies/adminpolicies/admin04100.cfm>.

UMGC Policy 041.00 expressly prohibits sexual misconduct, a form of sex discrimination. Consistent with the USM policy, UMGC's Sexual Misconduct policy explicitly prohibits sexual harassment, sexual assault including but not limited to dating violence, domestic violence, sexual exploitation, sexual intimidation, sexual violence, and stalking. These terms are defined within UMGC's policy. Sexual misconduct is an umbrella term that encompasses Dating Violence, Domestic Violence, Sexual Violence, Sexual Harassment, Sexual Assault, Sexual Coercion, Sexual Exploitation, Sexual Intimidation, Relationship Violence and Stalking. Sexual Misconduct can be committed by any person, regardless of gender identity and can occur between people of the same or different sex, sexual orientation, or gender expression. UMGC defines consent as a knowing, voluntary, and affirmatively communicated willingness to mutually participate in a particular sexual activity or behavior. It must be given by a person with the ability and capacity to exercise free will and make a rational and reasonable judgment. Consent may be expressed either by affirmative words or actions, as long as those words or actions create a mutually understandable permission regarding the conditions of sexual activity. Consent may be withdrawn at any time. Consent cannot be obtained by force, threat, coercion, fraud, manipulation, reasonable fear of injury, intimidation, or through the use of one's mental or physical helplessness or incapacity. Consent cannot be implied based upon the mere fact of a previous consensual dating or sexual relationship. Consent to engage in sexual activity with one person does not imply consent to engage in sexual activity with another. Lastly, retaliation against anyone who reports Sexual Misconduct, participates in an investigation of a complaint, supports a complaint, or testifies concerning a complaint is expressly prohibited by this Policy.

Investigative and Adjudicative Procedures Under UMGC Policy

UMGC's Investigative and Adjudicative Procedures provides for the prompt and equitable investigation and adjudication of complaints of sexual misconduct of which UMGC has Actual Knowledge. "Actual Knowledge" as also defined in the Policy, means notice of Sexual Misconduct or allegations of Sexual Misconduct has been given to UMGC's Title IX Coordinator or a designated official of UMGC, as identified in the Policy, who has the authority to institute corrective measures on UMGC's behalf. While prompt reporting may aid an investigation, there is no time limit imposed as to when a Formal Complaint may be initiated.

After an incident of Sexual Misconduct has occurred a victim or a third party, such as UMGC students, staff not designated as Responsible Employees and members of the public are strongly encouraged to report the misconduct to the Title IX Coordinator, a member of the Title IX team, any person defined as a Responsible Employee under the policy, UMGC security, local law enforcement and/or medical personnel. UMGC policy also provides for the confidential reporting to the Ombud's office. All Responsible Employees are required to notify the Title IX Coordinator, or a member of the Title IX team, of any report or incident of sexual misconduct.

Victims of sexual assault or third parties are strongly encouraged to contact law enforcement or medical personnel as soon as possible following an occurrence to receive guidance in the preservation of evidence needed for proof of criminal acts and the apprehension and prosecution of assailants. The Title IX Coordinator, members of the Title IX Team, UMGC Security or the Confidential Employee will assist in notification of noncampus authorities at the request of the alleged victim. The Title IX Coordinator, members of the Title IX Team, UMGC Security or the Confidential Employee will also assist the victim in obtaining medical attention, if the victim chooses, including providing transportation to the hospital or other emergency medical facility equipped with the Maryland State Police sexual assault evidence collection kit if the alleged assault occurs stateside. UMGC will contact local law enforcement when legally required to do or when there is a direct threat to the UMGC community.

Once the Title IX Coordinator receives a report, the Title IX Coordinator will engage in a meaningful dialogue with Complainant and Respondent to determine which supportive measures may restore or preserve equal access to the education program or activity without unreasonably burdening the other Party, including measures designed to protect the safety of all parties or UMGC's educational environment, or deter Sexual Misconduct. If Complainant desires supportive measures, UMGC can, and should, keep Complainant's identity confidential (including from the Respondent), unless disclosing the Complainant's identity is necessary to provide supportive measures for the Complainant (e.g., where a no-contact order is appropriate and the Respondent would need to know the identity of Complainant in order to comply with the no-contact order, or UMGC security is informed about the no-contact order in order to help enforce its terms).

Additionally, the Title IX Coordinator will specifically:

1. Review and provide Complainant and Respondent with a copy of the Policy and Procedures.
2. When applicable notify Complainant of the right to contact law enforcement.
3. When applicable identify for Complainant available medical treatment resources.
4. Inform Complainant about the importance of preserving evidence.
5. Inform Complainant and Respondent about their right to have an Advisor or support person present during any meeting throughout the process.
6. Provide Complainant with a copy of the Notice of Rights for Complainants.
7. Provide Respondent with a copy of the Notice of Rights for Respondents
8. Explain to Complainant and Respondent UMGC's policy prohibiting Retaliation.

DISMISSAL

- A. An Investigation ordinarily will include interviews of the Parties and any witnesses who may have relevant information, unless clearly unreasonable or duplicative of information already gathered; a review of any pertinent documents, medical records, and communications; and may include other actions deemed appropriate by the Investigator(s).
- B. Once the investigation is complete, the Title IX Team Investigator will prepare an investigative report, which will include a summary of the relevant evidence gathered and describes the relevant information learned during the investigation.

Students, faculty and staff found to have violated the Sexual Misconduct Policy will be subject to disciplinary sanctions including but not

limited to verbal or written reprimand, disciplinary probation, restitution, suspension, termination or expulsion. Both parties are offered appeal procedures following receipt of the written decision. A prompt, fair and impartial process will be provided from the initial complaint to the result.

UMGC protects the confidentiality of complaints and the parties involved except to the extent that UMG's ability to conduct an effective investigation is jeopardized or as otherwise provided by law, including, but not limited to, the Maryland Public Information Act and any lawfully issued subpoena. Complainants, Respondents, witnesses and all persons involved in investigations or in resolving a complaint of discrimination or harassment, are asked to make good faith efforts to keep confidential all information relating to a complaint. Failure to exercise good faith efforts in maintaining confidentiality may result in disciplinary actions and/or other serious sanctions.

In addition to filing a Sexual Misconduct complaint with the Title IX Coordinator, faculty, staff and students may contact external agencies including the Equal Employment Opportunity Commission (EEOC) or the Maryland Commission on Civil Rights (MCCR). Students may contact the Office for Civil Rights (OCR). A person wishing to file a complaint with an external agency is encouraged contact the appropriate agency promptly in order to verify the time limits and deadlines for filing complaints.

Please refer to UMG's Investigative and Adjudicative Procedures for a complete description of procedures including but not limited to anticipated timelines, written notifications and the rights of parties.

Prevention and Awareness Programs

UMGC shall continue to take steps to prevent the occurrence of Sexual Misconduct and remedy its discriminatory effects. Education is an extremely important tool in eradicating discrimination and sexual harassment from the UMG workplace and educational programs. All students and employees of UMG will be required to complete Sexual Misconduct training offered online by the Office of Diversity and Equity. Compliance therewith will be monitored by the Title IX Coordinator, the Chief Diversity Officer and the Fair Practices and Equal Opportunity Officer. In addition to the online training, the Title IX coordinator will ensure that all persons involved in the administration of Sexual Misconduct cases obtain annual training in receiving, reporting, and handling of Sexual Misconduct cases.

In accordance with Federal and USM requirements, UMG is in the process of implementing various prevention programs aimed at preventing the occurrence of Sexual Misconduct, including dating violence, domestic violence, sexual assault, and stalking, and remedy its discriminatory effects. These educational initiatives will be informed by research or assessed for value, effectiveness, or outcome and will contain information regarding what constitutes Sexual Misconduct, definitions of consent and prohibited conduct (incorporating the required jurisdictional definitions), the institution's procedures, bystander intervention, risk reduction, and the consequences of engaging in Sexual Misconduct. Awareness Programs will include community-wide or audience-specific strategies that endeavor to increase audience knowledge and share information and resources to prevent violence, promote safety, and reduce perpetration. Ongoing prevention and awareness campaigns, directed towards both employees and students, will be sustained over time and focus on increasing understanding of topics relevant to and skills for addressing dating violence, domestic violence, sexual assault, and stalking. Primary prevention programming, geared toward all incoming students and new employees, will be aimed at preventing Sexual Misconduct before it occurs through the promotion of positive healthy behaviors that foster healthy, mutually respectful relationships and sexuality, encouraging safe bystander intervention, and changing behavior and social norms in healthy and safe directions.

Sex Offender Registry

The federal Campus Sex Crimes Prevention Act of 2000 (CSCPA) provides for the tracking of convicted sex offenders enrolled at or employed by higher education institutions. This act is an amendment to the Jacob Wetterling Crimes Against Children and Sexually Violent Offender Act. The CSCPA amends the Family Educational Rights and Privacy Act of 1974 (FERPA) to clarify that nothing in the Act can prohibit an educational institution from disclosing information provided to the institution concerning registered sex offenders.

In accordance with applicable law(s), state and local law enforcement agencies must provide colleges and universities in their jurisdiction with a list of registered sex offenders who have indicated they are enrolled, employed by or working at the institution. UMG's global reach may require an individual to research or register at multiple locations. The following link should be used for the current locations:

<https://www.umgc.edu/locations/index.cfm>. The specific address for the location should be used when searching for registered sex offenders. A list of all registered sex offenders in Maryland, including registrants employed or enrolled at Maryland institutions of higher education, is available from the state Department of Public Safety and Correctional Services (required under Section 121 of the Adam Walsh Child Protection and Safety Act of 2006) at <http://www.dpscs.state.md.us/onlineservs/socem/default.shtml>.

Title IX Coordinator & Title IX Team

Steven R. Alfred

Title IX Coordinator

Office of Diversity and Equity

University of Maryland Global Campus

3501 University Blvd, East

Room 2316

Adelphi, MD 20783

Phone: (301) 985-7930

Cell/Text: (301) 887-7295

titleixcoordinator@UMGC.edu

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TitleIX/EOStatesideInvestigator@umgc.edu

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TitleIXInvestigator-Asia@UMGC.edu

Title IX Investigator-Europe

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TitleIXInvestigator-Europe@UMGC.edu

External Confidential Support Services

- National Sexual Assault Hotline: 1-800-656-HOPE (4673)
- Maryland Coalition Against Sexual Assault (MCASA)
 - Statewide Sexual Assault Information and Referral help line 1-800-983-RAPE
- Sexual Assault Legal Institute (SALI)
 - For more information, contact MCASA's SALI at 301-565-2277, or toll-free at 877-496-SALI
 - The Sexual Assault Legal Institute (SALI) is a program of the Maryland Coalition Against Sexual Assault (MCASA). SALI provides direct legal services for victims and survivors of sexual assault. SALI also provides technical assistance and training for attorneys, rape crisis and recovery center staff and volunteers, and other professionals working with survivors.
- Domestic Violence and Sexual Assault Center at Dimensions Healthcare, Prince George's Hospital (DVSAC)
 - For more information, contact 301-618-3154 The Domestic Violence and Sexual Assault Center provides a range of medical and counseling services to victims of sexual assault and abuse, including, but not limited, crisis and follow-up counseling and forensic examinations.

UMGC Stateside Crime Statistics

UMGC reviewed applicable agreements and documentation for all sites where it offers educational services and found that a significant number of previously reported locations were unreportable due to lack of control. As a result, we now only have 7 separate campus and 4 noncampus locations.

The following tables provide the available statistics for specific crimes reported to a campus security authority and/or local law enforcement, as applicable, for the calendar years 2018, 2019, and 2020. UMGC is required to report the crimes: (1) on campus, (2) in dormitories or other residential facilities for students on campus, (3) in or on a noncampus building or property, or (4) on public property. **UMGC does not have dormitories or other residential facilities for students.**

Statistics disclosed herein are dependent on the ability of law enforcement agencies to accurately provide the information requested. If you would like additional information on any of the reported crimes, please contact the Director of Security at 301-985-7471.

In addition to the UMGC Adelphi Headquarters, UMGC on-campus stateside civilian locations include:

- Academic Center at Largo, 1616 McCormick Drive, Largo, Maryland 20774
- Dorsey Station, 6865 Deerpath Road, Elkridge, Maryland 21075
- Hagerstown Center, 32 West Washington Street, Hagerstown, Maryland 21740
- UMGC at LaPlata, 8730 Mitchell Road, La Plata MD 20646
- Universities at Shady Grove, 9636 Gudelsky Drive, Rockville, Maryland, 20850

UMGC noncampus stateside civilian locations:

- UMGC Fayetteville, 201 South McPherson Church Road, Fayetteville, North Carolina 28306
- UMGC Killeen, 2710 Clear Creek Road, Killeen, Texas 76549
- UMGC Pearl City, 98-1238 Kaahumanu St. Suite 404 Pearl City, HI 96782
- UMGC San Antonio, 6100 Bandera Road Ste. 401, San Antonio, TX 78238
- UMGC San Diego, 3444 Camino Del Rio North, San Diego, California 92108
- National Landing, 241 S. 18th Street Ste. 305, Arlington, VA 22202
- Thomas Nelson, 525 Butler Farm Road, Hampton 3 Bldg., Hampton, VA 23666

Adelphi Headquarters
University of Maryland Global Campus
3501 University Boulevard East, Adelphi, MD 20783

- For emergencies or to report a crime, call 911 or the UMD Department of Public Safety at 301-405-3333.
- For an escort or to reach the UMGC Security Department, call 301-985-7371 or dial x7371 from any on-campus phone. Emergency phones are located throughout the parking garage.
- To receive text alerts for emergencies, severe weather alerts, crime alerts, and school closings, please sign up for the [UMGC emergency notification system](#).
- UMGC Headquarters Security hours of operation: Daily, 24 hours.
- More information: [UMGC Security](#)

CRIME STATISTICS					
Crime	Year	On-Campus	Noncampus ²	Public Property	Total
Murder/Non-Negligent Manslaughter	2020	0	0	0	0
	2019	0	0	0	0
	2018	0	0	0	0
Negligent Manslaughter	2020	0	0	0	0
	2019	0	0	0	0
	2018	0	0	0	0
Rape	2020	0	3	0	0
	2019	0	0	0	0
	2018	0	0	0	0
Fondling	2020	0	1	0	0
	2019	0	0	0	0
	2018	0	0	0	0
Incest	2020	0	0	0	0
	2019	0	0	0	0
	2018	0	0	0	0
Statutory Rape	2020	0	0	0	0
	2019	0	0	0	0
	2018	0	0	0	0
Robbery	2020	0	6	0	0
	2019	0	0	0	0
	2018	0	0	0	0
Aggravated Assault	2020	0	9	0	0
	2019	0	0	0	0
	2018	0	0	0	0

Burglary / B&E	2020	1	27	0	1
	2019	0	0	0	0
	2018	0	2	0	2
Motor Vehicle Theft	2020	0	28	0	0
	2019	0	0	0	0
	2018	0	1	0	1
Arson	2020	0	2	0	0
	2019	0	0	0	0
	2018	0	0	0	0
Hate Crimes ¹	2020	0	0	0	0
	2019	0	0	0	0
	2018	0	0	0	0
Violence Against Women Act (VAWA)					
Dating Violence	2020	0	0	0	0
	2019	0	0	0	0
	2018	0	0	0	0
Domestic Violence	2020	0	13	0	0
	2019	0	0	0	0
	2018	0	0	0	0
Stalking	2020	0	0	0	0
	2019	0	0	0	0
	2018	0	0	0	0
Arrests					
Liquor Law Violation Arrests	2020	0	13	0	0
	2019	0	0	0	0
	2018	0	0	0	0
Drug Law Violation Arrests	2020	0	6	0	0
	2019	0	0	0	0
	2018	0	0	0	0
Illegal Weapons Possession Arrests	2020	0	5	0	0
	2019	0	0	0	0
	2018	0	0	0	0
Campus Disciplinary Referrals					
Liquor Law Violation Referrals	2020	0	0	0	0
	2019	0	0	0	0
	2018	0	0	0	0

Drug Law Violation Referrals	2020	0	0	0	0
	2019	0	0	0	0
	2018	0	0	0	0
Illegal Weapons Possession Referrals	2020	0	0	0	0
	2019	0	0	0	0
	2018	0	0	0	0
Footnotes:					
1	Hate Crimes are crimes that manifest evidence that the victim was intentionally selected because of the victim's actual or perceived Race, Gender, Religion, Sexual Orientation, National Origin, Gender Identity, Ethnicity, or Disability. Hate crimes are reported for the crimes of criminal homicide, sex offenses, robbery, aggravated assault, burglary, motor vehicle theft, arson, and any other crime involving bodily injury, as well as, larceny-theft, simple assault, intimidation, and destruction/damage/vandalism.				
2	Noncampus crimes include locations at Fayetteville, Killeen, Odenton, & San Diego and only at those specific buildings that UMGC utilizes for classes.				

*** UMGC does not have any on-campus student housing facilities.**

Year	Total Unfounded Crimes
2020	0
2019	0
2018	0

Academic Center at Largo
1616 McCormick Drive, Largo, MD 20774

- For emergencies or to report a crime, call 911 or the Prince George's County Police Department at 301-352-1200.
- For an escort or to reach the UMGC Security Department, call 240-684-2911 or dial x2911 from any on-campus phone.
- To receive text alerts for emergencies, severe weather alerts, crime alerts, and school closings, please sign up for the [UMGC emergency notification system](#).
- UMGC Largo Security hours of operation: Monday through Friday, 8 a.m.-6 p.m.
- More information: [UMGC Security](#)

CRIME STATISTICS				
Crime	Year	On-Campus	Public Property	Total
Murder/Non-Negligent Manslaughter	2020	0	0	0
	2019	0	0	0
	2018	0	0	0
Negligent Manslaughter	2020	0	0	0
	2019	0	0	0
	2018	0	0	0
Rape	2020	0	0	0
	2019	0	0	0
	2018	0	0	0
Fondling	2020	0	0	0
	2019	0	0	0
	2018	0	0	0
Incest	2020	0	0	0
	2019	0	0	0
	2018	0	0	0
Statutory Rape	2020	0	0	0
	2019	0	0	0
	2018	0	0	0
Robbery	2020	0	0	0
	2019	0	0	0
	2018	0	0	0
Aggravated Assault	2020	0	0	0
	2019	0	0	0
	2018	0	0	0
Burglary / B&E	2020	0	0	0
	2019	0	0	0
	2018	0	0	0

Motor Vehicle Theft	2020	0	0	0
	2019	0	0	0
	2018	2	0	2
Arson	2020	0	0	0
	2019	0	0	0
	2018	0	0	0
Hate Crimes ¹	2020	0	0	0
	2019	0	0	0
	2018	0	0	0
Violence Against Women Act (VAWA)				
Dating Violence	2020	0	0	0
	2019	0	0	0
	2018	0	0	0
Domestic Violence	2020	0	0	0
	2019	0	0	0
	2018	1	0	1
Stalking	2020	0	0	0
	2019	0	0	0
	2018	0	0	0
Arrests				
Liquor Law Violation Arrests	2020	0	0	0
	2019	0	0	0
	2018	0	0	0
Drug Law Violation Arrests	2020	0	0	0
	2019	0	0	0
	2018	0	0	0
Illegal Weapons Possession Arrests	2020	0	0	0
	2019	0	0	0
	2018	0	0	0
Campus Disciplinary Referrals				
Liquor Law Violation Referrals	2020	0	0	0
	2019	0	0	0
	2018	0	0	0
Drug Law Violation Referrals	2020	0	0	0
	2019	0	0	0
	2018	0	0	0

Illegal Weapons Possession Referrals	2020	0	0	0
	2019	0	0	0
	2018	0	0	0
Footnotes:				
1	<p>Hate Crimes are crimes that manifest evidence that the victim was intentionally selected because of the victim's actual or perceived Race, Gender, Religion, Sexual Orientation, National Origin, Gender Identity, Ethnicity, or Disability. Hate crimes are reported for the crimes of criminal homicide, sex offenses, robbery, aggravated assault, burglary, motor vehicle theft, arson, and any other crime involving bodily injury, as well as, larceny-theft, simple assault, intimidation, and destruction/damage/vandalism.</p>			
2	<p>Verified an incident was not reported to UMGC Security. Since information was provided for our inquiry, we are including in report. Information from case number provided by police states "Sig4 Just needed case numbers for reference."</p>			

*** UMGC does not have any on-campus student housing facilities.**

Year	Total Unfounded Crimes
2020	0
2019	0
2018	0

Dorsey Station
6865 Deerpath Rd, Elkridge, MD 21075

- For emergencies or to report a crime, call 911 or the Howard County Police Department at 410-313-2200.
- To receive text alerts for emergencies, severe weather alerts, crime alerts, and school closings, please sign up for the [UMGC emergency notification system](#) or the [Howard County emergency notification system](#).
- Dorsey Station main office: 443-459-3500.
- More information: [UMGC Security](#)

CRIME STATISTICS				
Crime	Year	On-Campus	Public Property	Total
Murder/Non-Negligent Manslaughter	2020	0	0	0
	2019	0	0	0
	2018	0	0	0
Negligent Manslaughter	2020	0	0	0
	2019	0	0	0
	2018	0	0	0
Rape	2020	0	0	0
	2019	0	0	0
	2018	0	0	0
Fondling	2020	0	0	0
	2019	0	0	0
	2018	0	0	0
Incest	2020	0	0	0
	2019	0	0	0
	2018	0	0	0
Statutory Rape	2020	0	0	0
	2019	0	0	0
	2018	0	0	0
Robbery	2020	0	0	0
	2019	0	0	0
	2018	0	0	0
Aggravated Assault	2020	0	0	0
	2019	0	0	0
	2018	0	0	0
Burglary / B&E	2020	0	0	0
	2019	0	0	0
	2018	0	0	0
Motor Vehicle Theft	2020	0	0	0
	2019	0	0	0
	2018	0	0	0

Arson	2020	0	0	0
	2019	0	0	0
	2018	0	0	0
Hate Crimes ¹	2020	0	0	0
	2019	0	0	0
	2018	0	0	0
Violence Against Women Act (VAWA)				
Dating Violence	2020	0	0	0
	2019	0	0	0
	2018	0	0	0
Domestic Violence	2020	0	0	0
	2019	0	0	0
	2018	0	0	0
Stalking	2020	0	0	0
	2019	0	0	0
	2018	1	0	1
Arrests				
Liquor Law Violation Arrests	2020	0	0	0
	2019	0	0	0
	2018	0	0	0
Drug Law Violation Arrests	2020	0	0	0
	2019	0	0	0
	2018	0	0	0
Illegal Weapons Possession Arrests	2020	0	0	0
	2019	0	0	0
	2018	0	0	0
Campus Disciplinary Referrals				
Liquor Law Violation Referrals	2020	0	0	0
	2019	0	0	0
	2018	0	0	0
Drug Law Violation Referrals	2020	0	0	0
	2019	0	0	0
	2018	0	0	0
Illegal Weapons Possession Referrals	2020	0	0	0
	2019	0	0	0
	2018	0	0	0
Footnotes:				

1

Hate Crimes are crimes that manifest evidence that the victim was intentionally selected because of the victim's actual or perceived Race, Gender, Religion, Sexual Orientation, National Origin, Gender Identity, Ethnicity, or Disability. Hate crimes are reported for the crimes of criminal homicide, sex offenses, robbery, aggravated assault, burglary, motor vehicle theft, arson, and any other crime involving bodily injury, as well as, larceny-theft, simple assault, intimidation, and destruction/damage/vandalism.

*** UMGC does not have any on-campus student housing facilities.**

Year	Total Unfounded Crimes
2020	0
2019	0
2018	0

Hagerstown Center
32 West Washington Street, Hagerstown, MD 21740

- For emergencies or to report a crime, call 911 or the Hagerstown Police Department at 240-527-2762.
- To receive text alerts for emergencies, severe weather alerts, and crime alerts, please sign up for the [Washington County emergency notification system](#).
- More information: [Hagerstown Security](#)

CRIME STATISTICS				
Crime	Year	On-Campus	Public Property	Total
Murder/Non-Negligent Manslaughter	2020	0	0	0
	2019	0	0	0
	2018	0	0	0
Negligent Manslaughter	2020	0	0	0
	2019	0	0	0
	2018	0	0	0
Rape	2020	0	0	0
	2019	0	0	0
	2018	0	0	0
Fondling	2020	0	0	0
	2019	0	0	0
	2018	0	0	0
Incest	2020	0	0	0
	2019	0	0	0
	2018	0	0	0
Statutory Rape	2020	0	0	0
	2019	0	0	0
	2018	0	0	0
Robbery	2020	0	0	0
	2019	0	0	0
	2018	0	0	0
Aggravated Assault	2020	0	0	0
	2019	0	0	0
	2018	0	0	0
Burglary / B&E	2020	0	0	0
	2019	0	0	0
	2018	0	0	0
Motor Vehicle Theft	2020	0	0	0

	2019	0	0	0
	2018	0	0	0
Arson	2020	0	0	0
	2019	0	0	0
	2018	0	0	0
Hate Crimes ¹	2020	0	0	0
	2019	0	0	0
	2018	0	0	0
Violence Against Women Act (VAWA)				
Dating Violence	2020	0	0	0
	2019	0	0	0
	2018	0	0	0
Domestic Violence	2020	0	0	0
	2019	0	0	0
	2018	0	0	0
Stalking	2020	0	0	0
	2019	0	0	0
	2018	0	0	0
Arrests				
Liquor Law Violation Arrests	2020	0	0	0
	2019	0	0	0
	2018	0	0	0
Drug Law Violation Arrests	2020	0	0	0
	2019	0	0	0
	2018	0	0	0
Illegal Weapons Possession Arrests	2020	0	0	0
	2019	0	0	0
	2018	0	0	0
Campus Disciplinary Referrals				
Liquor Law Violation Referrals	2020	0	0	0
	2019	0	0	0
	2018	0	0	0
Drug Law Violation Referrals	2020	0	0	0
	2019	0	0	0
	2018	0	0	0
	2020	0	0	0

Illegal Weapons Possession Referrals	2019	0	0	0
	2018	0	0	0
Footnotes:				
1	<p>Hate Crimes are crimes that manifest evidence that the victim was intentionally selected because of the victim's actual or perceived Race, Gender, Religion, Sexual Orientation, National Origin, Gender Identity, Ethnicity, or Disability. Hate crimes are reported for the crimes of criminal homicide, sex offenses, robbery, aggravated assault, burglary, motor vehicle theft, arson, and any other crime involving bodily injury, as well as, larceny-theft, simple assault, intimidation, and destruction/damage/vandalism.</p>			

*** UMGC does not have any on-campus student housing facilities.**

Year	Total Unfounded Crimes
2020	0
2019	0
2018	0

UMGC at La Plata
8730 Mitchell Road, La Plata MD 20646

Contents from the Waldorf Center were moved to this location in May 2020, but no employees or students have occupied the space due to the Covid-19 Pandemic.

- For emergencies or to report a crime, call 911 or the Charles County Sheriff's office at 301-932-2222.
- To receive text alerts for emergencies, severe weather alerts, crime alerts, and school closings, please sign up for the [UMGC emergency notification system](#) and the [Charles County emergency notification system](#).
- Waldorf Center for Higher Education Public Safety hours of operation: Monday through Thursday, 6 a.m.-10:30 p.m.
- More information: [College of Southern Maryland Campus Public Safety](#) or [UMGC Security](#)

CRIME STATISTICS				
Crime	Year	On-Campus	Public Property	Total
Murder/Non-Negligent Manslaughter	2020	0	0	0
	2019	UMGC did not operate an office out of this location until 2020.		
	2018			
Negligent Manslaughter	2020	0	0	0
	2019	UMGC did not operate an office out of this location until 2020.		
	2018			
Rape	2020	0	0	0
	2019	UMGC did not operate an office out of this location until 2020.		
	2018			
Fondling	2020	0	0	0
	2019	UMGC did not operate an office out of this location until 2020.		
	2018			
Incest	2020	0	0	0
	2019	UMGC did not operate an office out of this location until 2020.		
	2018			
Statutory Rape	2020	0	0	0
	2019	UMGC did not operate an office out of this location until 2020.		
	2018			
Robbery	2020	0	0	0
	2019	UMGC did not operate an office out of this location until 2020.		
	2018			
Aggravated Assault	2020	0	0	0
	2019	UMGC did not operate an office out of this location until 2020.		
	2018			

Burglary / B&E	2020	0	0	0
	2019	UMGC did not operate an office out of this location until 2020.		
	2018			
Motor Vehicle Theft	2020	0	0	0
	2019	UMGC did not operate an office out of this location until 2020.		
	2018			
Arson	2020	0	0	0
	2019	UMGC did not operate an office out of this location until 2020.		
	2018			
Hate Crimes ¹	2020	0	0	0
	2019	UMGC did not operate an office out of this location until 2020.		
	2018			
Violence Against Women Act (VAWA)				
Dating Violence	2020	0	0	0
	2019	UMGC did not operate an office out of this location until 2020.		
	2018			
Domestic Violence	2020	0	0	0
	2019	UMGC did not operate an office out of this location until 2020.		
	2018			
Stalking	2020	0	0	0
	2019	UMGC did not operate an office out of this location until 2020.		
	2018			
Arrests				
Liquor Law Violation Arrests	2020	0	0	0
	2019	UMGC did not operate an office out of this location until 2020.		
	2018			
Drug Law Violation Arrests	2020	0	0	0
	2019	UMGC did not operate an office out of this location until 2020.		
	2018			
Illegal Weapons Possession Arrests	2020	0	0	0
	2019	UMGC did not operate an office out of this location until 2020.		
	2018			
Campus Disciplinary Referrals				
Liquor Law Violation Referrals	2020	0	0	0
	2019	UMGC did not operate an office out of this location until 2020.		
	2018			

Drug Law Violation Referrals	2020	0	0	0
	2019	UMGC did not operate an office out of this location until 2020.		
	2018			
Illegal Weapons Possession Referrals	2020	0	0	0
	2019	UMGC did not operate an office out of this location until 2020.		
	2018			
Footnotes:				
1	Hate Crimes are crimes that manifest evidence that the victim was intentionally selected because of the victim's actual or perceived Race, Gender, Religion, Sexual Orientation, National Origin, Gender Identity, Ethnicity, or Disability. Hate crimes are reported for the crimes of criminal homicide, sex offenses, robbery, aggravated assault, burglary, motor vehicle theft, arson, and any other crime involving bodily injury, as well as, larceny-theft, simple assault, intimidation, and destruction/damage/vandalism.			

*** UMGC does not have any on-campus student housing facilities.**

Year	Total Unfounded Crimes
2020	0
2019	UMGC did not operate an office out of this location until 2020.
2018	

Contents from the Waldorf Center were moved to this location in May 2020, but no employees or students have occupied the space due to the Covid-19 Pandemic.

Universities at Shady Grove
9636 Gudelsky Drive, Rockville, Maryland, 20850

The Universities at Shady Grove (USG) is a regional center located in Rockville, Maryland, that supports programs from nine different institutions within the University System of Maryland. Students attend classes at USG but are still considered students of their “home campus.” In addition, faculty or employees at USG can be affiliated with any of the nine institutions.

Please access the link <http://www.shadygrove.umd.edu/about/public-safety/> for the USG *Annual Security Report* that is compiled and distributed annually in compliance with the *Clery Act*. This publication contains crime statistics and statements of security policy. Annually, prior to October 1st, current students and employees are sent an email message providing them with a link to this brochure and notification that the current edition of the *Safety & Security* publication has been posted on the Universities at Shady Grove website. Printed copies may be obtained from the 24 hour security desk located in the Camille Kendall Academic Center on the Shady Grove campus.

Crime statistics for USG are reported, in their entirety, by each of the nine institutions that conduct classes at USG.

University of Maryland Global Campus at The Universities At Shady Grove Crime Statistics

The *Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act* (the *Clery Act*) mandates the manner and format in which statistics are to be collected and published. Statistical updates, if any, will be posted online at <http://www.shadygrove.umd.edu/about/public-safety/>.

The Universities at Shady Grove⁽¹⁾					
Crime Report Statistics⁽⁴⁾					
Category	Year	On Campus	Noncampus	Public Property⁽²⁾	Total
Murder & Non-Negligent Manslaughter	2020	0	0	0	0
	2019	0	0	0	0
	2018	0	0	0	0
Negligent Manslaughter	2020	0	0	0	0
	2019	0	0	0	0
	2018	0	0	0	0
Rape	2020	0	0	0	0
	2019	0	0	0	0
	2018	0	0	0	0
Fondling	2020	0	0	0	0
	2019	0	0	0	0
	2018	0	0	0	0
Incest	2020	0	0	0	0
	2019	0	0	0	0
	2018	0	0	0	0
Statutory Rape	2020	0	0	0	0
	2019	0	0	0	0

	2018	0	0	0	0
Robbery	2020	0	0	0	0
	2019	0	0	0	0
	2018	0	0	0	0
Aggravated Assault	2020	0	0	0	0
	2019	0	0	0	0
	2018	0	0	0	0
Burglary	2020	0	0	0	0
	2019	0	0	0	0
	2018	0	0	0	0
Motor Vehicle Theft	2020	0	0	0	0
	2019	0	0	0	0
	2018	0	0	0	0
Arson	2020	0	0	0	0
	2019	0	0	0	0
	2018	0	0	0	0
Hate Crimes ⁽³⁾	2020	0	0	0	0
	2019	0	0	0	0
	2018	0	0	0	0
Violence Against Women Act (VAWA)					
Domestic Violence ⁽⁵⁾	2020	0	0	0	0
	2019	0	0	0	0
	2018	0	0	0	0
Dating Violence ⁽⁵⁾	2020	0	0	0	0
	2019	0	0	0	0
	2018	0	0	0	0
Stalking ^{(5) (7)}	2020	1	0	0	1
	2019	1	0	0	1
	2018	1	0	0	1
Arrest Statistics					
Liquor Law Violation Arrests	2020	0	0	0	0
	2019	0	0	0	0
	2018	0	0	0	0
Drug Law Violation Arrests	2020	0	0	0	0
	2019	0	0	0	0
	2018	0	0	0	0
Illegal Weapons Possession Arrests	2020	0	0	0	0
	2019	0	0	0	0

	2018	0	0	0	0
Campus Disciplinary Referrals ⁽⁶⁾					
Liquor Law Violation Referrals	2020	0	0	0	0
	2019	0	0	0	0
	2018	0	0	0	0
Drug Law Violation Referrals	2020	0	0	0	0
	2019	0	0	0	0
	2018	0	0	0	0
Illegal Weapons Violation Referrals	2020	0	0	0	0
	2019	0	0	0	0
	2018	0	0	0	0
Footnotes:					
1	The Universities at Shady Grove (USG) is a Regional Center for the University System of Maryland (USM). Degree programs provided by 9 of the 12 USM institutions are offered at USG. Students from each of these 9 institutions attend classes at USG and in some cases may attend classes on both campuses.				
2	Statistics listed in the "Public Property" category include those that took place on public property immediately adjacent to and accessible from the campus, but not on USG property.				
3	Hate Crimes are crimes that manifest evidence that the victim was intentionally selected because of the victim's actual or perceived Race (RA), Religion (RE), Sexual Orientation (SO), Gender (G), Ethnicity (E), Disability (D), Gender Identity (GI), or National Origin (NO). Any numbers in small-print parentheses would indicate how many of the total number or reported incidents were motivated by each type of bias.				
4	Statistics on this chart are a summation of records requested and received from the Montgomery County Police Dept. (which includes all Rockville City Police Dept. records) and the Maryland State Police. This chart additionally include all Clery reportable statistics reported to USG security officers or other Campus Security Authorities, including those reported to partner institution CSAs.				
5	The Montgomery County Police Department does not classify crimes into this category. Statistics in this category will only be those reported or known by Campus Security Authorities or where enough information is known to allow classification.				
6	Individuals not arrested but referred for possible campus disciplinary action (e.g. first offenders required to attend educational programs.)				
7	Data revised February 12, 2020 to correct error of omission for 2020 stalking crime statistics.				

*** UMGC does not have any on-campus student housing facilities.**

Year	Total Unfounded Crimes
2020	0
2019	0
2018	0

UMGC EUROPE **(Headquarters in Kaiserslautern, Germany)**

UMGC Europe Safety and Security

This report is prepared in cooperation with military security/police forces, Office of Legal Affairs, Diversity and Equity Office, Military Partnerships and UMGC Europe Director's Office and Human Resources Office. Campus crime, arrests and referral statistics include those reported to campus officials (including but not limited to department heads, education coordinators, regional directors and military Education Service Officers) and base security/police forces. All criminal incidents are classified in accordance with the FBI Uniform Crime reporting Guidelines.

UMGC Europe is headquartered in Kaiserslautern, Germany. Classes are offered at several U.S. military installations throughout Europe and the Middle East.

Compiling the Annual Security Report

The Facilities Management Department at UMGC has the overall responsibility of preparing the annual security report to comply with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act. The Senior Emergency Management Specialist collaborates with several university offices and external agencies to include; Campus Security, Office of Legal Affairs, Diversity and Equity Office, Office of Military Partnerships, the overseas divisions of Europe and Asia, University of Maryland Department of Public Safety, Prince George's County Police department and other local law enforcement agencies, to compile information within the report. Each entity provides information on their educational efforts and programs. Campus crime, arrest, and referral statistics include those reported to Campus Security, Campus Security Authorities and local law enforcement.

The Annual Security Report is available no later than October 1 of every year. UMGC distributes an email correspondence to all current faculty, staff and students providing a direct link to the report. The current Annual Security report and reports for the previous 7 years are available on the web site: <http://www.UMGC.edu/current-students/student-life-and-support/safety-and-security/annual-report.cfm>. If you wish to receive a copy of the current Annual Safety and Security Report, contact the UMGC Senior Emergency Manager at 301-985-7139 or email security at security@UMGC.edu.

Prospective students and employees can obtain a copy of the current Annual Security report and reports for the previous 7 years on the web site: <http://www.UMGC.edu/current-students/student-life-and-support/safety-and-security/annual-report.cfm>. If you wish to receive a copy of the current Annual Safety and Security Report, contact the UMGC Senior Emergency Manager at 301-985-7139 or email security at security@UMGC.edu.

Crime Statistics

The statistics are collected for four types of properties: (a) on campus, (b) in dormitories or other residential facilities for students on campus, (c) in or on a non-campus building or property, or (d) on public property. **Campus** is defined as "(1) Any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of, or in a manner related to, the institution's educational purposes, including residence halls; and (2) Any building or property that is within or reasonably contiguous to the area identified in paragraph (1) of this definition, that is owned by the institution but controlled by another person, is frequently used by students, and supports institutional purposes (such as a food or other retail vendor)." **Noncampus** building or property is defined as "(1) Any building or property owned or controlled by a student organization that is officially recognized by the institution; or (2) Any building or property owned or controlled by an institution that is used in direct support of, or in relation to, the institution's educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic area of the institution." **Public Property** is defined as "public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus, or immediately adjacent to and accessible from the campus."

All criminal incidents are classified in accordance with the FBI Uniform Crime reporting Guidelines.

Cooperation with Law Enforcement

UMGC Security personnel have no arrest powers but provide a uniformed security presence. They have the authority to issue parking citations, ask individuals for their identification and determine whether individuals have lawful business at UMGC. UMGC Security maintains a close working relationship with local, state, and federal law enforcement agencies, such as, the University of Maryland Department of Public Safety and Prince Georges County Police department, as well as, other law enforcement agencies and first responders.

The University does not have a written memorandum of understanding with any law enforcement agency, however, UMGC Security interacts and communicates with local agencies during and after incidents, as well as, on joint efforts to promote a safer campus.

To report a crime or an emergency situation at any of the installations, contact:

112 - Cell Phone (German Emergency Assistance)

112 - DSN (On Post Emergency Assistance)

112 emergency phone number also works on Air Force Bases in Europe, in every EU country, and in over 70 countries worldwide.

The Education Centers at the local military installations ordinarily close between 2200 and 2300 (10:00p.m. and 11:00 p.m.) each evening or when all evening activities conclude. High schools on the installations, where UMGC classes are often held, close at similar times.

UMGC Europe does not recognize any noncampus student organizations. Therefore, UMGC does not monitor criminal activity that students engage in noncampus. UMGC Europe does not have any student on-campus housing.

UMGC Europe offers Emergency Preparedness information to employees during new hire orientations and has links to important security related information available on ENGAGE. Information provided includes and is not limited to the USAREUR Reporting Portal (for threats, crimes, and suspicious activity), emergency response numbers, and UMGC's Response Emergency Assessment Crisis Team. Furthermore, the mandatory training, as per our overseas contract, that all UMGC Europe employees are required to complete includes topics related to crime prevention and reporting (i.e. Combating Trafficking in Persons, iWATCH, and Preventing Sexual Harassment/Assault). UMGC Europe does not provide programs to inform students about crime prevention, outside of programs related to sexual misconduct, since base security/military police on each installation are responsible for base security. Each military installation provides members of the community (to include our students, staff, and faculty) with resources on crime prevention and reporting, such as free pamphlets, pocket sized emergency contact information cards, etc.

Additionally, the local garrisons offer community level, instructor led face to face training open to the military community on topics including emergency preparedness, Anti-terrorism/Force Protection, Operations Security (OPSEC), Threat Awareness and Reporting Program (TARP), and iWATCH. This training includes information and updates relevant to the sites and is mandatory (on an annual basis) for service members and DOD civilians/contractors.

The University does not have a policy that allows victims or witnesses to make confidential reports for inclusion in this Annual Report, other than under UMGC's Sexual Misconduct Policy (see the Sexual Misconduct Policy on page 77 for more information). However, if an individual is interested in making a report, he or she should contact the UMGC Director of Security at 301-985-7471 and every effort will be made to ensure that the individual's identity remains confidential.

For additional information regarding base security and emergency response procedures, please contact the 569 US Forces Police at 489-6060/7070 or 0631-5366060 or your local base security force or military police. UMGC Europe encourages students and employees to be responsible for their own security and the security of others.

Timely Warning

Systems and procedures for mass notification of emergency situations vary by installation and by service branch. Dependent upon the nature of the emergency, personnel may be notified via 1) "Big Voice" loudspeaker system, 2) text message/email notifications from the

local military alert system, 3) phone/email notification initiated by their Unit Commander and Leadership.

Emergency notifications and security updates are disseminated to staff and faculty via broadcast email messages and via phone calls or face to face, if necessary. Notifications are sent through the HR office or through the Director's office. Active duty military students are typically notified through their chain of command/units. DOD contractors are notified through their leadership. Family member are notified through their sponsor.

In emergency situations UMGC will contact students only when emergencies or severe weather conditions impact class schedules or use of education facilities. All student notifications would reference the military installation official announcement and be delivered primarily via social media announcements and emails to impacted students.

For information regarding base warning systems, please contact your local base security forces or military police.

Security Awareness and Crime Prevention Strategies

We all must work together to maintain a safe and secure environment. Heighten your security awareness and remain vigilant. Know your surroundings and who or what should or should not be there. If you have a concern or see something suspicious, report it immediately to security or law enforcement.

Be cautious and suspicious of:

- Any odd or out of the ordinary occurrences
- Suspicious behavior
- Strange or peculiar activity
- Unattended backpacks, briefcases, etc.
- Packages, envelopes that do not appear normal
- Strange or illegally parked vehicles

In accordance with the Threat Awareness and Reporting Program (AR 381-12), if you encounter a suspicious situation or person:

DO:

- Be observant and attentive
- Remember details
- Act noncommittal/ask for time

DO NOT:

- Investigate on your own
- Commit yourself to anything
- Discuss incident with anyone except US Army Intelligence Special Agents

You can minimize your chances of becoming a victim of crime if you know what situations to avoid and what preventive actions to take. Common-sense prevention skills can help make life at work safer for all.

- Trust your instincts. They are a natural gift that tells you when something is wrong.
- Be ready to take protective action if necessary. This could be something as simple as crossing the street and entering a populated area.
- Never leave valuables unattended and unsecured.
- Before you exit your car or building, check your surroundings for suspicious looking people and vehicles.
- Walk confidently and briskly.
- Scan the area around your car as you approach. If you see someone loitering around your vehicle, walk past until they leave.

- Always lock your office and any unoccupied room, even when leaving for only a moment.
- Check the identity of any strangers who are in your work area office - offer your assistance and ask them whom they are visiting and if you can help them find that person. If they make you uncomfortable, report your suspicions.
- Always let someone know where you'll be - whether you're coming in late, working late, going to lunch, or to a meeting.
- Be discreet - don't advertise your social life and vacation plans or those of others to people visiting or calling.
- Be cautious in restrooms. Attackers can hide in stalls and corners.
- Leaving late - create a buddy system for walking to the parking lot/garage.

Safe Social Networking:

- Be cautious when accepting friend requests and interacting with people online.
- Don't share information that you don't want to become public.
- Providing too much information in your profile can leave you exposed to people who want to steal your identity or steal sensitive information.
- When using Facebook and other social media platforms, do not post personally identifiable information.
- Take a close look at all privacy settings. Set security options to allow visibility to "friends only."
- Geotagging is a feature that reveals your location to other people within your network. Consider turning off the GPS function of your smartphone.

Safety and Security is the responsibility of everyone. For more information on security awareness and crime prevention measures please visit the UMGC Security website at <http://www.UMGC.edu/security/> or contact your base security/military police force.

Response Emergency Assessment Crisis Team (REACT)

The Response Emergency Assessment Crisis Team (REACT) is dedicated to coordinating a proactive and planned approach to facilitate the early identification, prevention, assessment and management of serious interpersonal distress and/or harmful, disruptive behavior that threatens the safety and well-being of University of Maryland Global Campus students, faculty, staff and guests.

The team will review concerns raised by members of the UMGC community. It is the responsibility of the staff, faculty and students to immediately [report](#) any situation that could result in harm to anyone at the university. The reports may come directly to the review team depending on the nature of the concern. **However, when there is a life-threatening emergency or an active or immediate risk of violence to self or others, contact the police at 112 or the [local military police/security force](#) that has jurisdiction over your location.**

For more information or to report your concerns please visit UMGC's [REACT web page](#), or contact react@UMGC.edu.

Sexual Misconduct Policy

The University System of Maryland (USM) and UMGC are committed to providing a working and learning environment free from sexual misconduct and harassment, including sexual and gender-based harassment, sexual violence, sexual assault, dating violence, domestic violence, sexual exploitation, and sexual intimidation.

For USM's Policy on Sexual Misconduct, visit <http://www.usmd.edu/regents/bylaws/SectionVI/VI160.pdf>.

For UMGC's Policy on Sexual Misconduct, see <https://www.UMGC.edu/policies/adminpolicies/admin04100.cfm>.

UMGC Policy 041.00 expressly prohibits sexual misconduct, a form of sex discrimination. Consistent with the USM policy, UMGC's Sexual Misconduct policy explicitly prohibits sexual harassment, sexual assault including but not limited to dating violence, domestic violence, sexual exploitation, sexual intimidation, sexual violence, and stalking. These terms are defined within UMGC's policy. Sexual misconduct is an umbrella term that encompasses Dating Violence, Domestic Violence, Sexual Violence, Sexual Harassment, Sexual Assault, Sexual Coercion, Sexual Exploitation, Sexual Intimidation, Relationship Violence and Stalking. Sexual Misconduct can be committed by any person, regardless of gender identity and can occur between people of the same or different sex, sexual orientation, or gender expression. UMGC defines consent as a knowing, voluntary, and affirmatively communicated willingness to mutually participate in a particular sexual activity or

behavior. It must be given by a person with the ability and capacity to exercise free will and make a rational and reasonable judgment. Consent may be expressed either by affirmative words or actions, as long as those words or actions create a mutually understandable permission regarding the conditions of sexual activity. Consent may be withdrawn at any time. Consent cannot be obtained by force, threat, coercion, fraud, manipulation, reasonable fear of injury, intimidation, or through the use of one's mental or physical helplessness or incapacity. Consent cannot be implied based upon the mere fact of a previous consensual dating or sexual relationship. Consent to engage in sexual activity with one person does not imply consent to engage in sexual activity with another. Lastly, retaliation against anyone who reports Sexual Misconduct, participates in an investigation of a complaint, supports a complaint, or testifies concerning a complaint is expressly prohibited by this Policy.

Investigative and Adjudicative Procedures Under UMGC Policy

UMGC's Investigative and Adjudicative Procedures provides for the prompt and equitable investigation and adjudication of complaints of sexual misconduct of which UMGC has Actual Knowledge. "Actual Knowledge" as also defined in the Policy, means notice of Sexual Misconduct or allegations of Sexual Misconduct has been given to UMGC's Title IX Coordinator or a designated official of UMGC, as identified in the Policy, who has the authority to institute corrective measures on UMGC's behalf. While prompt reporting may aid an investigation, there is no time limit imposed as to when a Formal Complaint may be initiated.

After an incident of Sexual Misconduct has occurred a victim or a third party, such as UMGC students, staff not designated as Responsible Employees and members of the public are strongly encouraged to report the misconduct to the Title IX Coordinator, a member of the Title IX team, any person defined as a Responsible Employee under the policy, UMGC security, local law enforcement and/or medical personnel. UMGC policy also provides for the confidential reporting to the Ombud's office. All Responsible Employees are required to notify the Title IX Coordinator, or a member of the Title IX team, of any report or incident of sexual misconduct.

Victims of sexual assault or third parties are strongly encouraged to contact law enforcement or medical personnel as soon as possible following an occurrence to receive guidance in the preservation of evidence needed for proof of criminal acts and the apprehension and prosecution of assailants. The Title IX Coordinator, members of the Title IX Team, UMGC Security or the Confidential Employee will assist in notification of noncampus authorities at the request of the alleged victim. The Title IX Coordinator, members of the Title IX Team, UMGC Security or the Confidential Employee will also assist the victim in obtaining medical attention, if the victim chooses, including providing transportation to the hospital or other emergency medical facility equipped with the Maryland State Police sexual assault evidence collection kit if the alleged assault occurs stateside. UMGC will contact local law enforcement when legally required to do or when there is a direct threat to the UMGC community.

Once the Title IX Coordinator receives a report, the Title IX Coordinator will engage in a meaningful dialogue with Complainant and Respondent to determine which supportive measures may restore or preserve equal access to the education program or activity without unreasonably burdening the other Party, including measures designed to protect the safety of all parties or UMGC's educational environment, or deter Sexual Misconduct. If Complainant desires supportive measures, UMGC can, and should, keep Complainant's identity confidential (including from the Respondent), unless disclosing the Complainant's identity is necessary to provide supportive measures for the Complainant (e.g., where a no-contact order is appropriate and the Respondent would need to know the identity of Complainant in order to comply with the no-contact order, or UMGC security is informed about the no-contact order in order to help enforce its terms).

Additionally, the Title IX Coordinator will specifically:

9. Review and provide Complainant and Respondent with a copy of the Policy and Procedures.
10. When applicable notify Complainant of the right to contact law enforcement.
11. When applicable identify for Complainant available medical treatment resources.
12. Inform Complainant about the importance of preserving evidence.
13. Inform Complainant and Respondent about their right to have an Advisor or support person present during any meeting throughout the process.
14. Provide Complainant with a copy of the Notice of Rights for Complainants.
15. Provide Respondent with a copy of the Notice of Rights for Respondents
16. Explain to Complainant and Respondent UMGC's policy prohibiting Retaliation.

DISMISSAL

- C. An Investigation ordinarily will include interviews of the Parties and any witnesses who may have relevant information, unless clearly unreasonable or duplicative of information already gathered; a review of any pertinent documents, medical records, and communications; and may include other actions deemed appropriate by the Investigator(s).
- D. Once the investigation is complete, the Title IX Team Investigator will prepare an investigative report, which will include a summary of the relevant evidence gathered and describes the relevant information learned during the investigation.

Students, faculty and staff found to have violated the Sexual Misconduct Policy will be subject to disciplinary sanctions including but not limited to verbal or written reprimand, disciplinary probation, restitution, suspension, termination or expulsion. Both parties are offered appeal procedures following receipt of the written decision. A prompt, fair and impartial process will be provided from the initial complaint to the result.

UMGC protects the confidentiality of complaints and the parties involved except to the extent that UMG's ability to conduct an effective investigation is jeopardized or as otherwise provided by law, including, but not limited to, the Maryland Public Information Act and any lawfully issued subpoena. Complainants, Respondents, witnesses and all persons involved in investigations or in resolving a complaint of discrimination or harassment, are asked to make good faith efforts to keep confidential all information relating to a complaint. Failure to exercise good faith efforts in maintaining confidentiality may result in disciplinary actions and/or other serious sanctions.

In addition to filing a Sexual Misconduct complaint with the Title IX Coordinator, faculty, staff and students may contact external agencies including the Equal Employment Opportunity Commission (EEOC) or the Maryland Commission on Civil Rights (MCCR). Students may contact the Office for Civil Rights (OCR). A person wishing to file a complaint with an external agency is encouraged contact the appropriate agency promptly in order to verify the time limits and deadlines for filing complaints.

Please refer to UMG's Investigative and Adjudicative Procedures for a complete description of procedures including but not limited to anticipated timelines, written notifications and the rights of parties.

Prevention and Awareness Programs

UMGC shall continue to take steps to prevent the occurrence of Sexual Misconduct and remedy its discriminatory effects. Education is an extremely important tool in eradicating discrimination and sexual harassment from the UMG workplace and educational programs. All students and employees of UMG will be required to complete Sexual Misconduct training offered online by the Office of Diversity and Equity. Compliance therewith will be monitored by the Title IX Coordinator, the Chief Diversity Officer and the Fair Practices and Equal Opportunity Officer. In addition to the online training, the Title IX coordinator will ensure that all persons involved in the administration of Sexual Misconduct cases obtain annual training in receiving, reporting, and handling of Sexual Misconduct cases.

In accordance with Federal and USM requirements, UMG is in the process of implementing various prevention programs aimed at preventing the occurrence of Sexual Misconduct, including dating violence, domestic violence, sexual assault, and stalking, and remedy its discriminatory effects. These educational initiatives will be informed by research or assessed for value, effectiveness, or outcome and will contain information regarding what constitutes Sexual Misconduct, definitions of consent and prohibited conduct (incorporating the required jurisdictional definitions), the institution's procedures, bystander intervention, risk reduction, and the consequences of engaging in Sexual Misconduct. Awareness Programs will include community-wide or audience-specific strategies that endeavor to increase audience knowledge and share information and resources to prevent violence, promote safety, and reduce perpetration. Ongoing prevention and awareness campaigns, directed towards both employees and students, will be sustained over time and focus on increasing understanding of topics relevant to and skills for addressing dating violence, domestic violence, sexual assault, and stalking. Primary prevention programming, geared toward all incoming students and new employees, will be aimed at preventing Sexual Misconduct before it occurs through the promotion of positive healthy behaviors that foster healthy, mutually respectful relationships and sexuality, encouraging safe bystander intervention, and changing behavior and social norms in healthy and safe directions.

Sex Offender Registry

The federal Campus Sex Crimes Prevention Act of 2000 (CSCPA) provides for the tracking of convicted sex offenders enrolled at or employed by higher education institutions. This act is an amendment to the Jacob Wetterling Crimes Against Children and Sexually Violent Offender Act. The CSCPA amends the Family Educational Rights and Privacy Act of 1974 (FERPA) to clarify that nothing in the Act can prohibit an educational institution from disclosing information provided to the institution concerning registered sex offenders.

Under the law, state and local law enforcement agencies must provide colleges and universities in their jurisdiction with a list of registered sex offenders who have indicated they are enrolled, employed by or working at the institution. UMGC's global reach may require an individual to research or register at multiple locations. The following link should be used for the current locations:

<https://www.umgc.edu/locations/index.cfm>. The specific address for the location should be used when searching for registered sex offenders. A list of all registered sex offenders in Maryland, including registrants employed or enrolled at Maryland institutions of higher education, is available from the state Department of Public Safety and Correctional Services (required under Section 121 of the Adam Walsh Child Protection and Safety Act of 2006) at <http://www.dpscs.state.md.us/onlineservs/socem/default.shtml>.

Title IX Coordinator & Title IX Team

Steven R. Alfred

Title IX Coordinator

Office of Diversity and Equity

University of Maryland Global Campus

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Room 2316

Adelphi, MD 20783

Phone: (301) 985-7930

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External Confidential Support Services

- National Sexual Assault Hotline: 1-800-656-HOPE (4673)
- Maryland Coalition Against Sexual Assault (MCASA)
 - Statewide Sexual Assault Information and Referral help line 1-800-983-RAPE
- Sexual Assault Legal Institute (SALI)
 - For more information, contact MCASA's SALI at 301-565-2277, or toll-free at 877-496-SALI
 - The Sexual Assault Legal Institute (SALI) is a program of the Maryland Coalition Against Sexual Assault (MCASA). SALI provides direct legal services for victims and survivors of sexual assault. SALI also provides technical assistance and training for attorneys, rape crisis and recovery center staff and volunteers, and other professionals working with survivors.
- Domestic Violence and Sexual Assault Center at Dimensions Healthcare, Prince George's Hospital (DVSAC)
 - For more information, contact 301-618-3154 The Domestic Violence and Sexual Assault Center provides a range of medical and counseling services to victims of sexual assault and abuse, including, but not limited, crisis and follow-up counseling and forensic examinations.

Collection of Clery Crime Statistics

Campus crime, arrests and referral statistics include those reported to campus security authorities (CSA). A CSA includes campus security or an individual responsible for monitoring the entrance into institutional property; local law enforcement; an official of an institution who has significant responsibility for student and campus activities, including, but not limited to Department Heads, Education Coordinators, Regional Directors and military Education Service Officers. All criminal incidents are classified in accordance with the FBI Uniform Crime reporting Guidelines.

The statistics are collected for four types of properties: (a) on campus, (b) in dormitories or other residential facilities for students on campus, (c) in or on a noncampus building or property, or (d) on public property. **Campus** is defined as "(1) Any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of, or in a manner related to, the institution's educational purposes, including residence halls; and (2) Any building or property that is within or reasonably contiguous to the area identified in paragraph (1) of this definition, that is owned by the institution but controlled by another person, is frequently used by students, and supports institutional purposes (such as a food or other retail vendor)." **Noncampus** building or property is defined as "(1) Any building or property owned or controlled by a student organization that is officially recognized by the institution; or (2) Any building or property owned or controlled by an institution that is used in direct support of, or in relation to, the institution's educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic area of the institution." **Public Property** is defined as "public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus, or immediately adjacent to and accessible from the campus."

Categories of crime statistics included in this report are:

Criminal Offenses – murder/ non-negligent manslaughter, negligent manslaughter, rape, fondling, incest, statutory rape, robbery, aggravated assault, burglary, motor vehicle theft, arson, domestic violence, dating violence and stalking.

Hate crimes – any criminal offense committed against a person or property which is motivated, in whole or in part, by the offender's bias. Bias is a preformed negative opinion or attitude toward a group of persons based on their Race, Gender, Religion, Sexual Orientation, National Origin, Gender Identity, Ethnicity, or Disability. Hate crimes are reported for the crimes of criminal homicide, sex offenses, robbery, aggravated assault, burglary, motor vehicle theft, arson, and any other crimes involving bodily injury, as well as, larceny-theft, simple assault, intimidation, and destruction/damage/vandalism.

Arrests and Referrals for Disciplinary Action - for weapons (carrying or possessing), drug abuse violations and liquor law violations. Campus Disciplinary Referrals are incidents where an individual is not arrested but referred for possible campus disciplinary action (e.g. first offenders required to attend educational programs).

Crime definitions are classified based on the FBI's Uniform Crime Reporting Handbook (UCR) at https://ucr.fbi.gov/additional-ucr-publications/ucr_handbook.pdf and the FBI's National Incident-Based Reporting System (NIBRS) <https://www.fbi.gov/about-us/cjis/ucr/nibrs/nibrs-user-manual>.

Crime Definitions

Criminal Homicide – Murder and Non-negligent Manslaughter: The willful (non-negligent) killing of one human being by another.

Criminal Homicide – Negligent Manslaughter: The killing of another person through gross negligence.

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.

- e. **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.
- f. **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.
- g. **Incest**—Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- h. **Statutory Rape**—Sexual intercourse with a person who is under the statutory age of consent.

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 (B&E): 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.)

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.

Illegal 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.

Domestic Violence: Is a felony or misdemeanor crime of violence committed by a 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 cohabited 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.

Dating violence: Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim; and where the existence of such a relationship shall be determined based on a consideration of the following factors: a) length of the relationship, b) the type of relationship, c) the frequency of interaction between the persons involved in the relationship.

Stalking: 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.

- d. **Course of conduct** means two or more acts, including but not limited to, acts in which the stalker 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.
- e. **Reasonable person** means a reasonable person under similar circumstances and with similar identities to the victim.
- f. **Substantial emotional distress** means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

Hate Crimes: A hate crime is defined as any crime that manifests evidence that a victim was selected because of his/her actual or perceived race; gender; gender identity; religion; sexual orientation; ethnicity; national origin or disability.

- e. **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.
- f. **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.
- g. **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.
- h. **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.

UMGC Europe Crime Statistics

The following tables provide the available statistics for certain crimes reported to a campus security authority, base security force, and/or local law enforcement, as applicable, for the calendar years 2018, 2019, and 2020. UMGC is required to report the crimes: (1) on campus, (2) in dormitories or other residential facilities for students on campus, (3) in or on a noncampus building or property, or (4) on public property. **UMGC Europe does not have dormitories or other residential facilities for students.**

Statistics disclosed are dependent on the ability of law enforcement agencies to accurately provide the information requested.

If you would like additional information, please contact the 569 US Forces Police at 489-6060/7070 or 0631-5366060 or the base security force or military police for your installation.

UMGC Europe Headquarters Hertelsbrunnenring 10, 67657 Kaiserslautern, Germany					
CRIME STATISTICS					
Crime	Year	On-Campus	Noncampus	Public Property	Total
Murder/Non-Negligent Manslaughter	2020	0	0	0	0
	2019	0	0	0	0
	2018	0	0	0	0
Negligent Manslaughter	2020	0	0	0	0
	2019	0	0	0	0
	2018	0	0	0	0
Rape	2020	0	0	0	0
	2019	0	0	0	0
	2018	0	0	0	0
Fondling	2020	0	0	0	0
	2019	0	0	0	0
	2018	0	0	0	0
Incest	2020	0	0	0	0
	2019	0	0	0	0
	2018	0	0	0	0
Statutory Rape	2020	0	0	0	0
	2019	0	0	0	0
	2018	0	0	0	0
Robbery	2020	0	0	0	0
	2019	0	0	0	0
	2018	0	0	0	0

Aggravated Assault	2020	0	0	0	0
	2019	0	0	0	0
	2018	0	0	0	0
Burglary / B&E	2020	0	0	0	0
	2019	0	0	0	0
	2018	0	0	0	0
Motor Vehicle Theft	2020	0	0	0	0
	2019	0	0	0	0
	2018	1	0	0	1
Arson	2020	0	0	0	0
	2019	0	0	0	0
	2018	0	0	0	0
Hate Crimes ¹	2020	0	0	0	0
	2019	0	0	0	0
	2018	2	0	0	2
Violence Against Women Act (VAWA)					
Dating Violence	2020	0	0	0	0
	2019	0	0	0	0
	2018	0	0	0	0
Domestic Violence	2020	0	0	0	0
	2019	0	0	0	0
	2018	0	0	0	0
Stalking	2020	0	0	0	0
	2019	0	0	0	0
	2018	0	0	0	0
Arrests					
Liquor Law Violation Arrests	2020	0	0	0	0
	2019	0	0	0	0
	2018	0	0	0	0
Drug Law Violation Arrests	2020	0	0	0	0
	2019	0	0	0	0
	2018	0	0	0	0
Illegal Weapons Possession Arrests	2020	0	0	0	0
	2019	0	0	0	0
	2018	0	0	0	0
Campus Disciplinary Referrals					
Liquor Law Violation Referrals	2020	0	0	0	0
	2019	0	0	0	0

	2018	0	0	0	0
Drug Law Violation Referrals	2020	0	0	0	0
	2019	0	0	0	0
	2018	0	0	0	0
Illegal Weapons Possession Referrals	2020	0	0	0	0
	2019	0	0	0	0
	2018	0	0	0	0
Footnotes:					
1	<p>Hate Crimes are crimes that manifest evidence that the victim was intentionally selected because of the victim's actual or perceived Race, Gender, Religion, Sexual Orientation, National Origin, Gender Identity, Ethnicity, or Disability. Hate crimes are reported for the crimes of criminal homicide, sex offenses, robbery, aggravated assault, burglary, motor vehicle theft, arson, and any other crime involving bodily injury, as well as, larceny-theft, simple assault, intimidation, and destruction/damage/vandalism.</p>				

*** UMGC does not have any on-campus student housing facilities.**

Year	Total Unfounded Crimes
2020	0
2019	0
2018	0

UMGC ASIA
(Headquarters in Tokyo, Japan –Yokota Air Base Education Center)

UMGC Asia Safety and Security

This report is prepared in cooperation with military security/police forces, Office of Legal Affairs, Diversity and Equity Office, Military Partnerships and UMGc Asia Director's Office. Campus crime, arrests and referral statistics include those reported to campus officials (including but not limited to department heads, education coordinators, regional directors and military Education Service Officers) and base security/police forces. All criminal incidents are classified in accordance with the FBI Uniform Crime reporting Guidelines.

UMGC Asia is headquartered in Tokyo, Japan at Yokota Air Base, Building 445. Classes are offered at U.S. military installations throughout Asia.

Compiling the Annual Security Report

The Facilities Management Department at UMGc has the overall responsibility of preparing the annual security report to comply with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act. The Senior Emergency Management Specialist collaborates with several university offices and external agencies to include; Campus Security, Office of Legal Affairs, Diversity and Equity Office, Office of Military Partnerships, the overseas divisions of Europe and Asia, University of Maryland Department of Public Safety, Prince George's County Police department and other local law enforcement agencies, to compile information within the report. Each entity provides information on their educational efforts and programs. Campus crime, arrest, and referral statistics include those reported to Campus Security, Campus Security Authorities and local law enforcement.

The Annual Security Report is available no later than October 1 of every year. UMGc distributes an email correspondence to all current faculty, staff and students providing a direct link to the report. The current Annual Security report and reports for the previous 7 years are available on the web site: <http://www.UMGC.edu/current-students/student-life-and-support/safety-and-security/annual-report.cfm>. If you wish to receive a copy of the current Annual Safety and Security Report, contact the UMGc Senior Emergency Manager at 301-985-7139 or email security at security@UMGC.edu.

Prospective students and employees can obtain a copy of the current Annual Security report and reports for the previous 7 years on the web site: <http://www.UMGC.edu/current-students/student-life-and-support/safety-and-security/annual-report.cfm>. If you wish to receive a copy of the current Annual Safety and Security Report, contact the UMGc Senior Emergency Manager at 301-985-7139 or email security at security@UMGC.edu.

Crime Statistics

The statistics are collected for four types of properties: (a) on campus, (b) in dormitories or other residential facilities for students on campus, (c) in or on a non-campus building or property, or (d) on public property. **Campus** is defined as "(1) Any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of, or in a manner related to, the institution's educational purposes, including residence halls; and (2) Any building or property that is within or reasonably contiguous to the area identified in paragraph (1) of this definition, that is owned by the institution but controlled by another person, is frequently used by students, and supports institutional purposes (such as a food or other retail vendor)." **Noncampus** building or property is defined as "(1) Any building or property owned or controlled by a student organization that is officially recognized by the institution; or (2) Any building or property owned or controlled by an institution that is used in direct support of, or in relation to, the institution's educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic area of the institution." **Public Property** is defined as "public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus, or immediately adjacent to and accessible from the campus."

All criminal incidents are classified in accordance with the FBI Uniform Crime reporting Guidelines.

Cooperation with Law Enforcement

UMGC Security personnel have no arrest powers but provide a uniformed security presence. They have the authority to issue parking citations, ask individuals for their identification and determine whether individuals have lawful business at UMG. UMG Security maintains a close working relationship with local, state, and federal law enforcement agencies, such as, the University of Maryland Department of Public Safety and Prince Georges County Police department, as well as, other law enforcement agencies and first responders.

The University does not have a written memorandum of understanding with any law enforcement agency, however, UMG Security interacts and communicates with local agencies during and after incidents, as well as, on joint efforts to promote a safer campus.

To report a crime or an emergency situation at any of the installations, contact:

- 911 from a DSN line for on-base emergency assistance throughout Asia
- 119 for off-base emergency assistance in Japan (including Okinawa) and South Korea
- 911 for on or off-base emergency assistance in Guam

The Education Centers at the local military installations ordinarily close between 2200 and 2300 (10:00p.m. and 11:00 p.m.) each evening or when all evening activities conclude. On occasion, UMG classes are held in high school classrooms on the installation when other facilities are not available. High school classrooms are closed when the class concludes.

UMGC Asia does not recognize any noncampus student organizations. Therefore, UMG does not monitor criminal activity that students engage in noncampus. UMG Asia does not have any student on-campus housing.

Base security forces/military police on each installation are responsible for providing programs and information regarding crime prevention and emergency response procedures. Such resources are provided by and available from the military communities to all members of those communities, including students, staff, and faculty. If students and employees have specific concerns regarding campus/base security procedures and practices, they should contact the local base security/military police force.

The University does not have a policy that allows victims or witnesses to make confidential reports for inclusion in this Annual Report, other than under UMG's Sexual Misconduct Policy (see the Sexual Misconduct Policy on page 96 for more information). However, if an individual is interested in making a report, he or she should contact the UMG Director of

Security at 301-985-7471 and every effort will be made to ensure that the individual's identity remains confidential.

For additional information regarding base security and emergency response procedures, please contact your local base security forces or military police via the non-emergency number provided by the base operator or directory. UMGC Asia encourages students and employees to be responsible for their own security and the security of others.

Timely Warning

Systems and procedures for mass notification of emergency situations vary by installation and by service branch. Dependent upon the nature of the emergency, personnel may be notified via 1) "Big Voice" loudspeaker system, 2) text message/email notifications from the local military alert system, 3) phone/email notification initiated by their Unit Commander.

On Yokota AB, UMGC employees are notified of emergencies and severe weather conditions through a phone and email alert system managed by the Air Force. In addition to these notifications UMGC will follow up on these messages by ensuring they have been distributed to all affected employees through emails, phone calls and text messages, if appropriate.

In emergency situations UMGC will contact students when emergencies or severe weather conditions impact class schedules, use of education facilities, or transportation to and from the Education Center. All student notifications would reference the military installation official announcement and be delivered primarily via social media announcements and emails to impacted students.

For information regarding base warning systems, please contact your local base security forces or military police.

Security Awareness and Crime Prevention Strategies

We all must work together to maintain a safe and secure environment. Heighten your security awareness and remain vigilant. Know your surroundings and who or what should or should not be there. If you have a concern or see something suspicious, report it immediately to security or law enforcement.

Be cautious and suspicious of:

- Any odd or out of the ordinary occurrences
- Suspicious behavior
- Strange or peculiar activity
- Unattended backpacks, briefcases, etc.
- Packages, envelopes that do not appear normal
- Strange or illegally parked vehicles

In accordance with the Threat Awareness and Reporting Program (AR 381-12), if you encounter a suspicious situation or person:

DO:

- Be observant and attentive
- Remember details
- Act noncommittal/ask for time

DO NOT:

- Investigate on your own
- Commit yourself to anything

- Discuss incident with anyone except US Army Intelligence Special Agents

You can minimize your chances of becoming a victim of crime if you know what situations to avoid and what preventive actions to take. Common-sense prevention skills can help make life at work safer for all.

- Trust your instincts. They are a natural gift that tells you when something is wrong.
- Be ready to take protective action if necessary. This could be something as simple as crossing the street and entering a populated area.
- Never leave valuables unattended and unsecured.
- Before you exit your car or building, check your surroundings for suspicious looking people and vehicles.
- Walk confidently and briskly.
- Scan the area around your car as you approach. If you see someone loitering around your vehicle, walk past until they leave.
- Always lock your office and any unoccupied room, even when leaving for only a moment.
- Check the identity of any strangers who are in your work area office - offer your assistance and ask them whom they are visiting and if you can help them find that person. If they make you uncomfortable, report your suspicions.
- Always let someone know where you'll be - whether you're coming in late, working late, going to lunch, or to a meeting.
- Be discreet - don't advertise your social life and vacation plans or those of others to people visiting or calling.
- Be cautious in restrooms. Attackers can hide in stalls and corners.
- Leaving late - create a buddy system for walking to the parking lot/garage.

Safe Social Networking:

- Be cautious when accepting friend requests and interacting with people online.
- Don't share information that you don't want to become public.
- Providing too much information in your profile can leave you exposed to people who want to steal your identity or steal sensitive information.
- When using Facebook and other social media platforms, do not post personally identifiable information.
- Take a close look at all privacy settings. Set security options to allow visibility to "friends only."
- Geotagging is a feature that reveals your location to other people within your network. Consider turning off the GPS function of your smartphone.

Safety and Security is the responsibility of everyone. For more information on security awareness and crime prevention measures please visit the UMGC Security website at <http://www.UMGC.edu/security/> or contact your base security/military police force.

Response Emergency Assessment Crisis Team (REACT)

The Response Emergency Assessment Crisis Team (REACT) is dedicated to coordinating a proactive and planned approach to facilitate the early identification, prevention, assessment and management of serious interpersonal distress and/or harmful, disruptive behavior that threatens the safety and well-being of University of Maryland Global Campus students, faculty, staff and guests.

The team will review concerns raised by members of the UMGC community. It is the responsibility of the staff, faculty and students to immediately [report](#) any situation that could result in harm to anyone at the university. The reports may come directly to the review team depending on the nature of the concern. **However, when there is a life-threatening emergency or an active or immediate risk of violence to self or others, contact the police at 911 or the [local military police/security force](#) that has jurisdiction over your location.**

For more information or to report your concerns please visit UMGC's [REACT web page](#), or contact react@UMGC.edu.

Sexual Misconduct Policy

The University System of Maryland (USM) and UMGC are committed to providing a working and learning environment free from sexual misconduct and harassment, including sexual and gender-based harassment, sexual violence, sexual assault, dating violence, domestic violence, sexual exploitation, and sexual intimidation.

For USM's Policy on Sexual Misconduct, visit <http://www.usmd.edu/regents/bylaws/SectionVI/VI160.pdf>.

For UMGC's Policy on Sexual Misconduct, see <https://www.UMGC.edu/policies/adminpolicies/admin04100.cfm>.

UMGC Policy 041.00 expressly prohibits sexual misconduct, a form of sex discrimination. Consistent with the USM policy, UMGC's Sexual Misconduct policy explicitly prohibits sexual harassment, sexual assault including but not limited to dating violence, domestic violence, sexual exploitation, sexual intimidation, sexual violence, and stalking. These terms are defined within UMGC's policy. Sexual misconduct is an umbrella term that encompasses Dating Violence, Domestic Violence, Sexual Violence, Sexual Harassment, Sexual Assault, Sexual Coercion, Sexual Exploitation, Sexual Intimidation, Relationship Violence and Stalking. Sexual Misconduct can be committed by any person, regardless of gender identity and can occur between people of the same or different sex, sexual orientation, or gender expression. UMGC defines consent as a knowing, voluntary, and affirmatively communicated willingness to mutually participate in a particular sexual activity or behavior. It must be given by a person with the ability and capacity to exercise free will and make a rational and reasonable judgment. Consent may be expressed either by affirmative words or actions, as long as those words or actions create a mutually understandable permission regarding the conditions of sexual activity. Consent may be withdrawn at any time. Consent cannot be obtained by force, threat, coercion, fraud, manipulation, reasonable fear of injury, intimidation, or through the use of one's mental or physical helplessness or incapacity. Consent cannot be implied based upon the mere fact of a previous consensual dating or sexual relationship. Consent to engage in sexual activity with one person does not imply consent to engage in sexual activity with another. Lastly, retaliation against anyone who reports Sexual Misconduct, participates in an investigation of a complaint, supports a complaint, or testifies concerning a complaint is expressly prohibited by this Policy.

Investigative and Adjudicative Procedures Under UMGC Policy

UMGC's Investigative and Adjudicative Procedures provides for the prompt and equitable investigation and adjudication of complaints of sexual misconduct of which UMGC has Actual Knowledge. "Actual Knowledge" as also defined in the Policy, means notice of Sexual Misconduct or allegations of Sexual Misconduct has been given to UMGC's Title IX Coordinator or a designated official of UMGC, as identified in the Policy, who has the authority to institute corrective measures on UMGC's behalf. While prompt reporting may aid an investigation, there is no time limit imposed as to when a Formal Complaint may be initiated.

After an incident of Sexual Misconduct has occurred a victim or a third party, such as UMGC students, staff not designated as Responsible Employees and members of the public are strongly encouraged to report the misconduct to the Title IX Coordinator, a member of the Title IX team, any person defined as a Responsible Employee under the policy, UMGC security, local law enforcement and/or medical personnel. UMGC policy also provides for the confidential reporting to the Ombud's office. All Responsible Employees are required to notify the Title IX Coordinator, or a member of the Title IX team, of any report or incident of sexual misconduct.

Victims of sexual assault or third parties are strongly encouraged to contact law enforcement or medical personnel as soon as possible following an occurrence to receive guidance in the preservation of evidence needed for proof of criminal acts and the apprehension and prosecution of assailants. The Title IX Coordinator, members of the Title IX Team, UMGC Security or the Confidential Employee will assist in notification of noncampus authorities at the request of the alleged victim. The Title IX Coordinator, members of the Title IX Team, UMGC Security or the Confidential Employee will also assist the victim in

obtaining medical attention, if the victim chooses, including providing transportation to the hospital or other emergency medical facility equipped with the Maryland State Police sexual assault evidence collection kit if the alleged assault occurs stateside. UMGC will contact local law enforcement when legally required to do or when there is a direct threat to the UMGC community.

Once the Title IX Coordinator receives a report, the Title IX Coordinator will engage in a meaningful dialogue with Complainant and Respondent to determine which supportive measures may restore or preserve equal access to the education program or activity without unreasonably burdening the other Party, including measures designed to protect the safety of all parties or UMGC's educational environment, or deter Sexual Misconduct. If Complainant desires supportive measures, UMGC can, and should, keep Complainant's identity confidential (including from the Respondent), unless disclosing the Complainant's identity is necessary to provide supportive measures for the Complainant (e.g., where a no-contact order is appropriate and the Respondent would need to know the identity of Complainant in order to comply with the no-contact order, or UMGC security is informed about the no-contact order in order to help enforce its terms).

Additionally, the Title IX Coordinator will specifically:

17. Review and provide Complainant and Respondent with a copy of the Policy and Procedures.
18. When applicable notify Complainant of the right to contact law enforcement.
19. When applicable identify for Complainant available medical treatment resources.
20. Inform Complainant about the importance of preserving evidence.
21. Inform Complainant and Respondent about their right to have an Advisor or support person present during any meeting throughout the process.
22. Provide Complainant with a copy of the Notice of Rights for Complainants.
23. Provide Respondent with a copy of the Notice of Rights for Respondents
24. Explain to Complainant and Respondent UMGC's policy prohibiting Retaliation.

DISMISSAL

- E. An Investigation ordinarily will include interviews of the Parties and any witnesses who may have relevant information, unless clearly unreasonable or duplicative of information already gathered; a review of any pertinent documents, medical records, and communications; and may include other actions deemed appropriate by the Investigator(s).
- F. Once the investigation is complete, the Title IX Team Investigator will prepare an investigative report, which will include a summary of the relevant evidence gathered and describes the relevant information learned during the investigation.

Students, faculty and staff found to have violated the Sexual Misconduct Policy will be subject to disciplinary sanctions including but not limited to verbal or written reprimand, disciplinary probation, restitution, suspension, termination or expulsion. Both parties are offered appeal procedures following receipt of the written decision. A prompt, fair and impartial process will be provided from the initial complaint to the result.

UMGC protects the confidentiality of complaints and the parties involved except to the extent that UMGC's ability to conduct an effective investigation is jeopardized or as otherwise provided by law, including, but not limited to, the Maryland Public Information Act and any lawfully issued subpoena. Complainants, Respondents, witnesses and all persons involved in investigations or in resolving a complaint of discrimination or harassment, are asked to make good faith efforts to keep confidential all information relating to a complaint. Failure to exercise good faith efforts in maintaining confidentiality may result in disciplinary actions and/or other serious sanctions.

In addition to filing a Sexual Misconduct complaint with the Title IX Coordinator, faculty, staff and students may contact external agencies including the Equal Employment Opportunity Commission (EEOC) or the Maryland Commission on Civil Rights (MCCR). Students may contact the Office for Civil Rights (OCR). A person wishing to file a complaint with an external

agency is encouraged contact the appropriate agency promptly in order to verify the time limits and deadlines for filing complaints.

Please refer to UMGC's Investigative and Adjudicative Procedures for a complete description of procedures including but not limited to anticipated timelines, written notifications and the rights of parties.

Prevention and Awareness Programs

UMGC shall continue to take steps to prevent the occurrence of Sexual Misconduct and remedy its discriminatory effects. Education is an extremely important tool in eradicating discrimination and sexual harassment from the UMGC workplace and educational programs. All students and employees of UMGC will be required to complete Sexual Misconduct training offered online by the Office of Diversity and Equity. Compliance therewith will be monitored by the Title IX Coordinator, the Chief Diversity Officer and the Fair Practices and Equal Opportunity Officer. In addition to the online training, the Title IX coordinator will ensure that all persons involved in the administration of Sexual Misconduct cases obtain annual training in receiving, reporting, and handling of Sexual Misconduct cases.

In accordance with Federal and USM requirements, UMGC is in the process of implementing various prevention programs aimed at preventing the occurrence of Sexual Misconduct, including dating violence, domestic violence, sexual assault, and stalking, and remedy its discriminatory effects. These educational initiatives will be informed by research or assessed for value, effectiveness, or outcome and will contain information regarding what constitutes Sexual Misconduct, definitions of consent and prohibited conduct (incorporating the required jurisdictional definitions), the institution's procedures, bystander intervention, risk reduction, and the consequences of engaging in Sexual Misconduct. Awareness Programs will include community-wide or audience-specific strategies that endeavor to increase audience knowledge and share information and resources to prevent violence, promote safety, and reduce perpetration. Ongoing prevention and awareness campaigns, directed towards both employees and students, will be sustained over time and focus on increasing understanding of topics relevant to and skills for addressing dating violence, domestic violence, sexual assault, and stalking. Primary prevention programming, geared toward all incoming students and new employees, will be aimed at preventing Sexual Misconduct before it occurs through the promotion of positive healthy behaviors that foster healthy, mutually respectful relationships and sexuality, encouraging safe bystander intervention, and changing behavior and social norms in healthy and safe directions.

Sex Offender Registry

The federal Campus Sex Crimes Prevention Act of 2000 (CSCPA) provides for the tracking of convicted sex offenders enrolled at or employed by higher education institutions. This act is an amendment to the Jacob Wetterling Crimes Against Children and Sexually Violent Offender Act. The CSCPA amends the Family Educational Rights and Privacy Act of 1974 (FERPA) to clarify that nothing in the Act can prohibit an educational institution from disclosing information provided to the institution concerning registered sex offenders.

Under the law, state and local law enforcement agencies must provide colleges and universities in their jurisdiction with a list of registered sex offenders who have indicated they are enrolled, employed by or working at the institution. UMGC's global reach may require an individual to research or register at multiple locations. The following link should be used for the current locations: <https://www.umgc.edu/locations/index.cfm>. The specific address for the location should be used when searching for registered sex offenders. A list of all registered sex offenders in Maryland, including registrants employed or enrolled at Maryland institutions of higher education, is available from the state Department of Public Safety and Correctional Services (required under Section 121 of the Adam Walsh Child Protection and Safety Act of 2006) at <http://www.dpscs.state.md.us/onlineservs/socem/default.shtml>.

Title IX Coordinator & Title IX Team

Steven R. Alfred

Title IX Coordinator

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External Confidential Support Services

- National Sexual Assault Hotline: 1-800-656-HOPE (4673)
- Maryland Coalition Against Sexual Assault (MCASA)
 - Statewide Sexual Assault Information and Referral help line 1-800-983-RAPE
- Sexual Assault Legal Institute (SALI)
 - For more information, contact MCASA's SALI at 301-565-2277, or toll-free at 877-496-SALI
 - The Sexual Assault Legal Institute (SALI) is a program of the Maryland Coalition Against Sexual Assault (MCASA). SALI provides direct legal services for victims and survivors of sexual assault. SALI also provides technical assistance and training for attorneys, rape crisis and recovery center staff and volunteers, and other professionals working with survivors.
- Domestic Violence and Sexual Assault Center at Dimensions Healthcare, Prince George's Hospital (DVSAC)
 - For more information, contact 301-618-3154 The Domestic Violence and Sexual Assault Center provides a range of medical and counseling services to victims of sexual assault and abuse, including, but not limited, crisis and follow-up counseling and forensic examinations.

Collection of Clery Crime Statistics

Campus crime, arrests and referral statistics include those reported to campus security authorities (CSA). A CSA includes campus security or an individual responsible for monitoring the entrance into institutional property; local law enforcement; an official of an institution who has significant responsibility for student and campus activities, including, but not limited to Department Heads, Education Coordinators, Regional Directors and military Education Service Officers. All criminal incidents are classified in accordance with the FBI Uniform Crime reporting Guidelines.

The statistics are collected for four types of properties: (a) on campus, (b) in dormitories or other residential facilities for students on campus, (c) in or on a noncampus building or property, or (d) on public property. **Campus** is defined as “(1) Any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of, or in a manner related to, the institution’s educational purposes, including residence halls; and (2) Any building or property that is within or reasonably contiguous to the area identified in paragraph (1) of this definition, that is owned by the institution but controlled by another person, is frequently used by students, and supports institutional purposes (such as a food or other retail vendor).” **Noncampus** building or property is defined as “(1) Any building or property owned or controlled by a student organization that is officially recognized by the institution; or (2) Any building or property owned or controlled by an institution that is used in direct support of, or in relation to, the institution’s educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic area of the institution.” **Public Property** is defined as “public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus, or immediately adjacent to and accessible from the campus.”

Categories of crime statistics included in this report are:

Criminal Offenses – murder/ non-negligent manslaughter, negligent manslaughter, rape, fondling, incest, statutory rape, robbery, aggravated assault, burglary, motor vehicle theft, arson, domestic violence, dating violence and stalking.

Hate crimes – any criminal offense committed against a person or property which is motivated, in whole or in part, by the offender’s bias. Bias is a preformed negative opinion or attitude toward a group of persons based on their Race, Gender, Religion, Sexual Orientation, National Origin, Gender Identity, Ethnicity, or Disability. Hate crimes are reported for the crimes of criminal homicide, sex offenses, robbery, aggravated assault, burglary, motor vehicle theft, arson, and any other crimes involving bodily injury, as well as, larceny-theft, simple assault, intimidation, and destruction/damage/vandalism.

Arrests and Referrals for Disciplinary Action - for weapons (carrying or possessing), drug abuse violations and liquor law violations. Campus Disciplinary Referrals are incidents where an individual is not arrested but referred for possible campus disciplinary action (e.g. first offenders required to attend educational programs).

Crime definitions are classified based on the FBI’s Uniform Crime Reporting Handbook (UCR) at https://ucr.fbi.gov/additional-ucr-publications/ucr_handbook.pdf and the FBI’s National Incident-Based Reporting System (NIBRS) <https://www.fbi.gov/about-us/cjis/ucr/nibrs/nibrs-user-manual>.

Crime Definitions

Criminal Homicide – Murder and Non-negligent Manslaughter: The willful (non-negligent) killing of one human being by another.

Criminal Homicide – Negligent Manslaughter: The killing of another person through gross negligence.

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.

- i. **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.
- j. **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.
- k. **Incest**—Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- l. **Statutory Rape**—Sexual intercourse with a person who is under the statutory age of consent.

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 (B&E): 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.)

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.

Illegal 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.

Domestic Violence: Is a felony or misdemeanor crime of violence committed by a 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 cohabited 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.

Dating violence: Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim; and where the existence of such a relationship shall be determined based on a consideration of the following factors: a) length of the relationship, b) the type of relationship, c) the frequency of interaction between the persons involved in the relationship.

Stalking: 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.

- g. **Course of conduct** means two or more acts, including but not limited to, acts in which the stalker 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.
- h. **Reasonable person** means a reasonable person under similar circumstances and with similar identities to the victim.
- i. **Substantial emotional distress** means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

Hate Crimes: A hate crime is defined as any crime that manifests evidence that a victim was selected because of his/her actual or perceived race; gender; gender identity; religion; sexual orientation; ethnicity; national origin or disability.

- i. **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.
- j. **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.
- k. **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.

UMGC Asia Crime Statistics

The following tables provide the available statistics for certain crimes reported to a campus security authority, base security force, and/or local law enforcement, as applicable, for the calendar years 2018, 2019, and 2020. UMGC is required to report the crimes: (1) on campus, (2) in dormitories or other residential facilities for students on campus, (3) in or on a noncampus building or property, or (4) on public property. **UMGC Asia does not have dormitories or other residential facilities for students.**

Statistics disclosed are dependent on the ability of law enforcement agencies to accurately provide the information requested. If you would like additional information, please contact your local base security force or military police via the non-emergency number provided by the base operator or directory.

UMGC Asia Headquarters Yokota Air Base, Building 445					
CRIME STATISTICS					
Crime	Year	On-Campus	Noncampus	Public Property	Total
Murder/Non-Negligent Manslaughter	2020	0	0	0	0
	2019	0	0	0	0
	2018	0	0	0	0
Negligent Manslaughter	2020	0	0	0	0
	2019	0	0	0	0
	2018	0	0	0	0
Rape	2020	0	0	0	0
	2019	0	0	0	0
	2018	0	0	0	0
Fondling	2020	0	0	0	0
	2019	0	0	0	0
	2018	0	0	0	0
Incest	2020	0	0	0	0
	2019	0	0	0	0
	2018	0	0	0	0
Statutory Rape	2020	0	0	0	0
	2019	0	0	0	0
	2018	0	0	0	0
Robbery	2020	0	0	0	0
	2019	0	0	0	0
	2018	0	0	0	0
Aggravated Assault	2020	0	0	0	0
	2019	0	0	0	0

	2018	0	0	0	0
Burglary / B&E	2020	0	0	0	0
	2019	0	0	0	0
	2018	0	0	0	0
Motor Vehicle Theft	2020	0	0	0	0
	2019	0	0	0	0
	2018	0	0	0	0
Arson	2020	0	0	0	0
	2019	0	0	0	0
	2018	0	0	0	0
Hate Crimes ¹	2020	0	0	0	0
	2019	0	0	0	0
	2018	0	0	0	0
Violence Against Women Act (VAWA)					
Dating Violence	2020	0	0	0	0
	2019	0	0	0	0
	2018	0	0	0	0
Domestic Violence	2020	0	0	0	0
	2019	0	0	0	0
	2018	0	0	0	0
Stalking	2020	0	0	0	0
	2019	0	0	0	0
	2018	0	0	0	0
Arrests					
Liquor Law Violation Arrests	2020	0	0	0	0
	2019	0	0	0	0
	2018	0	0	0	0
Drug Law Violation Arrests	2020	0	0	0	0
	2019	0	0	0	0
	2018	0	0	0	0
Illegal Weapons Possession Arrests	2020	0	0	0	0
	2019	0	0	0	0
	2018	0	0	0	0
Campus Disciplinary Referrals					
Liquor Law Violation Referrals	2020	0	0	0	0
	2019	0	0	0	0
	2018	0	0	0	0
Drug Law Violation Referrals	2020	0	0	0	0

	2019	0	0	0	0
	2018	0	0	0	0
Illegal Weapons Possession Referrals	2020	0	0	0	0
	2019	0	0	0	0
	2018	0	0	0	0
Footnotes:					
1	<p>Hate Crimes are crimes that manifest evidence that the victim was intentionally selected because of the victim's actual or perceived Race, Gender, Religion, Sexual Orientation, National Origin, Gender Identity, Ethnicity, or Disability. Hate crimes are reported for the crimes of criminal homicide, sex offenses, robbery, aggravated assault, burglary, motor vehicle theft, arson, and any other crime involving bodily injury, as well as, larceny-theft, simple assault, intimidation, and destruction/damage/vandalism.</p>				

*** UMGC does not have any on-campus student housing facilities.**

Year	Total Unfounded Crimes
2020	0
2019	0
2018	0

Additional Disclosures (All Divisions)

Drug Prevention Program

Introduction

University of Maryland Global Campus (UMGC) complies with federal, state and local laws that regulate or prohibit the possession, use or distribution of alcohol or illicit drugs and enforces all related laws. The following information applies to all UMGC full-time, part-time, and temporary faculty, staff and students and to all activities either conducted on UMGC's premises or sponsored by UMGC.

Standards of Conduct

All UMGC students, faculty, and staff are prohibited from unlawfully possessing, using, manufacturing, distributing or dispensing alcohol or any controlled substance on UMGC's premises or at UMGC sponsored activities. UMGC expects all faculty, staff, and students to comply with applicable laws and regulations pertaining to possession, use, manufacture, distribution, or dispensation of alcohol or controlled substances, whether or not such laws are mentioned in this Report. All employees are expected to report to work free of the influence of alcohol or any illicit drug. All students are expected to report to classes and other educational meetings free of the influence of alcohol or any illicit drug.

UMGC'S Sanctions

UMGC will impose disciplinary sanctions on any student or employee (faculty and staff) who violates the standards of conduct regarding drug and alcohol use.

Any student who violates any of the applicable standards of conduct is subject to disciplinary action and penalties, up to and including possible expulsion from the University, in addition to referral to the appropriate law enforcement authorities for prosecution. Further information can be found in UMGC's **Code of Student Conduct** (<http://www.UMGC.edu/policies/studentpolicies/stud15100.cfm>), which expressly prohibits the unlawful use, possession, distribution, or possession for purposes of distribution of any controlled substance, illegal drug, or alcohol on UMGC premises or at UMGC-sponsored activities.

Any employee who violates any of the applicable standards of conduct is subject to disciplinary action and penalties, up to and including possible termination of employment, in addition to referral to the appropriate law enforcement authorities for prosecution. Further information can be found in **VII-1.10- University Of Maryland System Policy On A Drug-Free Workplace** (<http://www.usmh.usmd.edu/regents/bylaws/SectionVII/VII110.html>) and in **Executive Order 01.01.1991.16 - the State of Maryland Substance Abuse Policy**. (<http://www.dbm.maryland.gov/employees/Documents/Policies/SubstanceAbusePolicy.pdf>)

Summary of Legal Sanctions

UMGC offers courses and programs at locations throughout Maryland and the Washington, DC/Virginia metro area. In addition, courses and programs are offered overseas in several countries on military installations. The primary locations overseas are in Germany and Japan. The following is a summary of current legal penalties in Maryland, Germany, and Japan for violations of drug and alcohol laws.

Note: Outside the United States, many UMGC locations are connected to U.S. military installations and thus are subject to military jurisdiction in addition to local foreign law. At UMGC's Civilian overseas locations, all employees and students should be aware that they may be subject to the drug and alcohol laws and regulations of the host country. For additional

information, please contact the Area Director.

U.S. Federal Law

Penalties for Possession: The Controlled Substances Act, 21 U.S.C. §§ 801, et seq. sets forth schedules of controlled substances. It is unlawful to possess any controlled substance without a valid prescription. This includes, but is not limited to, those drugs commonly described as "illegal drugs" such as marijuana, hashish, cocaine, PCP, LSD, methamphetamines, and heroin. Penalties for simple possession include fines of \$1,000 or more and imprisonment of not more than one year for a first offense. Subsequent convictions carry much higher fines and greater prison terms. The penalties also increase significantly if a mixture containing cocaine base is involved. Penalties will vary depending on the amount and type of drug involved, as well as other factors. In addition, any individual who knowingly possesses a controlled substance may be liable for a civil penalty up to \$10,000. Attempt and conspiracy carry the same maximum punishment as the object crime. See 21 U.S.C. §§ 846.

Penalties for Trafficking: It is unlawful to manufacture, distribute, dispense, or possess with the intent to manufacture, dispense, or distribute, a controlled substance. First offenders for possession can also be ordered into drug treatment and community service. The penalties are doubled for adults who distribute drugs to minors. For a second offense, the penalties are tripled. The federal trafficking penalties are available on the U.S. Drug Enforcement Administration's website.

Proximity to School Property: The punishment for possession or trafficking in a controlled substance is greatly increased if the offense was committed within 1,000 feet of a school, including a college or university, or other public property. An offender will be subject to twice the maximum authorized punishment and harsher sentencing restrictions, with a minimum one-year prison term. A second offense triples the fine and carries a minimum three-year prison term. See 21 U.S.C. § 860.

Drug Paraphernalia: Under Federal law, it is unlawful to sell, offer for sale, import, export, or use the mail or interstate commerce facilities to transport drug paraphernalia. Penalties include a fine and imprisonment for up to three years. See 21 U.S.C. § 863.

Loss of benefits: Among other sanctions, such as forfeiture of property and civil penalties, a person convicted of any Federal or State offense involving possession of a controlled substance can be denied Federal benefits such as loans, grants, contracts, and professional licenses, for a period of up to one year for a first offense and up to five years for subsequent offenses. Also, he or she can lose eligibility for assistance such as social security and food stamps. For trafficking or distribution crimes, a person can lose benefits for up to five years with the first conviction; up to ten years for a second conviction; and permanently for a third conviction. See 21 U.S.C. § 862, 862a.

Maryland Law

In addition to the Federal laws summarized above, the State of Maryland has its own laws dealing with controlled substances and alcohol. The Maryland Controlled Dangerous Substances Act is codified in Title 5 of the Criminal Law Article of the Maryland Code.

Drug Offenses: Possessing or administering a controlled dangerous substance, unless obtained by prescription, is a misdemeanor, subject to imprisonment not exceeding 4 years or a fine not exceeding \$25,000. If the crime involves marijuana, imprisonment not exceeding 1 year or a fine not exceeding \$1,000 or both.

Distribution: A maximum of five years imprisonment or a fine not exceeding \$15,000 or both is the penalty for a first offense of manufacture, distribution, dispensing or possession with intent to distribute. With respect to a Schedule I or II narcotic drug, the penalty is up to 20 years or a fine up to \$25,000. For subsequent offenses, the penalties are substantially increased, and parole may not be granted.

Proximity to School Property: Anyone who manufactures, distributes, dispenses, or possesses with intent to distribute a controlled dangerous substance within 1,000 feet of an elementary or secondary school, or on a school vehicle, will be subject to an additional prison term up to twenty years and/or a fine of up to \$20,000 for first offense, which doubles to 5-40 years imprisonment and/or \$40,000 fine for a second offense.

Drug Paraphernalia: Delivering, selling, manufacturing, or possessing with intent to deliver drug paraphernalia is a misdemeanor with a fine of up to \$500, and for each subsequent violation, imprisonment not exceeding 2 years and/or a fine up to \$2,000. Several Maryland jurisdictions have their own laws prohibiting the sale, display, distribution, or possession with intent to sell, of drug paraphernalia.

Alcohol: Drinking alcoholic beverages is prohibited on public property under Maryland State law and under many county and local codes within Maryland. Many jurisdictions, either under State law or their own codes, also prohibit the possession of alcohol in an open container on public property or shopping center property, these laws generally carry fines ranging from \$100 to \$500 for a violation, and some also provide for jail terms ranging from 5 to 90 days.

Maryland law also makes it a misdemeanor to be intoxicated in public and cause a public disturbance, or to be intoxicated and endanger the safety of another person or of property. This carries a fine of up to \$100 and up to 90 days imprisonment.

It is illegal for persons under age 21 to possess alcoholic beverages with intent to consume them, and for anyone to falsify or misrepresent his or her age or another person's age to obtain alcohol. The penalty is a fine not exceeding \$500 for the first offense and up to \$1,000 for repeat offenses. It is also illegal in most circumstances to obtain or give alcohol to a person under age 21. The penalty is a fine not exceeding \$1,000 for a first offense and up to \$1,500 for subsequent violations.

German Law

Under the German narcotics law, there are three categories which are listed in three different subsections of the law as follows:

Subsection 1: Illegal narcotics. Examples are substances like Marihuana, Hashish, Heroin, LSD as well as the drugs traded among minors as Ecstasy (MDMA, MMDA, MDE, MDA, DOB). In the case of Cannabis products (Hashish, Marihuana), the seed is exempt from the narcotics law. If the seed is cultivated as a drug, then it is included again in the narcotics law. Furthermore, the cultivation of the so-called utilizable hemp (part of THC up to 0.3%) is also exempt from the narcotics law. The Ministry of Agriculture must provide a special authorization.

Subsection 2: Narcotics not available by prescription but permitted in certain circumstances. These are substances needed by the pharmaceutical industry for the manufacturing of medications. Examples are Cocaine leaves, Delta-9-Tetrahydrocannabinol (psychotropic substance in Hashish, Marihuana, THC), Dihydromorphine (basic substance in Morphine), Drimethadone (interim Methadone substance), Papaver Orientale (Sleeping Poppy) Pethidine Acid, Norpethidine.

Subsection 3: Narcotics available by prescription. These are medications which fall under the narcotics law, but which can be prescribed by a medical practitioner. Examples are: Amphetamine barbital (prescribed as Secobarbital, a strong sleeping and pain-killing drug), different forms in the Benzodiazepine group like Promazepam, Diazepam, Flunitrazepam, Trizazepam. These substances are also contained in strong sleeping and pain-killing drugs as well as in psychiatric drugs. Other substances are Fenetylilin: name of the drug: Captagon (psychiatric drug), Fentanyl (like Durogesic, a strong pain-killing drug), Buprenorphine: name of the drug: Temgesic (a strong pain-killing drug), Hydromorphone: name of the drug: Dilaudid (a strong pain-killing drug), further substances like Levomethadone (name of the drug: L-Polamidon) or Methadone (name of the drug: Polamidone), as well as Dronabinol (pharmaceutical name for Delta9 Hydrhydrocabinol: name of the drug: Marinol), Cocaine (as local narcotics in ophthalmology), as well as Codeine (in the case of respiratory diseases or as substitute for Heroine drug

addicts).

Under the German narcotics law, any contact (except consumption) with the substances under subsections 1, 2 or 3 puts the person under penalty. Although consumption is not punishable, the acquisition or possession of the narcotic is punishable.

According to § 29 of the narcotics law, the cultivation, production, trade, import, export, disposal, delivery, trafficking, acquisition or obtaining these substances under any other way is submitted to penalty. The above-mentioned offences are punished with a prison sentence of up to 5 years or with a fine. The narcotics law does not differ between so called "hard" and "soft" drugs. Such differences are made during the punishment verdicts on a case by case basis.

According to § 29 of the narcotics law, persons who are themselves not directly in contact with the drugs but who inform about, provide or grant others with opportunities for the unauthorized consumption, acquisition, and delivery are also punished with a prison sentence of up to 5 years or with a fine. This regards the advertising for drugs as well as providing rooms at disposal for the drugs consumption.

According to § 29, section 3, the earlier mentioned drug penalties have been increased. This concerns the trading or the actions endangering the health of more persons respectively. The penalty will be prison sentence not under 1 year.

According to § 29, section 5, the narcotics law allows the courts the possibility to dismiss a criminal proceeding when the drug consumer cultivates, produces, imports, exports, acquires or obtains in any other way or possesses only for personal use in small quantities the drugs listed in subsection 1-3. The small quantity is not defined neither by law nor by jurisdiction, so it can be stated that a dismissal of a criminal proceeding will be done through an individual decision by the respective court.

Since the verdict of the Federal Constitutional Court (the "Cannabis verdict") the jurisdiction acquired a certain attitude regarding the Cannabis drugs Hashish and Marihuana. This attitude differs from one Bundesland to the other. In the Department of Public Prosecution Ellwangen/Jagst criminal proceedings are dismissed with quantities up to 3 grams of Hashish and 5 grams of Marihuana in the case of a first-time offender if no persons were endangered.

In addition, § 29 of the narcotics law contains a penalty increase. This concerns delinquents who are older than 21 years and who deliver, administer or leave to direct consumption to persons under 18 years the drugs listed in subsection 1-3. (Exceptions are here again medical practitioners, dentists and veterinarians). Furthermore, the increase of penalty, for a period not under 1 year, is effective with the delivery, production or possession of drugs not in small quantities according to the subsections 1-3 of the narcotics law. The significant quantities values are defined by the jurisdiction and amount to:

Heroin: 1.5 grams Heroinehydrochlorid
Morphine: 4.5 grams Morphinehydrochlorid
Methadone: 3 grams Methadonehydrochlorid
Opium: 200 consumer units corresponding to 5 grams Morphinehydrochlorid
Cocaine: 3 grams Cocainehydrochlorid
Cannabis products: 7.5 grams Tetrahydraacnabiol (THC)
Lysergid (LSD): 300 trips corresponding to 6 mg Lysergid
Amphetamine: 10 grams Amphetamine base
Ecstasy: MDMA: 300 consumer units corresponding to 24 grams MDMA-base
MDE: 200 consumer units corresponding to 34 grams MDE Hydrochloride
MDA: 250 consumer units corresponding to 30 grams MDA Hydrochloride

In § 30 of the narcotics law there are additional penalty increases. In the following situations, the penalty increases to not

under 2 years:

- when narcotics are cultivated, produced or traded and the delinquents
- act as a member of a gang,
- join together with the aim of continuing such acts, respectively deal commercially
- cause death thoughtlessly by dispensing narcotics
- and import a significant amount from a foreign country

In § 30a of the narcotics law, increases of the offenses include additional penalties of imprisonment of not under 5 years. Perpetrators, as members of a gang, fall under this law if they conspired to continue committing offenses according to the narcotics law, cultivate, manufacture, deal with, import or export narcotics in a significant amount. The same is true for perpetrators who are over 21 years old and instruct people under 18 years of age:

- to deal with narcotics
- import or export narcotics
- or give it to people in any other way.

If a person carries a firearm or any other weapon, which could harm other people, with him when carrying out an offense, the penalty increases to not under 5 years.

Also, § 32 of the narcotics law contains provisions that are punished as irregularities. These are not offenses, but legal violations that can be fined up to an amount of DM 50,000. These provisions concern people who may work with narcotics according to an exceptional permission.

Japanese Law

Students and employees at the UMGC Asia are subject to local laws relating to possession and distribution of illegal drugs. Active Duty military personnel stationed in Japan may be subject to both Japanese laws and the Uniform Code of Military Justice (UCMJ). Students and employees located in other countries should be aware that the applicable legal penalties of their host country may be different and perhaps more severe than the United States laws which they may be accustomed.

Marijuana Control Law

Art 24. Anyone who grows, imports and exports marijuana, without due authorization, shall be punished with imprisonment for less than 7 years with labor.

Art 24, para 2. Anyone who violates the above, without due authorization, with the purpose of making a profit, shall be punished with imprisonment for less than 10 years with labor or under some circumstances of the offense, less than 10 years with labor and a fine of 3 million yen.

Art 24-2. Anyone who possesses, receives or transfers marijuana, without due authorization, shall be punished with imprisonment for less than 5 years with labor.

Art 24-2, para 2. Anyone who, without due authorization, violates the above with the purpose of making a profit shall be punished with imprisonment for less than 7 years with labor or under some circumstances of the offense, less than 7 years with labor and a fine of 2 million yen.

Art 24-3. Anyone who falls under the following shall be punished with imprisonment for less than 5 years with labor.

Immigration-Control and Refugee-Recognition Act

Art 24. Any foreigners who fall under the following shall be ordered to leave Japan.

Art 24, para 4, item 8. Anyone who violates the Narcotics and Psychotropic Control Law, Marijuana Control Law, Opium Law or Stimulant Control Law and Penal Code of Japan, Chapter 14 and is convicted.

Magic Mushrooms

Anyone who, without due authorization, grows or imports magic mushrooms shall be punished with imprisonment for more than 1 year with labor and less than 10 years with labor. Anyone who possesses or transfers magic mushrooms shall be punished with imprisonment for less than 7 years with labor. Anyone who solicits shall be punished with imprisonment for less than 3 years with labor.

Stimulant Control Law

Art 41. Anyone, who without due authorization, imports, exports or manufactures stimulants shall be punished with imprisonment for more than 1 year with labor.

Art 41, para 2. Anyone who violates the above with the purpose of making a profit shall be punished with imprisonment for life with labor or more than three years with labor and a fine of 10 million yen.

Art 41-2. Anyone who, without due authorization, possesses, transfers or receives stimulants shall be punished with imprisonment for less than 10 years with labor.

Art 41-2, para 2. Anyone who violates the above with the purpose of making a profit, shall be punished with imprisonment for more than 1 year with labor or under some circumstances of the offense, more than 1 year with labor and a fine of less than 5 million yen.

Foreigners convicted of drug crimes will be deported from Japan with a possible lifetime ban on return to the country.

Military Law

Students and employees who also are military personnel may be subject to the Uniform Code of Military Justice (UCMJ). 912a. ART. 112a. Wrongful Use, Possession, etc., of Controlled Substances states:

- A. Any person subject to this chapter who wrongfully uses, possesses, manufactures, distributes, imports into the customs territory of the United States, exports from the United States, or introduces into an installation, vessel, vehicle, or aircraft used by or under the control of the armed forces a substance described in subsection (b) shall be punished as a court-martial may direct.
- B. The substances referred to in subsection (a) are the following:
 1. Opium, heroin, cocaine, amphetamine, lysergic acid diethylamide, methamphetamine, phencyclidine, barbituric acid, and marijuana, and any compound derivative of any such substance.
 2. Any substance not specified in clause (1) that is listed on a schedule of controlled substances prescribed by the President for the purposes of this article.
 3. any other substances not specified in clause (1) or contained in the list prescribed by the President under clause (2) that is listed in Schedules I through V of section 202 of the Controlled Substances Act (21 U.S.C.

Active Duty military personnel should seek additional information from their supervisors.

HEALTH RISKS

Drugs	Possible Side Effects	Effects of Overdose	Withdrawal Syndrome
Narcotics (Opium, Morphine, Codeine, Heroin, Hydromorphone, Meperidine, Methadone, Hydrocodone, Fentanyl, Analogs, Oxycodone)	Euphoria, drowsiness, respiratory depression, constricted pupils, nausea	Slow and shallow breathing, clammy skin, convulsions, coma, possible death	Watery eyes, runny nose, yawning, loss of appetite, irritability, tremors, panic, cramps, nausea, chills, and sweating
Depressants (Chloral Hydrate, Barbiturates, Benzodiazepines, Methaqualone, Gluethemide)	Slurred speech, disorientation, drunken behavior without odor of alcohol	Shallow respiration, clammy skin, dilated pupils, weak and rapid pulse, coma, possible death	Anxiety, insomnia, tremors, delirium, convulsions, possible death
Stimulants (Cocaine, Amphetamines, Methamphetamine, Phenmetrazine, Methylphenidate)	Increased alertness, excitation, euphoria, increased pulse rate and blood pressure, insomnia, loss of appetite	Agitation, increase in body temperature, hallucinations, convulsions, possible death	Apathy, long periods of sleep, irritability, depression, disorientation
Hallucinogens (LSD, Mescaline, Peyote, Amphetamine Variants, Phencyclidine, Phencyclidine Analogs)	Illusions and hallucinations, poor perception of time and distance	Longer, more intense "trip" episodes, psychosis, possible death	Withdrawal syndrome not reported
Cannabis (Marijuana, Tetrahydrocannabinol, Hashish, Hashish Oil)	Euphoria, relaxed inhibitions, increased appetite, disoriented behavior	Fatigue, paranoia, possible psychosis	Insomnia, hyperactivity, decreased appetite
Anabolic Steroids (testosterone, Nandrolone, Oxymetholone)	Virilization, acne, testicular atrophy, gynecomastia, aggressive behavior, edema	Unknown	Possible depression
Alcohol Abuse	Impairment of judgment and coordination required to drive a car safely, aggressive acts, impairments in higher mental functions severely altering ability to learn and remember information, fetal alcohol syndrome	Respiratory depression, possible death	Severe anxiety, tremors, hallucinations, and convulsions

RESOURCES FOR EDUCATION, CONSULTATION, AND COUNSELING

Online Resources

Information about drug and alcohol abuse education, consultation, and counseling may be available from these online resources:

- National Institute on Alcohol Abuse and Alcoholism - www.niaaa.nih.gov
- National Institute on Drug Abuse - www.nida.nih.gov
- Centers for Disease Control and Prevention - www.cdc.gov
- Substance Abuse and Mental Health Services Administration - www.samhsa.gov
- Prevention Online - SAMHSA's National Clearinghouse for Alcohol and Drug Information – www.samhsa.gov/prevention.
- Maryland Alcohol and Drug Abuse Administration – <http://bha.dhmh.maryland.gov/SitePages/Home.aspx>

UMGC Resources

Stateside

Within the United States, the Maryland State Employee Assistance Program (EAP) may be able to provide confidential counseling and referral assistance to employees who are experiencing personal and medical problems, including drug and alcohol abuse. The **Office of the Statewide Equal Employment Opportunity Coordinator** (<http://www.dbm.maryland.gov/employees/Pages/EAP.aspx>) provides this confidential service to help State employees who face personal matters that adversely affect their job performance.

UMGC Europe

UMGC Europe employees experiencing problems stemming from personal and medical problems including drug and alcohol abuse should contact the **Human Resources Office** at +49-(0)631-534-800 for information on available counseling. UMGCEurope students can receive treatment at local military or local national facilities. In addition, students may receive health education counseling which includes chemical and substance abuse.

UMGC Asia

UMGC Asia students and employees are encouraged to contact their Family Advocacy Center for counseling related to drug and/or alcohol abuse. Family Advocacy programs on military bases throughout the Pacific region provide confidential counseling to all Status of Forces Agreement (SOFA) sponsored and Active Duty military personnel who are experiencing problems stemming from all various personal and medical issues, including drug and alcohol abuse. At **Yokota**, you can call **Family Advocacy** at **DSN: 225-3648**. Active Duty UMGCEurope students can receive referral to local treatment programs offered through Family Advocacy through referrals from his/her supervisor.



UNIVERSITY OF MARYLAND
GLOBAL CAMPUS

2022 ANNUAL SAFETY AND SECURITY REPORT

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Introduction

The Covid-19 global pandemic of 2020 has changed the physical footprint of our institution. We stand committed to protecting the safety and security of our community members and keep the greater community working and learning virtually. UMGC is in the process of leasing or selling the UMGC Largo location. Our main headquarters in Adelphi, MD is currently being converted to “office hoteling” spaces for drop in physical work and meeting spaces. The UMGC website contains a central repository of Covid-19 information and updates. In addition, our internal employee SharePoint site contains additional information for employees to stay safe and engaged.

Individuals reading our report should know that on July 1, 2019, state legislation officially changed our name from University of Maryland University College (UMUC) to University of Maryland Global Campus (UMGC). All historical documents will retain our previous name.

UMGC was founded in 1947 as the College of Special and Continuation Studies, a branch of the University of Maryland's College of Education, with locations in College Park and around the state of Maryland. Beginning in 1949, UMGC was the first university to send faculty overseas to educate active-duty military personnel in Europe.

UMGC serves more than 80,000 students worldwide. With headquarters in Adelphi, Maryland, and administrative offices in Asia and Europe, UMGC offers 90+ degrees, specializations, and certificates taught by faculty members who bring real-world experience to online and on-site classrooms.

The 2022 Annual Safety and Security Report is published in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (The Clery Act) and the Violence Against Women Act (VAWA). This report is prepared in cooperation with campus security, local law enforcement agencies, Office of Legal Affairs, Diversity and Equity Office, Military Partnerships and the overseas divisions of Europe and Asia.

UMGC is committed to the safety and well-being of its campus community. The cooperation of the entire campus community is essential in creating a safer and secure community for all.

Compiling the Annual Security Report

The Facilities Management Department at UMGC has the overall responsibility of preparing the annual security report to comply with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act. The Senior Emergency Management Specialist collaborates with several university offices and external agencies including; Campus Security, Office of Legal Affairs, Diversity and Equity Office, Office of Military Partnerships, the overseas divisions of Europe and Asia, University of Maryland Department of Public Safety, Prince George’s County Police Department and other local law enforcement agencies, to compile information within this report. Each entity provides information on their educational efforts and programs. Campus crime, arrest, and referral statistics include those reported to Campus Security, Campus Security Authorities and local law enforcement.

The Annual Security Report is available no later than October 1 of every year. UMGC distributes an email correspondence to all current faculty, staff and students providing a direct link to the report. The current Annual Security report and reports for the previous 7 years are available on the web site: <https://www.umgc.edu/current-students/student-life-and-support/safety-and-security/annual-report>. Upon request, you can receive a paper copy of the current Annual Safety and Security Report by contacting the Senior Emergency Manager at 301-985-7139 or email security at security@umgc.edu.

Prospective students and employees can obtain a copy of the current Annual Security report and reports for the previous 7 years on the web site: <https://www.umgc.edu/current-students/student-life-and-support/safety-and-security/annual-report>. Upon request, students can receive a paper copy of the current Annual Safety and Security Report by contacting the Senior Emergency Manager at 301-985-7139 or email security at security@umgc.edu.

Crime Statistics

The statistics are collected for four types of properties: (a) on campus, (b) in dormitories or other residential facilities for students on campus, (c) in or on a noncampus building or property, or (d) on public property. **Campus** is defined as “(1) Any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of, or in a manner related to, the institution’s educational purposes, including residence halls; and (2) Any building or property that is within or reasonably contiguous to the area identified in paragraph (1) of this definition, that is owned by the institution but controlled by another person, is frequently used by students, and supports institutional purposes (such as a food or other retail vendor).” **Noncampus** building or property is defined as “(1) Any building or property owned or controlled by a student organization that is officially recognized by the institution; or (2) Any building or property owned or controlled by an institution that is used in direct support of, or in relation to, the institution’s educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic area of the institution.” **Public Property** is defined as “public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus, or immediately adjacent to and accessible from the campus.”

All criminal incidents are classified in accordance with the FBI Uniform Crime Reporting Handbook.

Cooperation with Law Enforcement

UMGC Security personnel have no arrest powers but provide a uniformed security presence. They have the authority to issue parking citations, ask individuals for their identification and determine whether individuals have lawful business at UMG. UMG Security maintains a close working relationship with local, state, and federal law enforcement agencies, such as, the University of Maryland Department of Public Safety and Prince Georges County Police department, as well as, other law enforcement agencies and first responders.

Although the University does not have a written memorandum of understanding with any law enforcement agency, UMG Security regularly interacts and communicates with local agencies during and after incidents, as well as, on joint efforts to promote a safer campus.

Security and Access to Campus Facilities

The UMG Security Department is a division within the Facilities Management Department. The Director of Security is responsible for managing the Security Department and reports to the Associate Vice President of Facilities Management. UMG has Security Officers assigned to the Academic Center at Largo and Adelphi Headquarters. All Security personnel are unarmed with no arrest powers. UMG Security provides patrol functions, security services, and general support services to these locations. Security personnel at the Adelphi Headquarters includes UMG Security and Marriott Loss Prevention staff, who work together at providing security services to the four buildings at the Adelphi Headquarters. At Adelphi, Marriott Loss Prevention operates 24/7 in support of the Hotel, Conference Center and Parking Garage. UMG Security operates from 7 a.m. to 6:30 p.m. supporting the Administration Building, Conference Center and Parking Garage. UMG Security at the Academic Center at Largo operates Monday – Friday from 7:00 a.m. to 4:00 p.m. UMG Security works closely with local agencies for police and emergency response. All other worldwide locations rely solely on the local authorities, including military base security forces/police.

University classes, advising services and testing centers may be held at other University System of Maryland (USM) locations, neighboring institutions’ campuses throughout the Maryland/D.C./Virginia area, as well as, other civilian and military locations worldwide on premises not owned or controlled by the University. See **Reporting a Crime and Emergency / Public Safety Contact Information** in this Report for UMG Security contact information, as well as, Security/Public Safety contact information, policies and procedures for our partnering institutions, regional locations and military bases. U.S. military installations are subject to applicable military rules and regulations. You should check with the military police/security office or Educational Center office/Navy College office at these locations for additional information regarding base security procedures and hours of operation.

Seven days a week the Hotel and Conference Center at the Adelphi Headquarters is opened at 6 a.m. and locked down at 10 p.m. or when all evening activities have concluded. The Administration Building at the Adelphi Headquarters is a secure facility and accessible by valid key card only. All visitors, vendors and contractors must enter through the main entrance 8 a.m. to 6 p.m., Monday – Friday and report to the security desk. As of year 2022, the Academic Center at Largo is a restricted building and is no longer open to the public. Please visit <https://www.umgc.edu/locations> for the operating hours of all UMG locations.

The University encourages students and employees to be responsible for their own security and the security of others.

UMGC is not aware of building or property owned or controlled by a University-recognized student organization. Therefore, UMGC does not monitor criminal activity that students engage in off-campus.

UMGC does not have dormitories or other residential facilities for students. Although fire safety is a top priority for UMGC, it does not maintain any on-campus student housing facilities. Accordingly, UMGC is not required to produce a separate Annual Fire Safety Report under the Higher Education Act.

Security Awareness and Crime Prevention

The University is committed to the safety and security of the campus community. UMGC Security promotes safety and security by periodically scheduling safety/security awareness classes for the campus community to sign up and attend in person or via webinar. In addition, Security will attend department meetings to discuss safety/security awareness. The campus community is routinely educated about security awareness and crime prevention measures via the UMGC security website, in weekly newsletters and through the distribution of flyers and pamphlets.

Safety and Security is the responsibility of everyone. The University encourages students and employees to be responsible for their own security and the security of others. Awareness and timely reporting of criminal or suspicious activity is crucial to maintaining a safe and secure campus. For more information on security awareness and crime prevention measures please visit the UMGC Security website at <http://www.umgc.edu/security>

Awareness programs and educational information that is available to the campus community includes:

- Active Shooter – How to Survive
- Suspicious Person or Activity
- Suspicious Letter or Package
- Crime Prevention
- Responding to and Preventing Violent/Physical Confrontations
- Parking Lot/Garage Safety
- Bomb Threat
- Armed Robbery
- Identity Theft
- Shelter In Place
- CPR/AED/First Aid and Hands Only CPR
- How to Use a Fire Extinguisher
- Emergency Preparedness

Security Awareness and Crime Prevention Strategies

We all must work together to maintain a safe and secure environment. Heighten your security awareness and remain vigilant. Know your surroundings and who or what should or should not be there. If you have a concern or see something suspicious, report it immediately to security or law enforcement.

Be cautious and suspicious of:

- Any odd or out of the ordinary occurrences
- People's behavior
- Strange or peculiar activity
- Unattended backpacks, briefcases, etc.
- Packages, envelopes that do not appear normal
- Strange or illegally parked vehicles

You can minimize your chances of becoming a victim of crime if you know what situations to avoid and what preventive actions to take. Common-sense prevention skills can help make life at work safer for all.

- Trust your instincts. They are a natural gift that tells you when something is wrong.

- Be ready to take protective action if necessary. This could be something as simple as crossing the street and entering a populated area.
- Never leave valuables unattended and unsecured.
- Before you exit your car or building, check your surroundings for suspicious looking people and vehicles.
- Walk confidently and briskly.
- Scan the area around your car as you approach. If you see someone loitering around your vehicle, walk past until they leave.
- Always lock your office and any unoccupied room, even when leaving for only a moment.
- Check the identity of any strangers who are in your work area office - offer your assistance and ask them whom they are visiting and if you can help them find that person. If they make you uncomfortable, report your suspicions.
- Always let someone know where you will be - whether you are coming in late, working late, going to lunch, or to a meeting.
- Be discreet - do not advertise your social life and vacation plans or those of others to people visiting or calling.
- Be cautious in restrooms. Attackers can hide in stalls and corners.
- Leaving late - create a buddy system for walking to the parking lot/garage.

Safety and Security is the responsibility of everyone. For more information on security awareness and crime prevention measures please visit the UMGC Security website at <http://www.umgc.edu/security>.

Reporting Crimes/ Emergency and Public Safety Contact Information

UMGC encourages prompt reporting of all crimes, suspicious activity, or any emergency both to the Security personnel for your location and local law enforcement. Crimes should be reported to the Security or Loss Prevention personnel at the Adelphi Headquarters and the Academic Center at Largo, or to the appropriate civilian or military law enforcement agency that has jurisdiction at your location.

The UMGC Director of Security is responsible for ensuring incident reports are completed for the Adelphi Headquarters and the Academic Center at Largo, as are the Regional Directors for the University's worldwide locations. For contact information related to reports of sexual misconduct, please refer to our ***Sexual Misconduct Policy*** section of this report.

The University does not have a policy that allows victims or witnesses to make confidential reports for inclusion in this Annual Report, other than under UMGC's Sexual Misconduct Policy (see the Sexual Misconduct Policy on for more information). However, if an individual is interested in making a report, he or she should contact the UMGC Director of Security at 301-985-7471.

Categories of crime statistics included in this report are:

Criminal Offenses – murder/ non-negligent manslaughter, negligent manslaughter, rape, fondling, incest, statutory rape, robbery, aggravated assault, burglary, motor vehicle theft, arson, domestic violence, dating violence and stalking.

Hate crimes – any criminal offense committed against a person or property which is motivated, in whole or in part, by the offender's bias. Bias is a preformed negative opinion or attitude toward a group of persons based on their Race, Gender, Religion, Sexual Orientation, National Origin, Gender Identity, Ethnicity, or Disability. Hate crimes are reported for the crimes of criminal homicide, sex offenses, robbery, aggravated assault, burglary, motor vehicle theft, arson, and any other crimes involving bodily injury, as well as, larceny-theft, simple assault, intimidation, and destruction/damage/vandalism.

Arrests and Referrals for Disciplinary Action - for weapons (carrying or possessing), drug abuse violations and liquor law violations. Campus Disciplinary Referrals are incidents where an individual is not arrested but referred for possible campus disciplinary action (e.g. first offenders required to attend educational programs).

Crime definitions are classified based on the FBI's Uniform Crime Reporting Handbook (UCR) at https://ucr.fbi.gov/additional-ucr-publications/ucr_handbook.pdf and the FBI's National Incident-Based Reporting System (NIBRS) <https://www.fbi.gov/about-us/cjis/ucr/nibrs/nibrs-user-manual>.

CRIME DEFINITIONS

Criminal Homicide – Murder and Non-negligent Manslaughter: The willful (non-negligent) killing of one human being by another.

Criminal Homicide – Negligent Manslaughter: The killing of another person through gross negligence.

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. **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.
- b. **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.
- c. **Incest**—Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- d. **Statutory Rape**—Sexual intercourse with a person who is under the statutory age of consent.

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 (B&E): 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.)

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.

Illegal 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.

Domestic Violence: Is a felony or misdemeanor crime of violence committed by a 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 cohabited 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.

Dating violence: Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim; and where the existence of such a relationship shall be determined based on a consideration of the following factors: a) length of the relationship, b) the type of relationship, c) the frequency of interaction between the persons involved in the relationship.

Stalking: 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.

- a. **Course of conduct** means two or more acts, including but not limited to, acts in which the stalker 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.

- b. **Reasonable person** means a reasonable person under similar circumstances and with similar identities to the victim.
- c. **Substantial emotional distress** means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

Hate Crimes: A hate crime is defined as any crime that manifests evidence that a victim was selected because of his/her actual or perceived race; gender; gender identity; religion; sexual orientation; ethnicity; national origin or disability.

- a. **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.
- b. **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.
- c. **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.
- d. **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.

Emergency and Public Safety Contact Information for Stateside Civilian Locations

Anne Arundel Community College at Arundel Mills

- For emergencies or to report a crime, call 911 or the Anne Arundel County Police Department at 410-222-8610.
- For an escort or to reach AACC Department of Public Safety, call 410-777-1818.
- To receive text alerts for emergencies, severe weather alerts, and school closings, sign up for the [AACC emergency notification system](#).
- AACC Public Safety hours of operation: Daily, 7 a.m. – 11 p.m.
- More information: [Anne Arundel Community College Public Safety](#)

Cecil College

- For emergencies or to report a crime, call 911 or the Cecil County Sheriff's Office at 410-392-2113.
- For an escort or to reach Cecil College (North East Campus) Department of Public Safety, call 410-287-1601.
- To receive text alerts for emergencies, severe weather alerts, and school closings, sign up for the [Cecil College emergency notification system](#).
- More information: [Cecil College Department of Public Safety](#).

Dorsey Station

- For emergencies or to report a crime, call 911 or the Howard County Police Department at 410-313-2200.
- To receive text alerts for emergencies, severe weather alerts, crime alerts, and school closings, sign up for the [UMGC emergency notification system](#) or the [Howard County emergency notification system](#).
- Dorsey Station main office: 443-459-3500
- More information: [UMGC Security](#)

Eastern Shore Higher Education Center

- For emergencies or to report a crime, call 911 or the Queen Anne County Sheriff's Office at 410-758-4500.
- To reach Chesapeake College Campus Security, call 410-758-7275 or dial *9 on any campus phone.
- To receive text alerts for emergencies, severe weather alerts, and school closings, follow [Chesapeake College Alerts on Twitter](#).
- Chesapeake College Campus Security hours of operation: Daily, 24 hours
- More information: [Chesapeake College Security](#)

Hagerstown

- For emergencies or to report a crime, call 911 or the Hagerstown Police Department at 240-527-2762.
- To receive text alerts for emergencies, severe weather alerts, and crime alerts, sign up for the [Washington County emergency notification system](#).
- More information: [Hagerstown Security](#)

Laurel College Center

- For emergencies or to report a crime, call 911 or the Laurel Police Department at 301-725-3000.
- To receive text alerts for emergencies, severe weather alerts, and crime alerts, sign up for the [Prince George's emergency notification system](#).
- Laurel College Center Public Safety hours of operation: Security staff members are present during the day and evening when classes are scheduled and remain on-site until all students and faculty have left the building. The evening security staff consists of deputies from the Prince George's County Sheriff's Department.
- More information: [Laurel College Center](#)

Prince George's Community College

- For emergencies or to report a crime, call 911 or the Prince George's County Police Department at 301-352-1200.
- For an escort or to reach PGCC Campus Police, call 301-322-0666 or dial 0666 or 0666 from any campus phone. Courtesy and emergency phones are located throughout campus.
- To receive text alerts for emergencies, severe weather alerts, crime alerts, and school closings, sign up for the [PGCC emergency notification system](#).
- PGCC Campus Police hours of operation: Daily, 24 hours
- More information: [Prince George's Community College Campus Police](#)

Shady Grove

- For emergencies or to report a crime, call 911 or the Montgomery County Police Department at 301-279-8000.
- For an escort or to reach The Universities at Shady Grove (USG) Campus Security, call 301-738-6065 or dial 6065 from any campus phone.
- To receive text alerts for emergencies, severe weather alerts, crime alerts, and school closings, sign up for the [USG emergency notification system](#).
- Shady Grove Public Safety hours of operation: Daily, 24 hours
- More information: [Shady Grove Public Safety](#)

Southern Maryland Higher Education Center

- For emergencies or to report a crime, call 911 or the St. Mary's County Sheriff's office at 301-475-4200.
- To receive text alerts for emergencies, severe weather alerts, and crime alerts, sign up for the [St. Mary's County emergency notification system](#).
- More information: [Southern Maryland Higher Education Center](#)

Thomas Nelson Community College (TNCC), Hampton, VA

- For emergencies or to report a crime, call 911 or the TNCC Campus Police at 757-825-2732.
- For an escort or to reach TNCC Campus Police, call 757-825-2732 or 757-825-3411.
- To receive text alerts for emergencies, severe weather alerts, crime alerts, and school closings, sign up for the [TNCC emergency notification system](#).
- TNCC Campus Police hours of operation: Daily, 24 hours
- More information: [Thomas Nelson Community College Campus Police Department](#).

UMGC Academic Center at Largo

- For emergencies or to report a crime, call 911 or the Prince George's County Police Department at 301-352-1200.
- For an escort or to reach the UMG Security Department, call 240-684-2911 or dial 2911 from any Largo phone.
- To receive text alerts for emergencies, severe weather alerts, crime alerts, and school closings, sign up for the [UMGC emergency notification system](#).
- UMG Largo Security hours of operation: Monday through Friday, 8 a.m. – 6 p.m.
- More information: [UMGC Security](#)

UMGC Headquarters (Adelphi)

- For emergencies or to report a crime, call 911 or the University of Maryland, College Park (UMCP) Department of Public Safety at 301-405-3333.
- For an escort or to reach the UMG Security Department, call 301-985-7371 or dial 7371 from any Adelphi phone. Emergency phones are located throughout the parking garage.
- To reach the UMCP Department of Public Safety, call 301-405-3333.
- To receive text alerts for emergencies, severe weather alerts, crime alerts, and school closings, sign up for the [UMGC emergency notification system](#).
- UMG Headquarters Security hours of operation: Daily, 24 hours
- More information: [UMGC Security](#)

UMGC at Fayetteville

- For emergencies or to report a crime, call 911 or the Fayetteville Police Department at 910-433-1529.
- To receive text alerts for emergencies and severe weather alerts, sign up for the [Cumberland County emergency notification system](#).
- More information: [Fayetteville Police Department](#)

UMGC at Killeen

- For emergencies or to report a crime, call 911, the Killeen Police Department at 254-501-8830, or the Bell County Sheriff's Department at 254-933-5412.

- To receive text alerts for emergencies and severe weather alerts, sign up for the [Central Texas Council of Governments CodeRed notification system](#).
- More information: [Killeen Police Department](#) or [Bell County Sheriff's Department](#)

UMGC at La Plata

- For emergencies or to report a crime, call 911 or the Charles County Sheriff's Office at 301-932-2222.
- For the College of Sothern Maryland La Plata Public Safety department, call 301-934-7888 or dial 7909 from any campus phone.
- To receive text alerts for emergencies and severe weather alerts, sign up for the [CSM emergency alert system](#) and/or the [Charles County emergency alert system](#).
- More information: [CSM Public Safety Department](#)

UMGC at National Landing

- For emergencies or to report a crime, call 911 or the Arlington Police Department at 703-558-2222.
- To receive text alerts for emergencies and severe weather alerts, sign up for the [Arlington County emergency notification system](#).
- More information: [Arlington County Police Department](#)

UMGC at Pearl City

- For emergencies or to report a crime, call 911 or the Honolulu Police Department Pearl City district station at 808-723-8800.
- To receive text alerts for emergencies and severe weather alerts, sign up for the [Honolulu County emergency notification system](#).
- More information: [Honolulu Police Department](#)

UMGC at San Antonio

- For emergencies or to report a crime, call 911 or the San Antonio Police Department at 210-207-7273.
- To receive text alerts for emergencies and severe weather alerts, sign up for the [Bexar County emergency notification system](#) and/or the [City of San Antonio emergency notification system](#).
- More information: [San Antonio Police Department](#)

UMGC at San Diego

- For emergencies or to report a crime, call 911 or the San Diego Police Department at 619-531-2000.
- To receive text alerts for emergencies and severe weather alerts, sign up for the [San Diego County emergency notification system](#).
- More information: [San Diego Police Department](#)

University of Maryland, College Park (UMCP)

- For emergencies or to report a crime, call 911 or the UMCP Department of Public Safety at 301-405-3333.
- For an escort, call the UMD Department of Public Safety nonemergency line at 301-405-3555 or dial 43555 from any campus phone. Blue light emergency phones are located throughout campus. For exact locations, visit the [UMD Department of Public Safety](#).
- To reach the University of Maryland Department of Public Safety Emergency Communications Center while on or near campus, dial 3333 from any cell phone with service provided by Verizon Wireless, Sprint/Nextel, or AT&T.
- To receive text alerts for emergencies, severe weather alerts, crime alerts that affect the UMGC community on the UMCP campus, sign up for the [UMGC emergency notification system](#).
- UMCP Public Safety hours of operation: Daily, 24 hours
- More information: [University of Maryland Police Department](#) or [UMCP Emergency Preparedness](#)

Emergency and Public Safety Contact Information for Stateside Military Bases

The following contact information is for the agency (Provost Marshal, Military Police, Base Security, etc.) that oversees police/security services on stateside military installations. Abbreviations (JB, NS, etc.) are disregarded in alphabetizing sites.

Aberdeen Proving Ground

Emergency: 911
Police Department: 410-306-0564

JB Anacostia Bolling

Emergency: 911
Police/Fire/EMS: 202-433-3333

JB Andrews

Emergency: 911
Base Security: 301-981-2001

NB Bremerton

Emergency: 911
Police Dispatch: 360-315-4065

Camp Lejuene

Emergency: 911
Provost Marshal: 910-451-1113

Camp Pendleton

Emergency: 911
Physical Security: 760-725-9454
Crime Prevention: 760-725-5725

Camp Smith

Emergency: 911
Crime Prevention Unit: 808-257-8312

Davis-Monthan AFB

Emergency: 911
Security Forces: 520-228-3200

Eglin AFB

Emergency: 911
Security Forces: 850-882-2502

Fort Belvoir

Emergency: 911
Military Police: 703-806-3104

Fort Benning

Emergency: 911
Police Department: 706-545-5222

Fort Bliss

Emergency: 911
Military Police: 915-744-9311

Fort Campbell

Emergency: 911
Military Police: 270-798-7111

Fort Carson

Emergency: 911
Police Department: 719-526-2333

Fort Detrick

Emergency: 911
Police Nonemergency: 301-619-7114

Fort Drum

Emergency: 911
Police Desk Sergeant: 315-772-2677

Fort Eustis

Emergency: 911
Military Police: 757-878-4555

Fort Hood

Emergency: 911
Military Police: 254-287-4001

Fort Huachuca

Emergency: 911
Military Police: 520-533-3000

Fort Irwin

Emergency: 911
Police Nonemergency: 760-380-4444

Fort Lee

Emergency: 911
Military Police: 804-734-7400

Fort Lewis

Emergency: 911
Physical Security: 253-966-7153

Fort Meade

Emergency: 911
Military Police: 301-677-6622

JB Fort Myer-Henderson Hall Emergency: 911

Police Department: 703-588-2800

Fort Sam Houston

Emergency: 911
Police Services: 210-221-3735

Hickam AFB

Emergency: 911
Police Department: 808-474-2222

USCG Honolulu

Emergency: 911

Command Center: 808-842-2600

Hurlburt Field

Emergency: 911
Police Desk Sergeant: 850-884-7114

Jacksonville NAS

Emergency: 911
Police Department: 904-542-2663

MCAS Kaneohe Bay

Emergency: 911
Police Nonemergency: 808-257-9111

Lackland AFB

Emergency: 911
Police Services: 210-671-1272

Langley AFB

Emergency: 911
Security Forces: 757-764-5091

JEB Little Creek

Emergency: 911 or 757-462-4444
Nonemergency Dispatch: 757-462-4445

MacDill AFB

Emergency: 911
Security Forces: 813-828-2048

Maxwell-Gunter AFB

Emergency: 911
Security Forces: 334-953-7222

NS Mayport

Emergency: 911
Police Nonemergency: 904-270-5334

McChord AFB

Emergency: 911
Physical Security: 253-982-3228

Nellis AFB

Emergency: 911
Crime Stoppers: 702-652-5100

NS Norfolk

Emergency: 911
Security: 757-836-1900

NAS North Island

Emergency: 911
Safety Office: 610-545-1049

NS Oceana

Emergency: 911

Base Security: 757-433-3103

Patrick AFB

Emergency: 911
Base Security: 321-494-2008

Patuxent River NAS

Emergency: 911
Security Desk Sergeant: 301-757-4669

Pearl Harbor NAS

Emergency: 911
Security Forces: 808-449-9701

Pensacola NAS

Emergency: 911
Base Security: 850-452-2654

Peterson AFB

Emergency: 911
Security Forces: 719-556-4805

NAS Point Mugu

Emergency: 911
Police Department: 805-654-9511

NCVC Port Hueneme

Emergency: 911
Police Department: 805-986-6530

MCB Quantico

Emergency: 911
Provost Marshal: 703-784-2251

Randolph AFB

Emergency: 911
Base Security: 210-652-5700

MC Recruit Depot San Diego

Emergency: 911
Military Police: 619-524-5246

NS San Diego

Emergency: 911
Base Security Dispatch: 619-524-6999

NMC San Diego Balboa Park

Emergency: 911
Security: 619-532-8500

Schofield Barracks

Emergency: 911
Police Nonemergency: 808-433-8888

Seymour Johnson AFB

Emergency: 911

Security Police: 919-722-1211

Military Police: 760-830-6800

Travis AFB

Emergency: 911

Tripler Medical Center

Emergency: 911

Police Nonemergency: 808-433-5700

MCAGCC Twentynine Palms

Emergency: 911

Tyndall AFB

Emergency: 911

Security Desk Sergeant: 850-283-2254

Walter Reed National Military Medical Center

Emergency: 911

Security Office: 301-295-1246

EMERGENCY RESPONSE PROCEDURES

Timely communication in an emergency or crisis situation is crucial. It is important that the campus community, as well as emergency responders, department heads, media, etc. receive immediate and accurate information. We achieve this coordination through our Emergency Action Team (EAT).

If a situation exists that threatens the safety and security of the UMGC community, the UMGC Security Department and Emergency Action Leadership Team will immediately assess the situation and determine the proper course of action. This is based on the size, scope and seriousness of the incident, and the threat to life, or the safety to the campus community. The EAT will monitor emergency alert/NOAA radios and remain in constant communication with each other, as well as, the University of Maryland Department of Public Safety (UMDPS) and other local authorities. Once an emergency situation is confirmed and if there is an immediate threat to life and safety, the Security Department has the authority to issue an alert and initiate the appropriate response plan. In the event that there is not an immediate threat, the EAT will consult and decide on the appropriate response. UMGC will also provide follow-up information to the campus community regarding the circumstances or status of an incident.

For stateside military locations, please follow the emergency procedures and response plans for the installation where you are located. Please contact the security force/military police office or the Educational Center office /Navy College office for additional information.

In the event of an emergency, UMGC has several systems in place that provide the campus community with important warnings regarding an emergency, as well as provide advice on the appropriate response.

Emergency Notifications

UMGC 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 professional judgement of responsible authorities, compromise efforts to assist a victim or to contain, respond to or otherwise mitigate the emergency.

UMGC MyAlerts is the University's emergency text alert system that is used to send emergency alerts, notifications and updates to its subscribers. This system is only used for emergency communication and not for general information or advertisements. The alerts are sent to the subscriber's email account/s or cell phone/s, depending on what device/s they register. All of the top hazards and major alert situations have pre-arranged texts, which enables the alert to be sent rapidly. The alert system is maintained by UMGC Security and can be sent by Security personnel or Emergency Action Team Leaders from their office, home or mobile device. The system is also used to provide necessary updates on a specific situation.

UMGC also monitors the UMDPS's alert system, as well as, alert systems from jurisdictions that have authority over our regional sites. When an alert is received that affects the UMGC community, UMGC will respond and alert the UMGC community affected by the emergency situation. To receive text alerts for emergencies, severe weather alerts, crime alerts, and school closings, please sign up for the [UMGC emergency notification system](#).

Timely Warnings

In compliance with the Clery Act, the University issues timely warnings to the University community when a significant criminal incident occurs within the University's Clery geography and represents a serious or continuing threat. Timely Warnings are intended to alert the

campus community to a serious incident and the potential danger it poses to the community. The decision to disseminate a warning is made on a case-by-case basis and after a review of the situation by the Director of Security and Associate Vice President of Facilities Management. In the event of an active threat, where lives are in immediate danger, the decision to issue a warning can be made exclusively by the Director of Security, Assistant Director of Security or a Security Coordinator.

Timely Warnings are distributed as soon as pertinent information is available. The amount of information provided in the warning will vary depending on the circumstances of the crime/incident, but it will typically include the date/time of the incident, the location, the nature of the crime or hazard to the community, the continuing danger to the campus community, and actions people can take to diminish their chance of being a victim of a similar crime.

Timely Warnings are issued in several formats including: SMS text message, email notification, and posting on the UMGC website (<https://www.umgc.edu/current-students/student-life-and-support/safety-and-security/security-alerts>). The UMGC Director of Security is responsible for posting these alerts in cooperation with the Strategic Marketing Department. If an active threat exists, UMGC emergency response protocol includes an [Emergency Notification \(text alert\) System](#), which can be activated by the Security Department.

Public Address System

All buildings on the Adelphi and Largo campus have a Public Address (PA) System that can be activated by Security and, when necessary, Facilities Management personnel. In the event of an emergency situation affecting the campus, Security will initiate a PA announcement to the affected building/s.

Communication Department Alerts

In the event of an emergency situation, the Office of Communications will initiate their procedures by providing information regarding the emergency on the UMGC website and the Campus Information Line (301-985-7669). If necessary, a campus wide broadcast email can be sent.

Early Warning Siren

The University of Maryland Department of Public Safety (UMDPS) has implemented an Early Warning System Emergency Siren Program to provide instant notification to the campus community of an imminent dangerous condition. This system is designed to alert those individuals outside of the campus buildings. The sirens can be heard on and around the UMGC Adelphi Campus, therefore enabling UMGC to take advantage of this life saving system. During an emergency the sirens will emit a steady tone that will sound for at least three minutes. When heard, individuals should seek immediate shelter. When the emergency situation has ended, the siren will sound an "all Clear" by emitting one short tone that will sound for less than 30 seconds. Additional information on the emergency will be provided via the UMGC Text Alert, PA and Communication Alerts. Individuals can also obtain information regarding a UMD siren by logging onto <http://www.umd.edu/> or calling 301-405-7669.

Crime Log

The UMGC Security Department provides services at the Adelphi and Largo locations. The services include the maintenance of the Crime Log. UMGC's Daily Crime Log includes all crimes and incidents that are reported to UMGC Security. The information recorded in the in the Daily Crime Log includes: the incident classification, date reported, date and time occurred, general location, and disposition of each reported crime.

Unless the disclosure is prohibited by law or would jeopardize the confidentiality of the victim, newly reported crimes and updated information regarding previously reported crimes are entered into the Daily Crime Log within two (2) business days of when it is reported to Security.

The most recent sixty (60) day period of the daily Crime Log is available for public inspection during normal operating hours (Monday-Thursday, 8a.m. - 8p.m. and Friday, 8a.m. - 6p.m.) at the Academic Center at Largo (1616 McCormick Drive, Largo, Md.). Any portion of the log older that sixty (60) days will be made available within two (2) days of the request to the Security Department. For information, please contact the on-site security personnel during normal operating hours at 240-684-2911 or email security@umgc.edu.

All-Hazard Emergency Operation Plan

In addition to the emergency notification procedures, UMGC has an all-hazard Emergency Operations Plan. The plan and its components are available at <http://www.umgc.edu/security>. The plan includes the following emergency procedures:

- Fire
- Bomb Threats
- Weather Emergencies
- Hazardous Material Emergencies
- Active Shooter
- Armed Robbery
- Hostage Situation
- Earthquake
- Utility/Elevator Failures
- Medical Emergencies
- Shelter-In-Place
- Suspicious Letter/Package
- Evacuation Procedures
- Persons with Disabilities

Emergency Preparedness Training

The training focus for 2021 was on Covid-19 coordinated response and Active Shooter training. Below are the training topics that were offered to the UMGC community.

- Evacuation and Shelter in Place
- Fire Emergency
- Fire Extinguisher
- Conflict Management/Managing Aggressive Behavior
- CPR/AED/First Aid
- Stop the Bleed
- Earthquake Preparedness
- Structural Collapse and Water Main

Testing

The Emergency Operations Plan is tested regularly by the Emergency Action Team (EAT) and the Facilities Management Department. Testing includes discussion based and operation-based exercises and drills. At the end of each calendar year, a drill topic is chosen. Facilities Management and EAT members receive quarterly training on specific emergency procedures related to the drill topic. The UMGC community is invited to participate in various training activities to honor National Preparedness Month in September.

- MyAlert Emergency Communications tests – last Friday of every month
- COVID-19 Coordinated Response Tabletop Exercise – May 5, 2021
- Active Shooter Tabletop Exercise – October 26, 2021
- Fire Drills for Headquarters and Largo Academic Center – March 2021, June 2021, September 2021, December 2021

Response Emergency Assessment Crisis Team (REACT)

The Response Emergency Assessment Crisis Team (REACT) is dedicated to coordinating a proactive and planned approach to facilitate the early identification, prevention, assessment and management of serious interpersonal distress and/or harmful, disruptive behavior that threatens the safety and well-being of University of Maryland Global Campus students, faculty, staff and guests.

The team will review concerns raised by members of the UMGC community. It is the responsibility of the staff, faculty and students to immediately [report](#) any situation that could result in harm to anyone at the university. The reports may come directly to the review team depending on the nature of the concern. **However, when there is a life-threatening emergency or an active or immediate risk of violence to self or others, contact the police at 911 or the [local military police/security force](#) that has jurisdiction over your location.**

For more information or to report your concerns please visit UMGC's [REACT web page](#), or contact react@umgc.edu.

Sexual Misconduct Policy

The University System of Maryland (USM) and UMGC are committed to providing a working and learning environment free from sexual misconduct and harassment, including sexual and gender-based harassment, sexual violence, sexual assault, dating violence, domestic violence, sexual exploitation, and sexual intimidation.

For USM's Policy on Sexual Misconduct, visit <http://www.usmd.edu/regents/bylaws/SectionVI/VI160.pdf>.

For UMGC's Policy on Sexual Misconduct, see <https://www.umgc.edu/administration/policies-and-reporting/policies/administration-policies/sexual-misconduct>.

UMGC Policy 041.00 expressly prohibits sexual misconduct, a form of sex discrimination. Consistent with the USM policy, UMG's Sexual Misconduct policy explicitly prohibits sexual harassment, sexual assault including but not limited to dating violence, domestic violence, sexual exploitation, sexual intimidation, sexual violence, and stalking. These terms are defined within UMG's policy. Sexual misconduct is an umbrella term that encompasses Dating Violence, Domestic Violence, Sexual Violence, Sexual Harassment, Sexual Assault, Sexual Coercion, Sexual Exploitation, Sexual Intimidation, Relationship Violence and Stalking. Sexual Misconduct can be committed by any person, regardless of gender identity and can occur between people of the same or different sex, sexual orientation, or gender expression. UMG defines consent as a knowing, voluntary, and affirmatively communicated willingness to mutually participate in a particular sexual activity or behavior. It must be given by a person with the ability and capacity to exercise free will and make a rational and reasonable judgment. Consent may be expressed either by affirmative words or actions, as long as those words or actions create a mutually understandable permission regarding the conditions of sexual activity. Consent may be withdrawn at any time. Consent cannot be obtained by force, threat, coercion, fraud, manipulation, reasonable fear of injury, intimidation, or through the use of one's mental or physical helplessness or incapacity. Consent cannot be implied based upon the mere fact of a previous consensual dating or sexual relationship. Consent to engage in sexual activity with one person does not imply consent to engage in sexual activity with another. Lastly, retaliation against anyone who reports Sexual Misconduct, participates in an investigation of a complaint, supports a complaint, or testifies concerning a complaint is expressly prohibited by this Policy.

Investigative and Adjudicative Procedures Under UMGC Policy

UMGC's Investigative and Adjudicative Procedures provides for the prompt and equitable investigation and adjudication of complaints of sexual misconduct of which UMGC has Actual Knowledge. "Actual Knowledge" as also defined in the Policy, means notice of Sexual Misconduct or allegations of Sexual Misconduct has been given to UMGC's Title IX Coordinator or a designated official of UMGC, as identified in the Policy, who has the authority to institute corrective measures on UMGC's behalf. While prompt reporting may aid an investigation, there is no time limit imposed as to when a Formal Complaint may be initiated.

After an incident of Sexual Misconduct has occurred the person subjected to the misconduct or a third party, such as UMGC students, staff not designated as Responsible Employees and members of the public are strongly encouraged to report the misconduct to the Title IX Coordinator, a member of the Title IX team, any person defined as a Responsible Employee under the policy, UMGC security, local law enforcement and/or medical personnel. UMGC policy also provides for the confidential reporting to the Ombud's office. All Responsible Employees are required to notify the Title IX Coordinator, or a member of the Title IX team, of any report or incident of sexual misconduct.

Persons subjected to sexual assault, or third parties are strongly encouraged to contact law enforcement or medical personnel as soon as possible following an occurrence to receive guidance in the preservation of evidence needed for proof of criminal acts and the apprehension and prosecution of assailants. The Title IX Coordinator, members of the Title IX Team, UMGC Security or the Confidential Employee will assist in notification of noncampus authorities at the request of the person subjected to sexual assault. The Title IX Coordinator, members of the Title IX Team, UMGC Security or the Confidential Employee will also assist the person subjected to sexual assault obtain medical attention, if the person subjected to sexual assault chooses, including providing transportation to the hospital or other emergency medical facility equipped with the Maryland State Police sexual assault evidence collection kit if the reported assault occurs statewide. UMGC will contact local law enforcement when legally required to do or when there is a direct threat to the UMGC community.

Once the Title IX Coordinator receives a report, the Title IX Coordinator will engage in a meaningful dialogue with Complainant and Respondent to determine which supportive measures may restore or preserve equal access to the education program or activity without unreasonably burdening the other Party, including measures designed to protect the safety of all parties or UMGC's educational environment, or deter Sexual Misconduct. If Complainant desires supportive measures, UMGC can, and should, keep Complainant's identity confidential (including from the Respondent), unless disclosing the Complainant's identity is necessary to provide supportive measures for the Complainant (e.g., where a no-contact order is appropriate and the Respondent would need to know the identity of Complainant in order to comply with the no-contact order, or UMGC security is informed about the no-contact order in order to help enforce its terms).

Additionally, the Title IX Coordinator will specifically:

1. Review and provide Complainant and Respondent with a copy of the Policy and Procedures.
2. When applicable notify Complainant of the right to contact law enforcement.
3. When applicable identify for Complainant available medical treatment resources.
4. Inform Complainant about the importance of preserving evidence.
5. Inform Complainant and Respondent about their right to have an Advisor or support person present during any meeting throughout the process.
6. Provide Complainant with a copy of the Notice of Rights for Complainants.
7. Provide Respondent with a copy of the Notice of Rights for Respondents
8. Explain to Complainant and Respondent UMGC's policy prohibiting Retaliation.

DISMISSAL

- A. An Investigation ordinarily will include interviews of the Parties and any witnesses who may have relevant information, unless clearly unreasonable or duplicative of information already gathered; a review of any pertinent documents, medical records, and communications; and may include other actions deemed appropriate by the Investigator(s).
- B. Once the investigation is complete, the Title IX Team Investigator will prepare an investigative report, which will include a summary of the relevant evidence gathered and describes the relevant information learned during the investigation.

Students, faculty and staff found to have violated the Sexual Misconduct Policy will be subject to disciplinary sanctions including but not limited to verbal or written reprimand, disciplinary probation, restitution, suspension, termination or expulsion. Both parties are offered appeal procedures following receipt of the written decision. A prompt, fair and impartial process will be provided from the initial complaint to the result.

UMGC protects the confidentiality of complaints and the parties involved except to the extent that UMGC's ability to conduct an effective investigation is jeopardized or as otherwise provided by law, including, but not limited to, the Maryland Public Information Act and any lawfully issued subpoena. Complainants, Respondents, witnesses and all persons involved in investigations or in resolving a complaint of discrimination or harassment, are asked to make good faith efforts to keep confidential all information relating to a complaint. Failure to exercise good faith efforts in maintaining confidentiality may result in disciplinary actions and/or other serious sanctions.

In addition to filing a Sexual Misconduct complaint with the Title IX Coordinator, faculty, staff and students may contact external agencies including the Equal Employment Opportunity Commission (EEOC) or the Maryland Commission on Civil Rights (MCCR). Students may contact the Office for Civil Rights (OCR). A person wishing to file a complaint with an external agency is encouraged to contact the appropriate agency promptly in order to verify the time limits and deadlines for filing complaints.

Please refer to UMGC's Investigative and Adjudicative Procedures for a complete description of procedures including but not limited to anticipated timelines, written notifications and the rights of parties.

Prevention and Awareness Programs

UMGC shall continue to take steps to prevent the occurrence of Sexual Misconduct and remedy its discriminatory effects. Education is an extremely important tool in eradicating discrimination and sexual harassment from the UMGC workplace and educational programs. All students and employees of UMGC will be required to complete Sexual Misconduct training offered online by the Office of Diversity and Equity. Compliance therewith will be monitored by the Title IX Coordinator, the Chief Diversity Officer and the Fair Practices and Equal Opportunity Officer. In addition to the online training, the Title IX coordinator will ensure that all persons involved in the administration of Sexual Misconduct cases obtain annual training in receiving, reporting, and handling of Sexual Misconduct cases.

In accordance with Federal and USM requirements, UMGC is in the process of implementing various prevention programs aimed at preventing the occurrence of Sexual Misconduct, including dating violence, domestic violence, sexual assault, and stalking, and remedy its discriminatory effects. These educational initiatives will be informed by research or assessed for value, effectiveness, or outcome and will contain information regarding what constitutes Sexual Misconduct, definitions of consent and prohibited conduct (incorporating the required jurisdictional definitions), the institution's procedures, bystander intervention, risk reduction, and the consequences of engaging in Sexual Misconduct. Awareness Programs will include community-wide or audience-specific strategies that endeavor to increase audience knowledge and share information and resources to prevent violence, promote safety, and reduce perpetration. Ongoing prevention and awareness campaigns, directed towards both employees and students, will be sustained over time and focus on increasing understanding of topics relevant to and skills for addressing dating violence, domestic violence, sexual assault, and stalking. Primary prevention programming, geared toward all incoming students and new employees, will be aimed at preventing Sexual Misconduct before it occurs through the promotion of positive healthy behaviors that foster healthy, mutually respectful relationships and sexuality, encouraging safe bystander intervention, and changing behavior and social norms in healthy and safe directions.

Sex Offender Registry

The federal Campus Sex Crimes Prevention Act of 2000 (CSCPA) provides for the tracking of convicted sex offenders enrolled at or employed by higher education institutions. This act is an amendment to the Jacob Wetterling Crimes Against Children and Sexually Violent Offender Act. The CSCPA amends the Family Educational Rights and Privacy Act of 1974 (FERPA) to clarify that nothing in the Act can prohibit an educational institution from disclosing information provided to the institution concerning registered sex offenders.

In accordance with applicable law(s), state and local law enforcement agencies must provide colleges and universities in their jurisdiction with a list of registered sex offenders who have indicated they are enrolled, employed by or working at the institution. UMGC's global reach may require an individual to research or register at multiple locations. The following link should be used for the current locations: <https://www.umgc.edu/locations>. The specific address for the location should be used when searching for registered sex offenders. A list of all registered sex offenders in Maryland, including registrants employed or enrolled at Maryland institutions of higher education, is available from the state Department of Public Safety and Correctional Services (required under Section 121 of the Adam Walsh Child Protection and Safety Act of 2006) at <http://www.dpscs.state.md.us/onlineservs/socem/default.shtml>.

Title IX Coordinator & Title IX Team

Steven R. Alfred
Title IX Coordinator
Office of Diversity and Equity
University of Maryland Global Campus
3501 University Blvd, East
Room 2316
Adelphi, MD 20783
Phone: (301) 985-7930
Cell/Text: (301) 887-7295
titleixcoordinator@umgc.edu

Title IX Investigator-stateside
Phone: (301) 985-7931
TitleIX/EOStatesideInvestigator@umgc.edu

Title IX Investigator-Asia
University of Maryland Global Campus Asia
CIV +49(0)631 5600090090
titleixinvestigator-overseas@umgc.edu

Title IX Investigator-Europe
University of Maryland Global Campus Europe
CIV +49(0)631 5600090090
titleixinvestigator-overseas@umgc.edu

External Confidential Support Services

- National Sexual Assault Hotline: 1-800-656-HOPE (4673)
- Maryland Coalition Against Sexual Assault (MCASA)
 - Statewide Sexual Assault Information and Referral help line 1-800-983-RAPE
- Sexual Assault Legal Institute (SALI)
 - For more information, contact MCASA's SALI at 301-565-2277, or toll-free at 877-496-SALI
 - The Sexual Assault Legal Institute (SALI) is a program of the Maryland Coalition Against Sexual Assault (MCASA). SALI provides direct legal services for victims and survivors of sexual assault. SALI also provides technical assistance and training for attorneys, rape crisis and recovery center staff and volunteers, and other professionals working with survivors.
- Domestic Violence and Sexual Assault Center at Dimensions Healthcare, Prince George's Hospital (DVSAC)
 - For more information, contact 301-618-3154 The Domestic Violence and Sexual Assault Center provides a range of medical and counseling services to victims of sexual assault and abuse, including, but not limited, crisis and follow-up counseling and forensic examinations.

UMGC Stateside Crime Statistics

UMGC reviewed applicable agreements and documentation for all sites where it offers educational services and found that a significant number of previously reported locations were unreportable due to the lack of requisite control by UMGC. As a result, we now only have 7 separate campus and 4 noncampus locations for the purpose of the Clery Act.

The following tables provide the available statistics for specific crimes reported to a campus security authority and/or local law enforcement, as applicable, for the calendar years 2019, 2020, and 2021. UMGC is required to report the crimes: (1) on campus, (2) in dormitories or other residential facilities for students on campus, (3) in or on a noncampus building or property, or (4) on public property. **UMGC does not have dormitories or other residential facilities for students.**

Statistics disclosed herein are dependent on the ability of law enforcement agencies to accurately provide the information requested. If you would like additional information on any of the reported crimes, please contact the Director of Security at 301-985-7471.

In addition to the UMGC Adelphi Headquarters, UMGC on-campus stateside civilian locations include:

- Academic Center at Largo, 1616 McCormick Drive, Largo, Maryland 20774
- Dorsey Station, 6865 Deerpath Road, Elkridge, Maryland 21075
- Hagerstown Center, 32 West Washington Street, Hagerstown, Maryland 21740
- UMGC at LaPlata, 8730 Mitchell Road, La Plata MD 20646
- Universities at Shady Grove, 9636 Gudelsky Drive, Rockville, Maryland, 20850

UMGC noncampus stateside civilian locations:

- UMGC Fayetteville, 201 South McPherson Church Road, Fayetteville, North Carolina 28306
- UMGC Killeen, 2710 Clear Creek Road, Killeen, Texas 76549
- UMGC Pearl City, 98-1238 Kaahumanu St. Suite 404 Pearl City, HI 96782
- UMGC San Antonio, 6100 Bandera Road Ste. 401, San Antonio, TX 78238
- UMGC San Diego, 3444 Camino Del Rio North, San Diego, California 92108
- National Landing, 241 S. 18th Street Ste. 305, Arlington, VA 22202
- Thomas Nelson, 525 Butler Farm Road, Hampton 3 Bldg., Hampton, VA 23666

Adelphi Headquarters
University of Maryland Global Campus
3501 University Boulevard East, Adelphi, MD 20783

- For emergencies or to report a crime, call 911 or the UMD Department of Public Safety at 301-405-3333.
- For an escort or to reach the UMGC Security Department, call 301-985-7371 or dial x7371 from any on-campus phone. Emergency phones are located throughout the parking garage.
- To receive text alerts for emergencies, severe weather alerts, crime alerts, and school closings, please sign up for the [UMGC emergency notification system](#).
- UMGC Headquarters Security hours of operation: Daily, 24 hours.
- More information: [UMGC Security](#)

CRIME STATISTICS					
Crime	Year	On-Campus	Noncampus²	Public Property	Total
Murder/Non-Negligent Manslaughter	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0
Negligent Manslaughter	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0
Rape	2021	0	0	0	0
	2020	0	3	0	3
	2019	0	0	0	0
Fondling	2021	0	0	0	0
	2020	0	1	0	1
	2019	0	0	0	0
Incest	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0
Statutory Rape	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0
Robbery	2021	0	1	0	1
	2020	0	6	0	6
	2019	0	0	0	0
Aggravated Assault	2021	0	14	0	14
	2020	0	9	0	9
	2019	0	0	0	0

Burglary / B&E	2021	0	6	0	6
	2020	1	28	0	29
	2019	0	0	0	0
Motor Vehicle Theft	2021	0	6	0	6
	2020	0	28	0	28
	2019	0	1	0	1
Arson	2021	0	0	0	0
	2020	0	2	0	2
	2019	0	0	0	0
Hate Crimes ¹	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0
Violence Against Women Act (VAWA)					
Dating Violence	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0
Domestic Violence	2021	0	8	0	8
	2020	0	13	0	13
	2019	0	0	0	0
Stalking	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0
Arrests					
Liquor Law Violation Arrests	2021	0	1	0	1
	2020	0	13	0	13
	2019	0	0	0	0
Drug Law Violation Arrests	2021	1	4	0	5
	2020	0	6	0	6
	2019	0	0	0	0
Illegal Weapons Possession Arrests	2021	0	7	0	7
	2020	0	5	0	5
	2019	0	0	0	0
Campus Disciplinary Referrals					
Liquor Law Violation Referrals	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0

Drug Law Violation Referrals	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0
Illegal Weapons Possession Referrals	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0
Footnotes:					
1	Hate Crimes are crimes that manifest evidence that the victim was intentionally selected because of the victim's actual or perceived Race, Gender, Religion, Sexual Orientation, National Origin, Gender Identity, Ethnicity, or Disability. Hate crimes are reported for the crimes of criminal homicide, sex offenses, robbery, aggravated assault, burglary, motor vehicle theft, arson, and any other crime involving bodily injury, as well as, larceny-theft, simple assault, intimidation, and destruction/damage/vandalism.				
2	Noncampus crimes include locations at Fayetteville, Killeen, Odenton, & San Diego and only at those specific buildings that UMGC utilizes for classes.				

*** UMGC does not have any on-campus student housing facilities.**

Year	Total Unfounded Crimes
2021	0
2020	0
2019	0

Academic Center at Largo
1616 McCormick Drive, Largo, MD 20774

- For emergencies or to report a crime, call 911 or the Prince George's County Police Department at 301-352-1200.
- For an escort or to reach the UMGC Security Department, call 240-684-2911 or dial x2911 from any on-campus phone.
- To receive text alerts for emergencies, severe weather alerts, crime alerts, and school closings, please sign up for the [UMGC emergency notification system](#).
- UMGC Largo Security hours of operation: Monday through Friday, 8 a.m.-6 p.m.
- More information: [UMGC Security](#)

CRIME STATISTICS				
Crime	Year	On-Campus	Public Property	Total
Murder/Non-Negligent Manslaughter	2021	0	0	0
	2020	0	0	0
	2019	0	0	0
Negligent Manslaughter	2021	0	0	0
	2020	0	0	0
	2019	0	0	0
Rape	2021	0	0	0
	2020	0	0	0
	2019	0	0	0
Fondling	2021	0	0	0
	2020	0	0	0
	2019	0	0	0
Incest	2021	0	0	0
	2020	0	0	0
	2019	0	0	0
Statutory Rape	2021	0	0	0
	2020	0	0	0
	2019	0	0	0
Robbery	2021	0	0	0
	2020	0	0	0
	2019	0	0	0
Aggravated Assault	2021	0	0	0
	2020	0	0	0
	2019	0	0	0
Burglary / B&E	2021	0	0	0
	2020	0	0	0
	2019	0	0	0

Motor Vehicle Theft	2021	0	0	0
	2020	0	0	0
	2019	0	0	0
Arson	2021	0	0	0
	2020	0	0	0
	2019	0	0	0
Hate Crimes ¹	2021	0	0	0
	2020	0	0	0
	2019	0	0	0
Violence Against Women Act (VAWA)				
Dating Violence	2021	0	0	0
	2020	0	0	0
	2019	0	0	0
Domestic Violence	2021	0	0	0
	2020	0	0	0
	2019	0	0	0
Stalking	2021	0	0	0
	2020	0	0	0
	2019	0	0	0
Arrests				
Liquor Law Violation Arrests	2021	0	0	0
	2020	0	0	0
	2019	0	0	0
Drug Law Violation Arrests	2021	0	0	0
	2020	0	0	0
	2019	0	0	0
Illegal Weapons Possession Arrests	2021	0	0	0
	2020	0	0	0
	2019	0	0	0
Campus Disciplinary Referrals				
Liquor Law Violation Referrals	2021	0	0	0
	2020	0	0	0
	2019	0	0	0
Drug Law Violation Referrals	2021	0	0	0
	2020	0	0	0
	2019	0	0	0

Illegal Weapons Possession Referrals	2021	0	0	0
	2020	0	0	0
	2019	0	0	0

Footnotes:

1	Hate Crimes are crimes that manifest evidence that the victim was intentionally selected because of the victim's actual or perceived Race, Gender, Religion, Sexual Orientation, National Origin, Gender Identity, Ethnicity, or Disability. Hate crimes are reported for the crimes of criminal homicide, sex offenses, robbery, aggravated assault, burglary, motor vehicle theft, arson, and any other crime involving bodily injury, as well as, larceny-theft, simple assault, intimidation, and destruction/damage/vandalism.
2	Verified an incident was not reported to UMGC Security. Since information was provided for our inquiry, we are including in report. Information from case number provided by police states "Sig4 Just needed case numbers for reference."

*** UMGC does not have any on-campus student housing facilities.**

Year	Total Unfounded Crimes
2021	0
2020	0
2019	0

Dorsey Station
6865 Deerpath Rd, Elkridge, MD 21075

- For emergencies or to report a crime, call 911 or the Howard County Police Department at 410-313-2200.
- To receive text alerts for emergencies, severe weather alerts, crime alerts, and school closings, please sign up for the [UMGC emergency notification system](#) or the [Howard County emergency notification system](#).
- Dorsey Station main office: 443-459-3500.
- More information: [UMGC Security](#)

CRIME STATISTICS				
Crime	Year	On-Campus	Public Property	Total
Murder/Non-Negligent Manslaughter	2021	0	0	0
	2020	0	0	0
	2019	0	0	0
Negligent Manslaughter	2021	0	0	0
	2020	0	0	0
	2019	0	0	0
Rape	2021	0	0	0
	2020	0	0	0
	2019	0	0	0
Fondling	2021	0	0	0
	2020	0	0	0
	2019	0	0	0
Incest	2021	0	0	0
	2020	0	0	0
	2019	0	0	0
Statutory Rape	2021	0	0	0
	2020	0	0	0
	2019	0	0	0
Robbery	2021	0	0	0
	2020	0	0	0
	2019	0	0	0
Aggravated Assault	2021	0	0	0
	2020	0	0	0
	2019	0	0	0
Burglary / B&E	2021	0	0	0
	2020	0	0	0
	2019	0	0	0
Motor Vehicle Theft	2021	0	0	0
	2020	0	0	0
	2019	0	0	0

Arson	2021	0	0	0
	2020	0	0	0
	2019	0	0	0
Hate Crimes ¹	2021	0	0	0
	2020	0	0	0
	2019	0	0	0
Violence Against Women Act (VAWA)				
Dating Violence	2021	0	0	0
	2020	0	0	0
	2019	0	0	0
Domestic Violence	2021	0	0	0
	2020	0	0	0
	2019	0	0	0
Stalking	2021	0	0	0
	2020	0	0	0
	2019	0	0	0
Arrests				
Liquor Law Violation Arrests	2021	0	0	0
	2020	0	0	0
	2019	0	0	0
Drug Law Violation Arrests	2021	0	0	0
	2020	0	0	0
	2019	0	0	0
Illegal Weapons Possession Arrests	2021	0	0	0
	2020	0	0	0
	2019	0	0	0
Campus Disciplinary Referrals				
Liquor Law Violation Referrals	2021	0	0	0
	2020	0	0	0
	2019	0	0	0
Drug Law Violation Referrals	2021	0	0	0
	2020	0	0	0
	2019	0	0	0
Illegal Weapons Possession Referrals	2021	0	0	0
	2020	0	0	0
	2019	0	0	0
Footnotes:				

1

Hate Crimes are crimes that manifest evidence that the victim was intentionally selected because of the victim's actual or perceived Race, Gender, Religion, Sexual Orientation, National Origin, Gender Identity, Ethnicity, or Disability. Hate crimes are reported for the crimes of criminal homicide, sex offenses, robbery, aggravated assault, burglary, motor vehicle theft, arson, and any other crime involving bodily injury, as well as, larceny-theft, simple assault, intimidation, and destruction/damage/vandalism.

*** UMGC does not have any on-campus student housing facilities.**

Year	Total Unfounded Crimes
2021	0
2020	0
2019	0

Hagerstown Center
32 West Washington Street, Hagerstown, MD 21740

- For emergencies or to report a crime, call 911 or the Hagerstown Police Department at 240-527-2762.
- To receive text alerts for emergencies, severe weather alerts, and crime alerts, please sign up for the [Washington County emergency notification system](#).
- More information: [Hagerstown Security](#)

CRIME STATISTICS				
Crime	Year	On-Campus	Public Property	Total
Murder/Non-Negligent Manslaughter	2021	0	0	0
	2020	0	0	0
	2019	0	0	0
Negligent Manslaughter	2021	0	0	0
	2020	0	0	0
	2019	0	0	0
Rape	2021	0	0	0
	2020	0	0	0
	2019	0	0	0
Fondling	2021	0	0	0
	2020	0	0	0
	2019	0	0	0
Incest	2021	0	0	0
	2020	0	0	0
	2019	0	0	0
Statutory Rape	2021	0	0	0
	2020	0	0	0
	2019	0	0	0
Robbery	2021	0	0	0
	2020	0	0	0
	2019	0	0	0
Aggravated Assault	2021	0	0	0
	2020	0	0	0
	2019	0	0	0
Burglary / B&E	2021	0	0	0
	2020	0	0	0
	2019	0	0	0
Motor Vehicle Theft	2021	0	0	0

	2020	0	0	0
	2019	0	0	0
Arson	2021	0	0	0
	2020	0	0	0
	2019	0	0	0
Hate Crimes ¹	2021	0	0	0
	2020	0	0	0
	2019	0	0	0
Violence Against Women Act (VAWA)				
Dating Violence	2021	0	0	0
	2020	0	0	0
	2019	0	0	0
Domestic Violence	2021	1	0	1
	2020	0	0	0
	2019	0	0	0
Stalking	2021	0	0	0
	2020	0	0	0
	2019	0	0	0
Arrests				
Liquor Law Violation Arrests	2021	0	0	0
	2020	0	0	0
	2019	0	0	0
Drug Law Violation Arrests	2021	0	0	0
	2020	0	0	0
	2019	0	0	0
Illegal Weapons Possession Arrests	2021	0	0	0
	2020	0	0	0
	2019	0	0	0
Campus Disciplinary Referrals				
Liquor Law Violation Referrals	2021	0	0	0
	2020	0	0	0
	2019	0	0	0
Drug Law Violation Referrals	2021	0	0	0
	2020	0	0	0
	2019	0	0	0
	2021	0	0	0

Illegal Weapons Possession Referrals	2020	0	0	0
	2019	0	0	0
Footnotes:				
1	<p>Hate Crimes are crimes that manifest evidence that the victim was intentionally selected because of the victim's actual or perceived Race, Gender, Religion, Sexual Orientation, National Origin, Gender Identity, Ethnicity, or Disability. Hate crimes are reported for the crimes of criminal homicide, sex offenses, robbery, aggravated assault, burglary, motor vehicle theft, arson, and any other crime involving bodily injury, as well as, larceny-theft, simple assault, intimidation, and destruction/damage/vandalism.</p>			

*** UMGC does not have any on-campus student housing facilities.**

Year	Total Unfounded Crimes
2021	0
2020	0
2019	0

UMGC at La Plata
8730 Mitchell Road, La Plata MD 20646

Contents from the Waldorf Center were moved to this location in May 2020, but no employees or students have occupied the space due to the Covid-19 Pandemic.

- For emergencies or to report a crime, call 911 or the Charles County Sheriff's office at 301-932-2222.
- To receive text alerts for emergencies, severe weather alerts, crime alerts, and school closings, please sign up for the [UMGC emergency notification system](#) and the [Charles County emergency notification system](#).
- Waldorf Center for Higher Education Public Safety hours of operation: Monday through Thursday, 6 a.m.-10:30 p.m.
- More information: [College of Southern Maryland Campus Public Safety](#) or [UMGC Security](#)

CRIME STATISTICS				
Crime	Year	On-Campus	Public Property	Total
Murder/Non-Negligent Manslaughter	2021	0	0	0
	2020	0	0	0
	2019	UMGC did not operate an office out of this location until 2020.		
Negligent Manslaughter	2021	0	0	0
	2020	0	0	0
	2019	UMGC did not operate an office out of this location until 2020.		
Rape	2021	0	0	0
	2020	0	0	0
	2019	UMGC did not operate an office out of this location until 2020.		
Fondling	2021	0	0	0
	2020	0	0	0
	2019	UMGC did not operate an office out of this location until 2020.		
Incest	2021	0	0	0
	2020	0	0	0
	2019	UMGC did not operate an office out of this location until 2020.		
Statutory Rape	2021	0	0	0
	2020	0	0	0
	2019	UMGC did not operate an office out of this location until 2020.		
Robbery	2021	0	0	0
	2020	0	0	0
	2019	UMGC did not operate an office out of this location until 2020.		
Aggravated Assault	2021	0	0	0

	2020	0	0	0
	2019	UMGC did not operate an office out of this location until 2020.		
Burglary / B&E	2021	0	0	0
	2020	0	0	0
	2019	UMGC did not operate an office out of this location until 2020.		
Motor Vehicle Theft	2021	0	0	0
	2020	0	0	0
	2019	UMGC did not operate an office out of this location until 2020.		
Arson	2021	0	0	0
	2020	0	0	0
	2019	UMGC did not operate an office out of this location until 2020.		
Hate Crimes ¹	2021	0	0	0
	2020	0	0	0
	2019	UMGC did not operate an office out of this location until 2020.		
Violence Against Women Act (VAWA)				
Dating Violence	2021	0	0	0
	2020	0	0	0
	2019	UMGC did not operate an office out of this location until 2020.		
Domestic Violence	2021	0	0	0
	2020	0	0	0
	2019	UMGC did not operate an office out of this location until 2020.		
Stalking	2021	0	0	0
	2020	0	0	0
	2019	UMGC did not operate an office out of this location until 2020.		
Arrests				
Liquor Law Violation Arrests	2021	0	0	0
	2020	0	0	0
	2019	UMGC did not operate an office out of this location until 2020.		
Drug Law Violation Arrests	2021	0	0	0
	2020	0	0	0
	2019	UMGC did not operate an office out of this location until 2020.		
	2021	0	0	0

Illegal Weapons Possession Arrests	2020	0	0	0
	2019	UMGC did not operate an office out of this location until 2020.		
Campus Disciplinary Referrals				
Liquor Law Violation Referrals	2021	0	0	0
	2020	0	0	0
	2019	UMGC did not operate an office out of this location until 2020.		
Drug Law Violation Referrals	2021	0	0	0
	2020	0	0	0
	2019	UMGC did not operate an office out of this location until 2020.		
Illegal Weapons Possession Referrals	2021	0	0	0
	2020	0	0	0
	2019	UMGC did not operate an office out of this location until 2020.		
Footnotes:				
1	Hate Crimes are crimes that manifest evidence that the victim was intentionally selected because of the victim's actual or perceived Race, Gender, Religion, Sexual Orientation, National Origin, Gender Identity, Ethnicity, or Disability. Hate crimes are reported for the crimes of criminal homicide, sex offenses, robbery, aggravated assault, burglary, motor vehicle theft, arson, and any other crime involving bodily injury, as well as, larceny-theft, simple assault, intimidation, and destruction/damage/vandalism.			

*** UMGC does not have any on-campus student housing facilities.**

Year	Total Unfounded Crimes
2021	0
2020	0
2019	UMGC did not operate an office out of this location until 2020.

Contents from the Waldorf Center were moved to this location in May 2020, but no employees or students have occupied the space due to the Covid-19 Pandemic.

Universities at Shady Grove
9636 Gudelsky Drive, Rockville, Maryland, 20850

The Universities at Shady Grove (USG) is a regional center located in Rockville, Maryland, that supports programs from nine different institutions within the University System of Maryland. Students attend classes at USG but are still considered students of their “home campus.” In addition, faculty or employees at USG can be affiliated with any of the nine institutions.

Please access the link <http://www.shadygrove.umd.edu/about/public-safety/> for the USG *Annual Security Report* that is compiled and distributed annually in compliance with the *Clery Act*. This publication contains crime statistics and statements of security policy. Annually, prior to October 1st, current students and employees are sent an email message providing them with a link to this brochure and notification that the current edition of the *Safety & Security* publication has been posted on the Universities at Shady Grove website. Printed copies may be obtained from the 24 hour security desk located in the Camille Kendall Academic Center on the Shady Grove campus.

Crime statistics for USG are reported, in their entirety, by each of the nine institutions that conduct classes at USG.

University of Maryland Global Campus at The Universities At Shady Grove Crime Statistics

The *Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act* (the *Clery Act*) mandates the manner and format in which statistics are to be collected and published. Statistical updates, if any, will be posted online at <http://www.shadygrove.umd.edu/about/public-safety/>.

The Universities at Shady Grove⁽¹⁾					
Crime Report Statistics⁽⁴⁾					
Category	Year	On Campus	Noncampus	Public Property ⁽²⁾	Total
Murder & Non-Negligent Manslaughter	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0
Negligent Manslaughter	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0
Rape	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0
Fondling	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0
Incest	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0
Statutory Rape	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0

Robbery	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0
Aggravated Assault	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0
Burglary	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0
Motor Vehicle Theft	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0
Arson	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0
Hate Crimes ⁽³⁾	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0
Violence Against Women Act (VAWA)					
Domestic Violence ⁽⁵⁾	2021	1	0	0	1
	2020	0	0	0	0
	2019	0	0	0	0
Dating Violence ⁽⁵⁾	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0
Stalking ⁽⁵⁾⁽⁷⁾	2021	0	0	0	0
	2020	1	0	0	1
	2019	1	0	0	1
Arrest Statistics					
Liquor Law Violation Arrests	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0
Drug Law Violation Arrests	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0
Illegal Weapons Possession Arrests	2021	1	0	0	1
	2020	0	0	0	0
	2019	0	0	0	0

Campus Disciplinary Referrals ⁽⁶⁾					
Liquor Law Violation Referrals	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0
Drug Law Violation Referrals	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0
Illegal Weapons Violation Referrals	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0

Footnotes:	
1	The Universities at Shady Grove (USG) is a Regional Center for the University System of Maryland (USM). Degree programs provided by 9 of the 12 USM institutions are offered at USG. Students from each of these 9 institutions attend classes at USG and in some cases may attend classes on both campuses.
2	Statistics listed in the "Public Property" category include those that took place on public property immediately adjacent to and accessible from the campus, but not on USG property.
3	Hate Crimes are crimes that manifest evidence that the victim was intentionally selected because of the victim's actual or perceived Race (RA), Religion (RE), Sexual Orientation (SO), Gender (G), Ethnicity (E), Disability (D), Gender Identity (GI), or National Origin (NO). Any numbers in small-print parentheses would indicate how many of the total number or reported incidents were motivated by each type of bias.
4	Statistics on this chart are a summation of records requested and received from the Montgomery County Police Dept. (which includes all Rockville City Police Dept. records) and the Maryland State Police. This chart additionally include all Clery reportable statistics reported to USG security officers or other Campus Security Authorities, including those reported to partner institution CSAs.
5	The Montgomery County Police Department does not classify crimes into this category. Statistics in this category will only be those reported or known by Campus Security Authorities or where enough information is known to allow classification.
6	Individuals not arrested but referred for possible campus disciplinary action (e.g. first offenders required to attend educational programs.)
7	Data revised February 12, 2020 to correct error of omission for 2020 stalking crime statistics.

*** UMGC does not have any on-campus student housing facilities.**

Year	Total Unfounded Crimes
2021	0
2020	0
2019	0

UMGC EUROPE **(Headquarters in Kaiserslautern, Germany)**

UMGC Europe Safety and Security

This report is prepared in cooperation with military security/police forces, Office of Legal Affairs, Diversity and Equity Office, Military Partnerships and UMGCEurope Director's Office and Human Resources Office. Campus crime, arrests and referral statistics include those reported to campus officials (including but not limited to department heads, education coordinators, regional directors and military Education Service Officers) and base security/police forces. All criminal incidents are classified in accordance with the FBI Uniform Crime reporting Guidelines.

UMGC Europe is headquartered in Kaiserslautern, Germany. Classes are offered at several U.S. military installations throughout Europe and the Middle East.

Compiling the Annual Security Report

The Facilities Management Department at UMGCEurope has the overall responsibility of preparing the annual security report to comply with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act. The Senior Emergency Management Specialist collaborates with several university offices and external agencies to include; Campus Security, Office of Legal Affairs, Diversity and Equity Office, Office of Military Partnerships, the overseas divisions of Europe and Asia, University of Maryland Department of Public Safety, Prince George's County Police department and other local law enforcement agencies, to compile information within the report. Each entity provides information on their educational efforts and programs. Campus crime, arrest, and referral statistics include those reported to Campus Security, Campus Security Authorities and local law enforcement.

The Annual Security Report is available no later than October 1 of every year. UMGCEurope distributes an email correspondence to all current faculty, staff and students providing a direct link to the report. The current Annual Security report and reports for the previous 7 years are available on the web site: <https://www.umgc.edu/current-students/student-life-and-support/safety-and-security/annual-report>. If you wish to receive a copy of the current Annual Safety and Security Report, contact the UMGCEurope Senior Emergency Manager at 301-985-7139 or email security at security@UMGC.edu.

Prospective students and employees can obtain a copy of the current Annual Security report and reports for the previous 7 years on the web site: <https://www.umgc.edu/current-students/student-life-and-support/safety-and-security/annual-report>. If you wish to receive a copy of the current Annual Safety and Security Report, contact the UMGCEurope Senior Emergency Manager at 301-985-7139 or email security at security@umgc.edu.

Crime Statistics

The statistics are collected for four types of properties: (a) on campus, (b) in dormitories or other residential facilities for students on campus, (c) in or on a non-campus building or property, or (d) on public property. **Campus** is defined as "(1) Any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of, or in a manner related to, the institution's educational purposes, including residence halls; and (2) Any building or property that is within or reasonably contiguous to the area identified in paragraph (1) of this definition, that is owned by the institution but controlled by another person, is frequently used by students, and supports institutional purposes (such as a food or other retail vendor)." **Noncampus** building or property is defined as "(1) Any building or property owned or controlled by a student organization that is officially recognized by the institution; or (2) Any building or property owned or controlled by an institution that is used in direct support of, or in relation to, the institution's educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic area of the institution." **Public Property** is defined as "public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus, or immediately adjacent to and accessible from the campus."

All criminal incidents are classified in accordance with the FBI Uniform Crime reporting Guidelines.

Cooperation with Law Enforcement

UMGC Security personnel have no arrest powers but provide a uniformed security presence. They have the authority to issue parking citations, ask individuals for their identification and determine whether individuals have lawful business at UMGCEurope. UMGCEurope Security maintains a close working relationship with local, state, and federal law enforcement agencies, such as, the University of Maryland

Department of Public Safety and Prince Georges County Police department, as well as other law enforcement agencies and first responders.

The University does not have a written memorandum of understanding with any law enforcement agency, however, UMGC Security interacts and communicates with local agencies during and after incidents, as well as, on joint efforts to promote a safer campus.

To report a crime or an emergency situation at any of the installations, contact:

112 - Cell Phone (German Emergency Assistance)

112 - DSN (On Post Emergency Assistance)

112 emergency phone number also works on Air Force Bases in Europe, in every EU country, and in over 70 countries worldwide.

The Education Centers at the local military installations ordinarily close between 2200 and 2300 (10:00p.m. and 11:00 p.m.) each evening or when all evening activities conclude. High schools on the installations, where UMGC classes are often held, close at similar times.

UMGC Europe does not recognize any noncampus student organizations. Therefore, UMGC does not monitor criminal activity that students engage in noncampus. UMGC Europe does not have any student on-campus housing.

UMGC Europe offers Emergency Preparedness information to employees during new hire orientations and has links to important security related information available on ENGAGE. Information provided includes and is not limited to the USAREUR Reporting Portal (for threats, crimes, and suspicious activity), emergency response numbers, and UMGC's Response Emergency Assessment Crisis Team. Furthermore, the mandatory training, as per our overseas contract, that all UMGC Europe employees are required to complete includes topics related to crime prevention and reporting (i.e. Combating Trafficking in Persons, iWATCH, and Preventing Sexual Harassment/Assault). UMGC Europe does not provide programs to inform students about crime prevention, outside of programs related to sexual misconduct, since base security/military police on each installation are responsible for base security. Each military installation provides members of the community (to include our students, staff, and faculty) with resources on crime prevention and reporting, such as free pamphlets, pocket sized emergency contact information cards, etc.

Additionally, the local garrisons offer community level, instructor led face to face training open to the military community on topics including emergency preparedness, Anti-terrorism/Force Protection, Operations Security (OPSEC), Threat Awareness and Reporting Program (TARP), and iWATCH. This training includes information and updates relevant to the sites and is mandatory (on an annual basis) for service members and DOD civilians/contractors.

The University does not have a policy that allows victims or witnesses to make confidential reports for inclusion in this Annual Report, other than under UMGC's Sexual Misconduct Policy (see the Sexual Misconduct Policy on page 77 for more information). However, if an individual is interested in making a report, he or she should contact the UMGC Director of Security at 301-985-7471 and every effort will be made to ensure that the individual's identity remains confidential.

For additional information regarding base security and emergency response procedures, please contact the 569 US Forces Police at 489-6060/7070 or 0631-5366060 or your local base security force or military police. UMGC Europe encourages students and employees to be responsible for their own security and the security of others.

Timely Warning

Systems and procedures for mass notification of emergency situations vary by installation and by service branch. Dependent upon the nature of the emergency, personnel may be notified via 1) "Big Voice" loudspeaker system, 2) text message/email notifications from the local military alert system, 3) phone/email notification initiated by their Unit Commander and Leadership.

Emergency notifications and security updates are disseminated to staff and faculty via broadcast email messages and via phone calls or face to face, if necessary. Notifications are sent through the HR office or through the Director's office. Active duty military students are typically notified through their chain of command/units. DOD contractors are notified through their leadership. Family member are notified through their sponsor.

In emergency situations UMGC will contact students only when emergencies or severe weather conditions impact class schedules or use of education facilities. All student notifications would reference the military installation official announcement and be delivered

primarily via social media announcements and emails to impacted students.

For information regarding base warning systems, please contact your local base security forces or military police.

Security Awareness and Crime Prevention Strategies

We all must work together to maintain a safe and secure environment. Heighten your security awareness and remain vigilant. Know your surroundings and who or what should or should not be there. If you have a concern or see something suspicious, report it immediately to security or law enforcement.

Be cautious and suspicious of:

- Any odd or out of the ordinary occurrences
- Suspicious behavior
- Strange or peculiar activity
- Unattended backpacks, briefcases, etc.
- Packages, envelopes that do not appear normal
- Strange or illegally parked vehicles

In accordance with the Threat Awareness and Reporting Program (AR 381-12), if you encounter a suspicious situation or person:

DO:

- Be observant and attentive
- Remember details
- Act noncommittal/ask for time

DO NOT:

- Investigate on your own
- Commit yourself to anything
- Discuss incident with anyone except US Army Intelligence Special Agents

You can minimize your chances of becoming a victim of crime if you know what situations to avoid and what preventive actions to take. Common-sense prevention skills can help make life at work safer for all.

- Trust your instincts. They are a natural gift that tells you when something is wrong.
- Be ready to take protective action if necessary. This could be something as simple as crossing the street and entering a populated area.
- Never leave valuables unattended and unsecured.
- Before you exit your car or building, check your surroundings for suspicious looking people and vehicles.
- Walk confidently and briskly.
- Scan the area around your car as you approach. If you see someone loitering around your vehicle, walk past until they leave.
- Always lock your office and any unoccupied room, even when leaving for only a moment.
- Check the identity of any strangers who are in your work area office - offer your assistance and ask them whom they are visiting and if you can help them find that person. If they make you uncomfortable, report your suspicions.
- Always let someone know where you'll be - whether you're coming in late, working late, going to lunch, or to a meeting.
- Be discreet - don't advertise your social life and vacation plans or those of others to people visiting or calling.
- Be cautious in restrooms. Attackers can hide in stalls and corners.
- Leaving late - create a buddy system for walking to the parking lot/garage.

Safe Social Networking:

- Be cautious when accepting friend requests and interacting with people online.
- Don't share information that you don't want to become public.
- Providing too much information in your profile can leave you exposed to people who want to steal your identity or steal

sensitive information.

- When using Facebook and other social media platforms, do not post personally identifiable information.
- Take a close look at all privacy settings. Set security options to allow visibility to “friends only.”
- Geotagging is a feature that reveals your location to other people within your network. Consider turning off the GPS function of your smartphone.

Safety and Security is the responsibility of everyone. For more information on security awareness and crime prevention measures please visit the UMGC Security website at <http://www.umgc.edu/security> or contact your base security/military police force.

Response Emergency Assessment Crisis Team (REACT)

The Response Emergency Assessment Crisis Team (REACT) is dedicated to coordinating a proactive and planned approach to facilitate the early identification, prevention, assessment and management of serious interpersonal distress and/or harmful, disruptive behavior that threatens the safety and well-being of University of Maryland Global Campus students, faculty, staff and guests.

The team will review concerns raised by members of the UMGC community. It is the responsibility of the staff, faculty and students to immediately [report](#) any situation that could result in harm to anyone at the university. The reports may come directly to the review team depending on the nature of the concern. **However, when there is a life-threatening emergency or an active or immediate risk of violence to self or others, contact the police at 911 or the [local military police/security force](#) that has jurisdiction over your location.**

For more information or to report your concerns please visit UMGC’s [REACT web page](#), or contact react@umgc.edu.

Sexual Misconduct Policy

The University System of Maryland (USM) and UMGC are committed to providing a working and learning environment free from sexual misconduct and harassment, including sexual and gender-based harassment, sexual violence, sexual assault, dating violence, domestic violence, sexual exploitation, and sexual intimidation.

For USM’s Policy on Sexual Misconduct, visit <http://www.usmd.edu/regents/bylaws/SectionVI/VI160.pdf>.

For UMGC’s Policy on Sexual Misconduct, see <https://www.umgc.edu/policies/adminpolicies/admin04100.cfm>.

UMGC Policy 041.00 expressly prohibits sexual misconduct, a form of sex discrimination. Consistent with the USM policy, UMGC’s Sexual Misconduct policy explicitly prohibits sexual harassment, sexual assault including but not limited to dating violence, domestic violence, sexual exploitation, sexual intimidation, sexual violence, and stalking. These terms are defined within UMGC’s policy. Sexual misconduct is an umbrella term that encompasses Dating Violence, Domestic Violence, Sexual Violence, Sexual Harassment, Sexual Assault, Sexual Coercion, Sexual Exploitation, Sexual Intimidation, Relationship Violence and Stalking. Sexual Misconduct can be committed by any person, regardless of gender identity and can occur between people of the same or different sex, sexual orientation, or gender expression. UMGC defines consent as a knowing, voluntary, and affirmatively communicated willingness to mutually participate in a particular sexual activity or behavior. It must be given by a person with the ability and capacity to exercise free will and make a rational and reasonable judgment. Consent may be expressed either by affirmative words or actions, as long as those words or actions create a mutually understandable permission regarding the conditions of sexual activity. Consent may be withdrawn at any time. Consent cannot be obtained by force, threat, coercion, fraud, manipulation, reasonable fear of injury, intimidation, or through the use of one’s mental or physical helplessness or incapacity. Consent cannot be implied based upon the mere fact of a previous consensual dating or sexual relationship. Consent to engage in sexual activity with one person does not imply consent to engage in sexual activity with another. Lastly, retaliation against anyone who reports Sexual Misconduct, participates in an investigation of a complaint, supports a complaint, or testifies concerning a complaint is expressly prohibited by this Policy.

Investigative and Adjudicative Procedures Under UMGC Policy

UMGC’s Investigative and Adjudicative Procedures provides for the prompt and equitable investigation and adjudication of complaints of sexual misconduct of which UMGC has Actual Knowledge. “Actual Knowledge” as also defined in the Policy, means notice of Sexual Misconduct or allegations of Sexual Misconduct has been given to UMGC’s Title IX Coordinator or a designated official of UMGC, as identified in the Policy, who has the authority to institute corrective measures on UMGC’s behalf. While prompt reporting may aid an investigation, there is no time limit imposed as to when a Formal Complaint may be initiated.

After an incident of Sexual Misconduct has occurred the person subjected to the misconduct or a third party, such as UMGC students,

staff not designated as Responsible Employees and members of the public are strongly encouraged to report the misconduct to the Title IX Coordinator, a member of the Title IX team, any person defined as a Responsible Employee under the policy, UMGC security, local law enforcement and/or medical personnel. UMGC policy also provides for the confidential reporting to the Ombud's office. All Responsible Employees are required to notify the Title IX Coordinator, or a member of the Title IX team, of any report or incident of sexual misconduct.

Persons subjected to sexual assault, or third parties are strongly encouraged to contact law enforcement or medical personnel as soon as possible following an occurrence to receive guidance in the preservation of evidence needed for proof of criminal acts and the apprehension and prosecution of assailants. The Title IX Coordinator, members of the Title IX Team, UMGC Security or the Confidential Employee will assist in notification of noncampus authorities at the request of the person subjected to sexual assault. The Title IX Coordinator, members of the Title IX Team, UMGC Security or the Confidential Employee will also assist the person subjected to sexual assault obtain medical attention, if the person subjected to sexual assault chooses, including providing transportation to the hospital or other emergency medical facility equipped with the Maryland State Police sexual assault evidence collection kit if the reported assault occurs stateside. UMGC will contact local law enforcement when legally required to do or when there is a direct threat to the UMGC community.

Once the Title IX Coordinator receives a report, the Title IX Coordinator will engage in a meaningful dialogue with Complainant and Respondent to determine which supportive measures may restore or preserve equal access to the education program or activity without unreasonably burdening the other Party, including measures designed to protect the safety of all parties or UMGC's educational environment, or deter Sexual Misconduct. If Complainant desires supportive measures, UMGC can, and should, keep Complainant's identity confidential (including from the Respondent), unless disclosing the Complainant's identity is necessary to provide supportive measures for the Complainant (e.g., where a no-contact order is appropriate and the Respondent would need to know the identity of Complainant in order to comply with the no-contact order, or UMGC security is informed about the no-contact order in order to help enforce its terms).

Additionally, the Title IX Coordinator will specifically:

9. Review and provide Complainant and Respondent with a copy of the Policy and Procedures.
10. When applicable notify Complainant of the right to contact law enforcement.
11. When applicable identify for Complainant available medical treatment resources.
12. Inform Complainant about the importance of preserving evidence.
13. Inform Complainant and Respondent about their right to have an Advisor or support person present during any meeting throughout the process.
14. Provide Complainant with a copy of the Notice of Rights for Complainants.
15. Provide Respondent with a copy of the Notice of Rights for Respondents
16. Explain to Complainant and Respondent UMGC's policy prohibiting Retaliation.

DISMISSAL

- C. An Investigation ordinarily will include interviews of the Parties and any witnesses who may have relevant information, unless clearly unreasonable or duplicative of information already gathered; a review of any pertinent documents, medical records, and communications; and may include other actions deemed appropriate by the Investigator(s).
- D. Once the investigation is complete, the Title IX Team Investigator will prepare an investigative report, which will include a summary of the relevant evidence gathered and describes the relevant information learned during the investigation.

Students, faculty and staff found to have violated the Sexual Misconduct Policy will be subject to disciplinary sanctions including but not limited to verbal or written reprimand, disciplinary probation, restitution, suspension, termination or expulsion. Both parties are offered appeal procedures following receipt of the written decision. A prompt, fair and impartial process will be provided from the initial complaint to the result.

UMGC protects the confidentiality of complaints and the parties involved except to the extent that UMGC's ability to conduct an effective investigation is jeopardized or as otherwise provided by law, including, but not limited to, the Maryland Public Information Act and any lawfully issued subpoena. Complainants, Respondents, witnesses and all persons involved in investigations or in resolving a complaint of discrimination or harassment, are asked to make good faith efforts to keep confidential all information relating to a complaint. Failure to exercise good faith efforts in maintaining confidentiality may result in disciplinary actions and/or other serious sanctions.

In addition to filing a Sexual Misconduct complaint with the Title IX Coordinator, faculty, staff and students may contact external

agencies including the Equal Employment Opportunity Commission (EEOC) or the Maryland Commission on Civil Rights (MCCR). Students may contact the Office for Civil Rights (OCR). A person wishing to file a complaint with an external agency is encouraged contact the appropriate agency promptly in order to verify the time limits and deadlines for filing complaints.

Please refer to UMGC's Investigative and Adjudicative Procedures for a complete description of procedures including but not limited to anticipated timelines, written notifications and the rights of parties.

Prevention and Awareness Programs

UMGC shall continue to take steps to prevent the occurrence of Sexual Misconduct and remedy its discriminatory effects. Education is an extremely important tool in eradicating discrimination and sexual harassment from the UMGC workplace and educational programs. All students and employees of UMGC will be required to complete Sexual Misconduct training offered online by the Office of Diversity and Equity. Compliance therewith will be monitored by the Title IX Coordinator, the Chief Diversity Officer and the Fair Practices and Equal Opportunity Officer. In addition to the online training, the Title IX coordinator will ensure that all persons involved in the administration of Sexual Misconduct cases obtain annual training in receiving, reporting, and handling of Sexual Misconduct cases.

In accordance with Federal and USM requirements, UMGC is in the process of implementing various prevention programs aimed at preventing the occurrence of Sexual Misconduct, including dating violence, domestic violence, sexual assault, and stalking, and remedy its discriminatory effects. These educational initiatives will be informed by research or assessed for value, effectiveness, or outcome and will contain information regarding what constitutes Sexual Misconduct, definitions of consent and prohibited conduct (incorporating the required jurisdictional definitions), the institution's procedures, bystander intervention, risk reduction, and the consequences of engaging in Sexual Misconduct. Awareness Programs will include community-wide or audience-specific strategies that endeavor to increase audience knowledge and share information and resources to prevent violence, promote safety, and reduce perpetration. Ongoing prevention and awareness campaigns, directed towards both employees and students, will be sustained over time and focus on increasing understanding of topics relevant to and skills for addressing dating violence, domestic violence, sexual assault, and stalking. Primary prevention programming, geared toward all incoming students and new employees, will be aimed at preventing Sexual Misconduct before it occurs through the promotion of positive healthy behaviors that foster healthy, mutually respectful relationships and sexuality, encouraging safe bystander intervention, and changing behavior and social norms in healthy and safe directions.

Sex Offender Registry

The federal Campus Sex Crimes Prevention Act of 2000 (CSCPA) provides for the tracking of convicted sex offenders enrolled at or employed by higher education institutions. This act is an amendment to the Jacob Wetterling Crimes Against Children and Sexually Violent Offender Act. The CSCPA amends the Family Educational Rights and Privacy Act of 1974 (FERPA) to clarify that nothing in the Act can prohibit an educational institution from disclosing information provided to the institution concerning registered sex offenders.

In accordance with applicable law(s), state and local law enforcement agencies must provide colleges and universities in their jurisdiction with a list of registered sex offenders who have indicated they are enrolled, employed by or working at the institution. UMGC's global reach may require an individual to research or register at multiple locations. The following link should be used for the current locations: <https://www.umgc.edu/locations>. The specific address for the location should be used when searching for registered sex offenders. A list of all registered sex offenders in Maryland, including registrants employed or enrolled at Maryland institutions of higher education, is available from the state Department of Public Safety and Correctional Services (required under Section 121 of the Adam Walsh Child Protection and Safety Act of 2006) at <http://www.dpscs.state.md.us/onlineservs/socem/default.shtml>.

Title IX Coordinator & Title IX Team

Steven R. Alfred

Title IX Coordinator

Office of Diversity and Equity

University of Maryland Global Campus

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Adelphi, MD 20783

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Title IX Investigator-Europe

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External Confidential Support Services

- National Sexual Assault Hotline: 1-800-656-HOPE (4673)
- Maryland Coalition Against Sexual Assault (MCASA)
 - Statewide Sexual Assault Information and Referral help line 1-800-983-RAPE
- Sexual Assault Legal Institute (SALI)
 - For more information, contact MCASA's SALI at 301-565-2277, or toll-free at 877-496-SALI
 - The Sexual Assault Legal Institute (SALI) is a program of the Maryland Coalition Against Sexual Assault (MCASA). SALI provides direct legal services for victims and survivors of sexual assault. SALI also provides technical assistance and training for attorneys, rape crisis and recovery center staff and volunteers, and other professionals working with survivors.
- Domestic Violence and Sexual Assault Center at Dimensions Healthcare, Prince George's Hospital (DVSAC)
 - For more information, contact 301-618-3154 The Domestic Violence and Sexual Assault Center provides a range of medical and counseling services to victims of sexual assault and abuse, including, but not limited, crisis and follow-up counseling and forensic examinations.

Collection of Clery Crime Statistics

Campus crime, arrests and referral statistics include those reported to campus security authorities (CSA). A CSA includes campus security or an individual responsible for monitoring the entrance into institutional property; local law enforcement; an official of an institution who has significant responsibility for student and campus activities, including, but not limited to Department Heads, Education Coordinators, Regional Directors and military Education Service Officers. All criminal incidents are classified in accordance with the FBI Uniform Crime reporting Guidelines.

The statistics are collected for four types of properties: (a) on campus, (b) in dormitories or other residential facilities for students on campus, (c) in or on a noncampus building or property, or (d) on public property. **Campus** is defined as "(1) Any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of, or in a manner related to, the institution's educational purposes, including residence halls; and (2) Any building or property that is within or reasonably contiguous to the area identified in paragraph (1) of this definition, that is owned by the institution but controlled by another person, is frequently used by students, and supports institutional purposes (such as a food or other retail vendor)." **Noncampus** building or property is defined as "(1) Any building or property owned or controlled by a student organization that is officially recognized by the institution; or (2) Any building or property owned or controlled by an institution that is used in direct support of, or in relation to, the institution's educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic area of the institution." **Public Property** is defined as "public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus, or immediately adjacent to and accessible from the campus."

Categories of crime statistics included in this report are:

Criminal Offenses – murder/ non-negligent manslaughter, negligent manslaughter, rape, fondling, incest, statutory rape, robbery, aggravated assault, burglary, motor vehicle theft, arson, domestic violence, dating violence and stalking.

Hate crimes – any criminal offense committed against a person or property which is motivated, in whole or in part, by the offender's bias. Bias is a preformed negative opinion or attitude toward a group of persons based on their Race, Gender, Religion, Sexual Orientation, National Origin, Gender Identity, Ethnicity, or Disability. Hate crimes are reported for the crimes of criminal homicide, sex offenses, robbery, aggravated assault, burglary, motor vehicle theft, arson, and any other crimes involving bodily injury, as well as, larceny-theft, simple assault, intimidation, and destruction/damage/vandalism.

Arrests and Referrals for Disciplinary Action - for weapons (carrying or possessing), drug abuse violations and liquor law violations. Campus Disciplinary Referrals are incidents where an individual is not arrested but referred for possible campus disciplinary action (e.g. first offenders required to attend educational programs).

Crime definitions are classified based on the FBI's Uniform Crime Reporting Handbook (UCR) at https://ucr.fbi.gov/additional-ucr-publications/ucr_handbook.pdf and the FBI's National Incident-Based Reporting System (NIBRS) <https://www.fbi.gov/about-us/cjis/ucr/nibrs/nibrs-user-manual>.

Crime Definitions

Criminal Homicide – Murder and Non-negligent Manslaughter: The willful (non-negligent) killing of one human being by another.

Criminal Homicide – Negligent Manslaughter: The killing of another person through gross negligence.

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.

- e. **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.
- f. **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.
- g. **Incest**—Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- h. **Statutory Rape**—Sexual intercourse with a person who is under the statutory age of consent.

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 (B&E): 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.)

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.

Illegal 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.

Domestic Violence: Is a felony or misdemeanor crime of violence committed by a 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 cohabited 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.

Dating violence: Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim; and where the existence of such a relationship shall be determined based on a consideration of the following factors: a) length of the relationship, b) the type of relationship, c) the frequency of interaction between the persons involved in the relationship.

Stalking: 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.

- d. **Course of conduct** means two or more acts, including but not limited to, acts in which the stalker 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.
- e. **Reasonable person** means a reasonable person under similar circumstances and with similar identities to the victim.
- f. **Substantial emotional distress** means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

Hate Crimes: A hate crime is defined as any crime that manifests evidence that a victim was selected because of his/her actual or perceived race; gender; gender identity; religion; sexual orientation; ethnicity; national origin or disability.

- e. **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.
- f. **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.
- g. **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.
- h. **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.

UMGC Europe Crime Statistics

The following tables provide the available statistics for certain crimes reported to a campus security authority, base security force, and/or local law enforcement, as applicable, for the calendar years 2019, 2020, and 2021. UMGC is required to report the crimes: (1) on campus, (2) in dormitories or other residential facilities for students on campus, (3) in or on a noncampus building or property, or (4) on public property. **UMGC Europe does not have dormitories or other residential facilities for students.**

Statistics disclosed are dependent on the ability of law enforcement agencies to accurately provide the information requested.

If you would like additional information, please contact the 569 US Forces Police at 489-6060/7070 or 0631-5366060 or the base security force or military police for your installation.

UMGC Europe Headquarters Hertelsbrunnenring 10, 67657 Kaiserslautern, Germany					
CRIME STATISTICS					
Crime	Year	On-Campus	Noncampus	Public Property	Total
Murder/Non-Negligent Manslaughter	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0
Negligent Manslaughter	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0
Rape	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0
Fondling	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0
Incest	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0
Statutory Rape	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0
Robbery	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0
Aggravated Assault	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0

Burglary / B&E	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0
Motor Vehicle Theft	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0
Arson	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0
Hate Crimes ¹	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0
Violence Against Women Act (VAWA)					
Dating Violence	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0
Domestic Violence	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0
Stalking	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0
Arrests					
Liquor Law Violation Arrests	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0
Drug Law Violation Arrests	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0
Illegal Weapons Possession Arrests	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0
Campus Disciplinary Referrals					
Liquor Law Violation Referrals	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0
Drug Law Violation Referrals	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0

Illegal Weapons Possession Referrals	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0
Footnotes:					
1	<p>Hate Crimes are crimes that manifest evidence that the victim was intentionally selected because of the victim's actual or perceived Race, Gender, Religion, Sexual Orientation, National Origin, Gender Identity, Ethnicity, or Disability. Hate crimes are reported for the crimes of criminal homicide, sex offenses, robbery, aggravated assault, burglary, motor vehicle theft, arson, and any other crime involving bodily injury, as well as, larceny-theft, simple assault, intimidation, and destruction/damage/vandalism.</p>				

*** UMGC does not have any on-campus student housing facilities.**

Year	Total Unfounded Crimes
2021	0
2020	0
2019	0

UMGC ASIA
(Headquarters in Tokyo, Japan –Yokota Air Base Education Center)

UMGC Asia Safety and Security

This report is prepared in cooperation with military security/police forces, Office of Legal Affairs, Diversity and Equity Office, Military Partnerships and UMGC Asia Director's Office. Campus crime, arrests and referral statistics include those reported to campus officials (including but not limited to department heads, education coordinators, regional directors and military Education Service Officers) and base security/police forces. All criminal incidents are classified in accordance with the FBI Uniform Crime reporting Guidelines.

UMGC Asia is headquartered in Tokyo, Japan at Yokota Air Base, Building 445. Classes are offered at U.S. military installations throughout Asia.

Compiling the Annual Security Report

The Facilities Management Department at UMGC has the overall responsibility of preparing the annual security report to comply with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act. The Senior Emergency Management Specialist collaborates with several university offices and external agencies to include Campus Security, Office of Legal Affairs, Diversity and Equity Office, Office of Military Partnerships, the overseas divisions of Europe and Asia, University of Maryland Department of Public Safety, Prince George's County Police department and other local law enforcement agencies, to compile information within the report. Each entity provides information on their educational efforts and programs. Campus crime, arrest, and referral statistics include those reported to Campus Security, Campus Security Authorities and local law enforcement.

The Annual Security Report is available no later than October 1 of every year. UMGC distributes an email correspondence to all current faculty, staff and students providing a direct link to the report. The current Annual Security report and reports for the previous 7 years are available on the web site: <https://www.umgc.edu/current-students/student-life-and-support/safety-and-security/annual-report>. If you wish to receive a copy of the current Annual Safety and Security Report, contact the UMGC Senior Emergency Manager at 301-985-7139 or email security at security@umgc.edu.

Prospective students and employees can obtain a copy of the current Annual Security report and reports for the previous 7 years on the web site: <https://www.umgc.edu/current-students/student-life-and-support/safety-and-security/annual-report>. If you wish to receive a copy of the current Annual Safety and Security Report, contact the UMGC Senior Emergency Manager at 301-985-7139 or email security at security@umgc.edu.

Crime Statistics

The statistics are collected for four types of properties: (a) on campus, (b) in dormitories or other residential facilities for students on campus, (c) in or on a noncampus building or property, or (d) on public property. **Campus** is defined as "(1) Any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of, or in a manner related to, the institution's educational purposes, including residence halls; and (2) Any building or property that is within or reasonably contiguous to the area identified in paragraph (1) of this definition, that is owned by the institution but controlled by another person, is frequently used by students, and supports institutional purposes (such as a food or other retail vendor)." **Noncampus** building or property is defined as "(1) Any building or property owned or controlled by a student organization that is officially recognized by the institution; or (2) Any building or property owned or controlled by an institution that is used in direct support of, or in relation to, the institution's educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic area of the institution." **Public Property** is defined as "public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus, or immediately adjacent to and accessible from the campus."

All criminal incidents are classified in accordance with the FBI Uniform Crime reporting Guidelines.

Cooperation with Law Enforcement

UMGC Security personnel have no arrest powers but provide a uniformed security presence. They have the authority to issue parking citations, ask individuals for their identification and determine whether individuals have lawful business at UMGC. UMGC Security maintains a close working relationship with local, state, and federal law enforcement agencies, such as, the University of Maryland Department of Public Safety and Prince Georges County Police department, as well as, other law enforcement agencies and first responders.

The University does not have a written memorandum of understanding with any law enforcement agency, however, UMGC Security interacts and communicates with local agencies during and after incidents, as well as, on joint efforts to promote a safer campus.

To report a crime or an emergency situation at any of the installations, contact:

- 911 from a DSN line for on-base emergency assistance throughout Asia
- 119 for off-base emergency assistance in Japan (including Okinawa) and South Korea
- 911 for on or off-base emergency assistance in Guam

The Education Centers at the local military installations ordinarily close between 2200 and 2300 (10:00p.m. and 11:00 p.m.) each evening or when all evening activities conclude. On occasion, UMGC classes are held in high school classrooms on the installation when other facilities are not available. High school classrooms are closed when the class concludes.

UMGC Asia does not recognize any noncampus student organizations. Therefore, UMGC does not monitor criminal activity that students engage in noncampus. UMGC Asia does not have any student on-campus housing.

Base security forces/military police on each installation are responsible for providing programs and information regarding crime prevention and emergency response procedures. Such resources are provided by and available from the military communities to all members of those communities, including students, staff, and faculty. If students and employees have specific concerns regarding campus/base security procedures and practices, they should contact the local base security/military police force.

The University does not have a policy that allows victims or witnesses to make confidential reports for inclusion in this Annual Report, other than under UMGC's Sexual Misconduct Policy (see the Sexual Misconduct Policy on page 96 for more information). However, if an individual is interested in making a report, he or she should contact the UMGC Director of Security at 301-985-7471 and every effort will be made to ensure that the individual's identity remains confidential.

For additional information regarding base security and emergency response procedures, please contact your local base security forces or military police via the non-emergency number provided by the base operator or directory. UMGC Asia encourages students and employees to be responsible for their own security and the security of others.

Timely Warning

Systems and procedures for mass notification of emergency situations vary by installation and by service branch. Dependent upon the nature of the emergency, personnel may be notified via 1) "Big Voice" loudspeaker system, 2) text message/email notifications from the

local military alert system, 3) phone/email notification initiated by their Unit Commander.

On Yokota AB, UMGC employees are notified of emergencies and severe weather conditions through a phone and email alert system managed by the Air Force. In addition to these notifications UMGC will follow up on these messages by ensuring they have been distributed to all affected employees through emails, phone calls and text messages, if appropriate.

In emergency situations UMGC will contact students when emergencies or severe weather conditions impact class schedules, use of education facilities, or transportation to and from the Education Center. All student notifications would reference the military installation official announcement and be delivered primarily via social media announcements and emails to impacted students.

For information regarding base warning systems, please contact your local base security forces or military police.

Security Awareness and Crime Prevention Strategies

We all must work together to maintain a safe and secure environment. Heighten your security awareness and remain vigilant. Know your surroundings and who or what should or should not be there. If you have a concern or see something suspicious, report it immediately to security or law enforcement.

Be cautious and suspicious of:

- Any odd or out of the ordinary occurrences
- Suspicious behavior
- Strange or peculiar activity
- Unattended backpacks, briefcases, etc.
- Packages, envelopes that do not appear normal
- Strange or illegally parked vehicles

In accordance with the Threat Awareness and Reporting Program (AR 381-12), if you encounter a suspicious situation or person:

DO:

- Be observant and attentive
- Remember details
- Act noncommittal/ask for time

DO NOT:

- Investigate on your own
- Commit yourself to anything
- Discuss incident with anyone except US Army Intelligence Special Agents

You can minimize your chances of becoming a victim of crime if you know what situations to avoid and what preventive actions to take. Common-sense prevention skills can help make life at work safer for all.

- Trust your instincts. They are a natural gift that tells you when something is wrong.
- Be ready to take protective action if necessary. This could be something as simple as crossing the street and entering a populated area.
- Never leave valuables unattended and unsecured.
- Before you exit your car or building, check your surroundings for suspicious looking people and vehicles.
- Walk confidently and briskly.
- Scan the area around your car as you approach. If you see someone loitering around your vehicle, walk past until they leave.
- Always lock your office and any unoccupied room, even when leaving for only a moment.
- Check the identity of any strangers who are in your work area office - offer your assistance and ask them whom they are visiting and if you can help them find that person. If they make you uncomfortable, report your suspicions.
- Always let someone know where you'll be - whether you're coming in late, working late, going to lunch, or to a meeting.
- Be discreet - don't advertise your social life and vacation plans or those of others to people visiting or calling.

- Be cautious in restrooms. Attackers can hide in stalls and corners.
- Leaving late - create a buddy system for walking to the parking lot/garage.

Safe Social Networking:

- Be cautious when accepting friend requests and interacting with people online.
- Don't share information that you don't want to become public.
- Providing too much information in your profile can leave you exposed to people who want to steal your identity or steal sensitive information.
- When using Facebook and other social media platforms, do not post personally identifiable information.
- Take a close look at all privacy settings. Set security options to allow visibility to "friends only."
- Geotagging is a feature that reveals your location to other people within your network. Consider turning off the GPS function of your smartphone.

Safety and Security is the responsibility of everyone. For more information on security awareness and crime prevention measures please visit the UMGC Security website at <http://www.umgc.edu/security> or contact your base security/military police force.

Response Emergency Assessment Crisis Team (REACT)

The Response Emergency Assessment Crisis Team (REACT) is dedicated to coordinating a proactive and planned approach to facilitate the early identification, prevention, assessment and management of serious interpersonal distress and/or harmful, disruptive behavior that threatens the safety and well-being of University of Maryland Global Campus students, faculty, staff and guests.

The team will review concerns raised by members of the UMGC community. It is the responsibility of the staff, faculty and students to immediately [report](#) any situation that could result in harm to anyone at the university. The reports may come directly to the review team depending on the nature of the concern. **However, when there is a life-threatening emergency or an active or immediate risk of violence to self or others, contact the police at 911 or the [local military police/security force](#) that has jurisdiction over your location.**

For more information or to report your concerns please visit UMGC's [REACT web page](#), or contact react@umgc.edu.

Sexual Misconduct Policy

The University System of Maryland (USM) and UMGC are committed to providing a working and learning environment free from sexual misconduct and harassment, including sexual and gender-based harassment, sexual violence, sexual assault, dating violence, domestic violence, sexual exploitation, and sexual intimidation.

For USM's Policy on Sexual Misconduct, visit <http://www.usmd.edu/regents/bylaws/SectionVI/VI160.pdf>.

For UMGC's Policy on Sexual Misconduct, see <https://www.UMGC.edu/policies/adminpolicies/admin04100.cfm>.

UMGC Policy 041.00 expressly prohibits sexual misconduct, a form of sex discrimination. Consistent with the USM policy, UMGC's Sexual Misconduct policy explicitly prohibits sexual harassment, sexual assault including but not limited to dating violence, domestic violence, sexual exploitation, sexual intimidation, sexual violence, and stalking. These terms are defined within UMGC's policy. Sexual misconduct is an umbrella term that encompasses Dating Violence, Domestic Violence, Sexual Violence, Sexual Harassment, Sexual Assault, Sexual Coercion, Sexual Exploitation, Sexual Intimidation, Relationship Violence and Stalking. Sexual Misconduct can be committed by any person, regardless of gender identity and can occur between people of the same or different sex, sexual orientation, or gender expression. UMGC defines consent as a knowing, voluntary, and affirmatively communicated willingness to mutually participate in a particular sexual activity or behavior. It must be given by a person with the ability and capacity to exercise free will and make a rational and reasonable judgment. Consent may be expressed either by affirmative words or actions, as long as those words or actions create a mutually understandable permission regarding the conditions of sexual activity. Consent may be withdrawn at any time. Consent cannot be obtained by force, threat, coercion, fraud, manipulation, reasonable fear of injury, intimidation, or through the use of one's mental or physical helplessness or incapacity. Consent cannot be implied based upon the mere fact of a previous consensual dating or sexual relationship. Consent to engage in sexual activity with one person does not imply consent to engage in sexual activity with another. Lastly, retaliation against anyone who reports Sexual Misconduct, participates in an investigation of a complaint, supports a complaint, or testifies concerning a complaint is expressly prohibited by this Policy.

Investigative and Adjudicative Procedures Under UMGC Policy

UMGC's Investigative and Adjudicative Procedures provides for the prompt and equitable investigation and adjudication of complaints of sexual misconduct of which UMGC has Actual Knowledge. "Actual Knowledge" as also defined in the Policy, means notice of Sexual Misconduct or allegations of Sexual Misconduct has been given to UMGC's Title IX Coordinator or a designated official of UMGC, as identified in the Policy, who has the authority to institute corrective measures on UMGC's behalf. While prompt reporting may aid an investigation, there is no time limit imposed as to when a Formal Complaint may be initiated.

After an incident of Sexual Misconduct has occurred the person subjected to the misconduct or a third party, such as UMGC students, staff not designated as Responsible Employees and members of the public are strongly encouraged to report the misconduct to the Title IX Coordinator, a member of the Title IX team, any person defined as a Responsible Employee under the policy, UMGC security, local law enforcement and/or medical personnel. UMGC policy also provides for the confidential reporting to the Ombud's office. All Responsible Employees are required to notify the Title IX Coordinator, or a member of the Title IX team, of any report or incident of sexual misconduct.

Persons subjected to sexual assault, or third parties are strongly encouraged to contact law enforcement or medical personnel as soon as possible following an occurrence to receive guidance in the preservation of evidence needed for proof of criminal acts and the apprehension and prosecution of assailants. The Title IX Coordinator, members of the Title IX Team, UMGC Security or the Confidential Employee will assist in notification of noncampus authorities at the request of the person subjected to sexual assault. The Title IX Coordinator, members of the Title IX Team, UMGC Security or the Confidential Employee will also assist the person subjected to sexual assault obtain medical attention, if the person subjected to sexual assault chooses, including providing transportation to the hospital or other emergency medical facility equipped with the Maryland State Police sexual assault evidence collection kit if the reported assault occurs stateside. UMGC will contact local law enforcement when legally required to do or when there is a direct threat to the UMGC community.

Once the Title IX Coordinator receives a report, the Title IX Coordinator will engage in a meaningful dialogue with Complainant and Respondent to determine which supportive measures may restore or preserve equal access to the education program or activity without unreasonably burdening the other Party, including measures designed to protect the safety of all parties or UMGC's educational environment, or deter Sexual Misconduct. If Complainant desires supportive measures, UMGC can, and should, keep Complainant's identity confidential (including from the Respondent), unless disclosing the Complainant's identity is necessary to provide supportive measures for the Complainant (e.g., where a no-contact order is appropriate and the Respondent would need to know the identity of

Complainant in order to comply with the no-contact order, or UMGC security is informed about the no-contact order in order to help enforce its terms).

Additionally, the Title IX Coordinator will specifically:

17. Review and provide Complainant and Respondent with a copy of the Policy and Procedures.
18. When applicable notify Complainant of the right to contact law enforcement.
19. When applicable identify for Complainant available medical treatment resources.
20. Inform Complainant about the importance of preserving evidence.
21. Inform Complainant and Respondent about their right to have an Advisor or support person present during any meeting throughout the process.
22. Provide Complainant with a copy of the Notice of Rights for Complainants.
23. Provide Respondent with a copy of the Notice of Rights for Respondents
24. Explain to Complainant and Respondent UMGC's policy prohibiting Retaliation.

DISMISSAL

- E. An Investigation ordinarily will include interviews of the Parties and any witnesses who may have relevant information, unless clearly unreasonable or duplicative of information already gathered; a review of any pertinent documents, medical records, and communications; and may include other actions deemed appropriate by the Investigator(s).
- F. Once the investigation is complete, the Title IX Team Investigator will prepare an investigative report, which will include a summary of the relevant evidence gathered and describes the relevant information learned during the investigation.

Students, faculty and staff found to have violated the Sexual Misconduct Policy will be subject to disciplinary sanctions including but not limited to verbal or written reprimand, disciplinary probation, restitution, suspension, termination or expulsion. Both parties are offered appeal procedures following receipt of the written decision. A prompt, fair and impartial process will be provided from the initial complaint to the result.

UMGC protects the confidentiality of complaints and the parties involved except to the extent that UMGC's ability to conduct an effective investigation is jeopardized or as otherwise provided by law, including, but not limited to, the Maryland Public Information Act and any lawfully issued subpoena. Complainants, Respondents, witnesses and all persons involved in investigations or in resolving a complaint of discrimination or harassment, are asked to make good faith efforts to keep confidential all information relating to a complaint. Failure to exercise good faith efforts in maintaining confidentiality may result in disciplinary actions and/or other serious sanctions.

In addition to filing a Sexual Misconduct complaint with the Title IX Coordinator, faculty, staff and students may contact external agencies including the Equal Employment Opportunity Commission (EEOC) or the Maryland Commission on Civil Rights (MCCR). Students may contact the Office for Civil Rights (OCR). A person wishing to file a complaint with an external agency is encouraged contact the appropriate agency promptly in order to verify the time limits and deadlines for filing complaints.

Please refer to UMGC's Investigative and Adjudicative Procedures for a complete description of procedures including but not limited to anticipated timelines, written notifications and the rights of parties.

Prevention and Awareness Programs

UMGC shall continue to take steps to prevent the occurrence of Sexual Misconduct and remedy its discriminatory effects. Education is an extremely important tool in eradicating discrimination and sexual harassment from the UMGC workplace and educational programs. All students and employees of UMGC will be required to complete Sexual Misconduct training offered online by the Office of Diversity and Equity. Compliance therewith will be monitored by the Title IX Coordinator, the Chief Diversity Officer and the Fair Practices and Equal Opportunity Officer. In addition to the online training, the Title IX coordinator will ensure that all persons involved in the administration of Sexual Misconduct cases obtain annual training in receiving, reporting, and handling of Sexual Misconduct cases.

In accordance with Federal and USM requirements, UMGC is in the process of implementing various prevention programs aimed at preventing the occurrence of Sexual Misconduct, including dating violence, domestic violence, sexual assault, and stalking, and remedy its discriminatory effects. These educational initiatives will be informed by research or assessed for value, effectiveness, or outcome and will contain information regarding what constitutes Sexual Misconduct, definitions of consent and prohibited conduct (incorporating the required jurisdictional definitions), the institution's procedures, bystander intervention, risk reduction, and the consequences of engaging in Sexual Misconduct. Awareness Programs will include community-wide or audience-specific strategies that endeavor to increase audience knowledge and share information and resources to prevent violence, promote safety, and reduce perpetration. Ongoing prevention and awareness campaigns, directed towards both employees and students, will be sustained over time and focus on increasing understanding of topics relevant to and skills for addressing dating violence, domestic violence, sexual assault, and stalking. Primary prevention programming, geared toward all incoming students and new employees, will be aimed at preventing Sexual Misconduct before it occurs through the promotion of positive healthy behaviors that foster healthy, mutually respectful relationships and sexuality, encouraging safe bystander intervention, and changing behavior and social norms in healthy and safe directions.

Sex Offender Registry

The federal Campus Sex Crimes Prevention Act of 2000 (CSCPA) provides for the tracking of convicted sex offenders enrolled at or employed by higher education institutions. This act is an amendment to the Jacob Wetterling Crimes Against Children and Sexually Violent Offender Act. The CSCPA amends the Family Educational Rights and Privacy Act of 1974 (FERPA) to clarify that nothing in the Act can prohibit an educational institution from disclosing information provided to the institution concerning registered sex offenders.

In accordance with applicable law(s), state and local law enforcement agencies must provide colleges and universities in their jurisdiction with a list of registered sex offenders who have indicated they are enrolled, employed by or working at the institution. UMGC's global reach may require an individual to research or register at multiple locations. The following link should be used for the current locations: <https://www.umgc.edu/locations>. The specific address for the location should be used when searching for registered sex offenders. A list of all registered sex offenders in Maryland, including registrants employed or enrolled at Maryland institutions of higher education, is available from the state Department of Public Safety and Correctional Services (required under Section 121 of the Adam Walsh Child Protection and Safety Act of 2006) at <http://www.dpccs.state.md.us/onlineservs/socem/default.shtml>.

Title IX Coordinator & Title IX Team

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Cell/Text: (301) 887-7295
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External Confidential Support Services

- National Sexual Assault Hotline: 1-800-656-HOPE (4673)
- Maryland Coalition Against Sexual Assault (MCASA)
 - Statewide Sexual Assault Information and Referral help line 1-800-983-RAPE
- Sexual Assault Legal Institute (SALI)
 - For more information, contact MCASA's SALI at 301-565-2277, or toll-free at 877-496-SALI
 - The Sexual Assault Legal Institute (SALI) is a program of the Maryland Coalition Against Sexual Assault (MCASA). SALI provides direct legal services for victims and survivors of sexual assault. SALI also provides technical assistance and training for attorneys, rape crisis and recovery center staff and volunteers, and other professionals working with survivors.
- Domestic Violence and Sexual Assault Center at Dimensions Healthcare, Prince George's Hospital (DVSAC)
 - For more information, contact 301-618-3154 The Domestic Violence and Sexual Assault Center provides a range of medical and counseling services to victims of sexual assault and abuse, including, but not limited, crisis and follow-up counseling and forensic examinations.

Collection of Clery Crime Statistics

Campus crime, arrests and referral statistics include those reported to campus security authorities (CSA). A CSA includes campus security or an individual responsible for monitoring the entrance into institutional property; local law enforcement; an official of an institution who has significant responsibility for student and campus activities, including, but not limited to Department Heads, Education Coordinators, Regional Directors and military Education Service Officers. All criminal incidents are classified in accordance with the FBI Uniform Crime reporting Guidelines.

The statistics are collected for four types of properties: (a) on campus, (b) in dormitories or other residential facilities for students on campus, (c) in or on a noncampus building or property, or (d) on public property. **Campus** is defined as "(1) Any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of, or in a manner related to, the institution's educational purposes, including residence halls; and (2) Any building or property that is within or reasonably contiguous to the area identified in paragraph (1) of this definition, that is owned by the institution but controlled by another person, is frequently used by students, and supports institutional purposes (such as a food or other retail vendor)." **Noncampus** building or property is defined as "(1) Any building or property owned or controlled by a student organization that is officially recognized by the institution; or (2) Any building or property owned or controlled by an institution that is used in direct support of, or in relation to, the institution's educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic area of the institution." **Public Property** is defined as "public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus, or immediately adjacent to and accessible from the campus."

Categories of crime statistics included in this report are:

Criminal Offenses – murder/ non-negligent manslaughter, negligent manslaughter, rape, fondling, incest, statutory rape, robbery, aggravated assault, burglary, motor vehicle theft, arson, domestic violence, dating violence and stalking.

Hate crimes – any criminal offense committed against a person or property which is motivated, in whole or in part, by the offender's bias. Bias is a preformed negative opinion or attitude toward a group of persons based on their Race, Gender, Religion, Sexual Orientation, National Origin, Gender Identity, Ethnicity, or Disability. Hate crimes are reported for the crimes of criminal homicide, sex offenses, robbery, aggravated assault, burglary, motor vehicle theft, arson, and any other crimes involving bodily injury, as well as, larceny-theft, simple assault, intimidation, and destruction/damage/vandalism.

Arrests and Referrals for Disciplinary Action - for weapons (carrying or possessing), drug abuse violations and liquor law violations. Campus Disciplinary Referrals are incidents where an individual is not arrested but referred for possible campus disciplinary action (e.g. first offenders required to attend educational programs).

Crime definitions are classified based on the FBI's Uniform Crime Reporting Handbook (UCR) at https://ucr.fbi.gov/additional-ucr-publications/ucr_handbook.pdf and the FBI's National Incident-Based Reporting System (NIBRS) <https://www.fbi.gov/about-us/cjis/ucr/nibrs/nibrs-user-manual>.

Crime Definitions

Criminal Homicide -- Murder and Non-negligent Manslaughter: The willful (non-negligent) killing of one human being by another.

Criminal Homicide -- Negligent Manslaughter: The killing of another person through gross negligence.

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.

- i. **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.
- j. **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.

- k. **Incest**—Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- l. **Statutory Rape**—Sexual intercourse with a person who is under the statutory age of consent.

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 (B&E): 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.)

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.

Illegal 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.

Domestic Violence: Is a felony or misdemeanor crime of violence committed by a 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 cohabited 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.

Dating violence: Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim; and where the existence of such a relationship shall be determined based on a consideration of the following factors: a) length of the relationship, b) the type of relationship, c) the frequency of interaction between the persons involved in the relationship.

Stalking: 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.

- g. **Course of conduct** means two or more acts, including but not limited to, acts in which the stalker 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.

- h. **Reasonable person** means a reasonable person under similar circumstances and with similar identities to the victim.
- i. **Substantial emotional distress** means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

Hate Crimes: A hate crime is defined as any crime that manifests evidence that a victim was selected because of his/her actual or perceived race; gender; gender identity; religion; sexual orientation; ethnicity; national origin or disability.

- i. **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.
- j. **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.
- k. **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.

UMGC Asia Crime Statistics

The following tables provide the available statistics for certain crimes reported to a campus security authority, base security force, and/or local law enforcement, as applicable, for the calendar years 2019, 2020, and 2021. UMGC is required to report the crimes: (1) on campus, (2) in dormitories or other residential facilities for students on campus, (3) in or on a noncampus building or property, or (4) on public property. **UMGC Asia does not have dormitories or other residential facilities for students.**

Statistics disclosed are dependent on the ability of law enforcement agencies to accurately provide the information requested. If you would like additional information, please contact your local base security force or military police via the non-emergency number provided by the base operator or directory.

UMGC Asia Headquarters Yokota Air Base, Building 445					
CRIME STATISTICS					
Crime	Year	On-Campus	Noncampus	Public Property	Total
Murder/Non-Negligent Manslaughter	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0
Negligent Manslaughter	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0
Rape	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0
Fondling	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0
Incest	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0
Statutory Rape	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0
Robbery	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0
Aggravated Assault	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0

Burglary / B&E	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0
Motor Vehicle Theft	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0
Arson	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0
Hate Crimes ¹	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0
Violence Against Women Act (VAWA)					
Dating Violence	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0
Domestic Violence	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0
Stalking	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0
Arrests					
Liquor Law Violation Arrests	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0
Drug Law Violation Arrests	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0
Illegal Weapons Possession Arrests	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0
Campus Disciplinary Referrals					
Liquor Law Violation Referrals	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0
Drug Law Violation Referrals	2021	0	0	0	0
	2020	0	0	0	0

	2019	0	0	0	0
Illegal Weapons Possession Referrals	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0
Footnotes:					
1	<p>Hate Crimes are crimes that manifest evidence that the victim was intentionally selected because of the victim's actual or perceived Race, Gender, Religion, Sexual Orientation, National Origin, Gender Identity, Ethnicity, or Disability. Hate crimes are reported for the crimes of criminal homicide, sex offenses, robbery, aggravated assault, burglary, motor vehicle theft, arson, and any other crime involving bodily injury, as well as, larceny-theft, simple assault, intimidation, and destruction/damage/vandalism.</p>				

*** UMGC does not have any on-campus student housing facilities.**

Year	Total Unfounded Crimes
2021	0
2020	0
2019	0

Additional Disclosures (All Divisions)

Drug Prevention Program

Introduction

University of Maryland Global Campus (UMGC) complies with federal, state and local laws that regulate or prohibit the possession, use or distribution of alcohol or illicit drugs and enforces all related laws. The following information applies to all UMGC full-time, part-time, and temporary faculty, staff and students and to all activities either conducted on UMGC's premises or sponsored by UMGC.

Standards of Conduct

All UMGC students, faculty, and staff are prohibited from unlawfully possessing, using, manufacturing, distributing or dispensing alcohol or any controlled substance on UMGC's premises or at UMGC sponsored activities. UMGC expects all faculty, staff, and students to comply with applicable laws and regulations pertaining to possession, use, manufacture, distribution, or dispensation of alcohol or controlled substances, whether or not such laws are mentioned in this Report. All employees are expected to report to work free of the influence of alcohol or any illicit drug. All students are expected to report to classes and other educational meetings free of the influence of alcohol or any illicit drug.

UMGC'S Sanctions

UMGC will impose disciplinary sanctions on any student or employee (faculty and staff) who violates the standards of conduct regarding drug and alcohol use.

Any student who violates any of the applicable standards of conduct is subject to disciplinary action and penalties, up to and including possible expulsion from the University, in addition to referral to the appropriate law enforcement authorities for prosecution. Further information can be found in UMGC's **Code of Student Conduct** (<https://www.umgc.edu/administration/policies-and-reporting/policies/student-affairs/code-of-student-conduct>), which expressly prohibits the unlawful use, possession, distribution, or possession for purposes of distribution of any controlled substance, illegal drug, or alcohol on UMGC premises or at UMGC-sponsored activities.

Any employee who violates any of the applicable standards of conduct is subject to disciplinary action and penalties, up to and including possible termination of employment, in addition to referral to the appropriate law enforcement authorities for prosecution. Further information can be found in **VII-1.10- University Of Maryland System Policy On A Drug-Free Workplace** (<http://www.usmh.usmd.edu/regents/bylaws/SectionVII/VII110.html>) and in **Executive Order 01.01.1991.16 - the State of Maryland Substance Abuse Policy**. (<http://www.dbm.maryland.gov/employees/Documents/Policies/SubstanceAbusePolicy.pdf>)

Summary of Legal Sanctions

UMGC offers courses and programs at locations throughout Maryland and the Washington, DC/Virginia metro area. In addition, courses and programs are offered overseas in several countries on military installations. The primary locations overseas are in Germany and Japan. The following is a summary of current legal penalties in Maryland, Germany, and Japan for violations of drug and alcohol laws.

Note: Outside the United States, many UMGC locations are connected to U.S. military installations and thus are subject to military jurisdiction in addition to local foreign law. At UMGC's Civilian overseas locations, all employees and students should be aware that they may be subject to the drug and alcohol laws and regulations of the host country. For additional information, please contact the Area Director.

U.S. Federal Law

Penalties for Possession: The Controlled Substances Act, 21 U.S.C. §§ 801, et seq. sets forth schedules of controlled

substances. It is unlawful to possess any controlled substance without a valid prescription. This includes, but is not limited to, those drugs commonly described as "illegal drugs" such as marijuana, hashish, cocaine, PCP, LSD, methamphetamines, and heroin. Penalties for simple possession include fines of \$1,000 or more and imprisonment of not more than one year for a first offense. Subsequent convictions carry much higher fines and greater prison terms. The penalties also increase significantly if a mixture containing cocaine base is involved. Penalties will vary depending on the amount and type of drug involved, as well as other factors. In addition, any individual who knowingly possesses a controlled substance may be liable for a civil penalty up to \$10,000. Attempt and conspiracy carry the same maximum punishment as the object crime. See 21 U.S.C. §§ 846.

Penalties for Trafficking: It is unlawful to manufacture, distribute, dispense, or possess with the intent to manufacture, dispense, or distribute, a controlled substance. First offenders for possession can also be ordered into drug treatment and community service. The penalties are doubled for adults who distribute drugs to minors. For a second offense, the penalties are tripled. The federal trafficking penalties are available on the U.S. Drug Enforcement Administration's website.

Proximity to School Property: The punishment for possession or trafficking in a controlled substance is greatly increased if the offense was committed within 1,000 feet of a school, including a college or university, or other public property. An offender will be subject to twice the maximum authorized punishment and harsher sentencing restrictions, with a minimum one-year prison term. A second offense triples the fine and carries a minimum three-year prison term. See 21 U.S.C. § 860.

Drug Paraphernalia: Under Federal law, it is unlawful to sell, offer for sale, import, export, or use the mail or interstate commerce facilities to transport drug paraphernalia. Penalties include a fine and imprisonment for up to three years. See 21 U.S.C. § 863.

Loss of benefits: Among other sanctions, such as forfeiture of property and civil penalties, a person convicted of any Federal or State offense involving possession of a controlled substance can be denied Federal benefits such as loans, grants, contracts, and professional licenses, for a period of up to one year for a first offense and up to five years for subsequent offenses. Also, he or she can lose eligibility for assistance such as social security and food stamps. For trafficking or distribution crimes, a person can lose benefits for up to five years with the first conviction; up to ten years for a second conviction; and permanently for a third conviction. See 21 U.S.C. § 862, 862a.

Maryland Law

In addition to the Federal laws summarized above, the State of Maryland has its own laws dealing with controlled substances and alcohol. The Maryland Controlled Dangerous Substances Act is codified in Title 5 of the Criminal Law Article of the Maryland Code.

Drug Offenses: Possessing or administering a controlled dangerous substance, unless obtained by prescription, is a misdemeanor, subject to imprisonment not exceeding 4 years or a fine not exceeding \$25,000. If the crime involves marijuana, imprisonment not exceeding 1 year or a fine not exceeding \$1,000 or both.

Distribution: A maximum of five years imprisonment or a fine not exceeding \$15,000 or both is the penalty for a first offense of manufacture, distribution, dispensing or possession with intent to distribute. With respect to a Schedule I or II narcotic drug, the penalty is up to 20 years or a fine up to \$25,000. For subsequent offenses, the penalties are substantially increased, and parole may not be granted.

Proximity to School Property: Anyone who manufactures, distributes, dispenses, or possesses with intent to distribute a controlled dangerous substance within 1,000 feet of an elementary or secondary school, or on a school vehicle, will be subject to an additional prison term up to twenty years and/or a fine of up to \$20,000 for first offense, which doubles to 5-40 years imprisonment and/or \$40,000 fine for a second offense.

Drug Paraphernalia: Delivering, selling, manufacturing, or possessing with intent to deliver drug paraphernalia is a misdemeanor with a fine of up to \$500, and for each subsequent violation, imprisonment not exceeding 2 years and/or a fine up to \$2,000. Several Maryland jurisdictions have their own laws prohibiting the sale, display, distribution, or

possession with intent to sell, of drug paraphernalia.

Alcohol: Drinking alcoholic beverages is prohibited on public property under Maryland State law and under many county and local codes within Maryland. Many jurisdictions, either under State law or their own codes, also prohibit the possession of alcohol in an open container on public property or shopping center property, these laws generally carry fines ranging from \$100 to \$500 for a violation, and some also provide for jail terms ranging from 5 to 90 days.

Maryland law also makes it a misdemeanor to be intoxicated in public and cause a public disturbance, or to be intoxicated and endanger the safety of another person or of property. This carries a fine of up to \$100 and up to 90 days imprisonment.

It is illegal for persons under age 21 to possess alcoholic beverages with intent to consume them, and for anyone to falsify or misrepresent his or her age or another person's age to obtain alcohol. The penalty is a fine not exceeding \$500 for the first offense and up to \$1,000 for repeat offenses. It is also illegal in most circumstances to obtain or give alcohol to a person under age 21. The penalty is a fine not exceeding \$1,000 for a first offense and up to \$1,500 for subsequent violations.

German Law

Under the German narcotics law, there are three categories which are listed in three different subsections of the law as follows:

Subsection 1: Illegal narcotics. Examples are substances like Marihuana, Hashish, Heroin, LSD as well as the drugs traded among minors as Ecstasy (MDMA, MMDA, MDE, MDA, DOB). In the case of Cannabis products (Hashish, Marihuana), the seed is exempt from the narcotics law. If the seed is cultivated as a drug, then it is included again in the narcotics law. Furthermore, the cultivation of the so-called utilizable hemp (part of THC up to 0.3%) is also exempt from the narcotics law. The Ministry of Agriculture must provide a special authorization.

Subsection 2: Narcotics not available by prescription but permitted in certain circumstances. These are substances needed by the pharmaceutical industry for the manufacturing of medications. Examples are Cocaine leaves, Delta-9-Tetrahydrocannabinol (psychotropic substance in Hashish, Marihuana, THC), Dihydromorphine (basic substance in Morphine), Drimethadone (interim Methadone substance), Papaver Orientale (Sleeping Poppy) Pethidine Acid, Norpethidine.

Subsection 3: Narcotics available by prescription. These are medications which fall under the narcotics law, but which can be prescribed by a medical practitioner. Examples are: Amphetamine barbitol (prescribed as Secobarbital, a strong sleeping and pain-killing drug), different forms in the Benzodiazepine group like Promazepam, Diazepam, Flunitrazepam, Trizazepam. These substances are also contained in strong sleeping and pain-killing drugs as well as in psychiatric drugs. Other substances are Fenetyllin: name of the drug: Captagon (psychiatric drug), Fentanyl (like Durogesic, a strong pain-killing drug), Buprenorphine: name of the drug: Temgesic (a strong pain-killing drug), Hydromorphone: name of the drug: Dilaudid (a strong pain-killing drug), further substances like Levomethadone (name of the drug: L-Polamidon) or Methadone (name of the drug: Polamidone), as well as Dronabinol (pharmaceutical name for Delta9 Hydrazhydrocabinol: name of the drug: Marinol), Cocaine (as local narcotics in ophthalmology), as well as Codeine (in the case of respiratory diseases or as substitute for Heroine drug addicts).

Under the German narcotics law, any contact (except consumption) with the substances under subsections 1, 2 or 3 puts the person under penalty. Although consumption is not punishable, the acquisition or possession of the narcotic is punishable.

According to § 29 of the narcotics law, the cultivation, production, trade, import, export, disposal, delivery, trafficking, acquisition or obtaining these substances under any other way is submitted to penalty. The above-mentioned offences are punished with a prison sentence of up to 5 years or with a fine. The narcotics law does not differ between so called "hard" and "soft" drugs. Such differences are made during the punishment verdicts on a case by case basis.

According to § 29 of the narcotics law, persons who are themselves not directly in contact with the drugs but who inform

about, provide or grant others with opportunities for the unauthorized consumption, acquisition, and delivery are also punished with a prison sentence of up to 5 years or with a fine. This regards the advertising for drugs as well as providing rooms at disposal for the drugs consumption.

According to § 29, section 3, the earlier mentioned drug penalties have been increased. This concerns the trading or the actions endangering the health of more persons respectively. The penalty will be prison sentence not under 1 year.

According to § 29, section 5, the narcotics law allows the courts the possibility to dismiss a criminal proceeding when the drug consumer cultivates, produces, imports, exports, acquires or obtains in any other way or possesses only for personal use in small quantities the drugs listed in subsection 1-3. The small quantity is not defined neither by law nor by jurisdiction, so it can be stated that a dismissal of a criminal proceeding will be done through an individual decision by the respective court.

Since the verdict of the Federal Constitutional Court (the "Cannabis verdict") the jurisdiction acquired a certain attitude regarding the Cannabis drugs Hashish and Marihuana. This attitude differs from one Bundesland to the other. In the Department of Public Prosecution Ellwangen/Jagst criminal proceedings are dismissed with quantities up to 3 grams of Hashish and 5 grams of Marihuana in the case of a first-time offender if no persons were endangered.

In addition, § 29 of the narcotics law contains a penalty increase. This concerns delinquents who are older than 21 years and who deliver, administer or leave to direct consumption to persons under 18 years the drugs listed in subsection 1-3. (Exceptions are here again medical practitioners, dentists and veterinarians). Furthermore, the increase of penalty, for a period not under 1 year, is effective with the delivery, production or possession of drugs not in small quantities according to the subsections 1-3 of the narcotics law. The significant quantities values are defined by the jurisdiction and amount to:

Heroin: 1.5 grams Heroinehydrochlorid
Morphine: 4.5 grams Morphinehydrochlorid
Methadone: 3 grams Methadonehydrochlorid
Opium: 200 consumer units corresponding to 5 grams Morphinehydrochlorid
Cocaine: 3 grams Cocainehydrochlorid
Cannabis products: 7.5 grams Tetrahydrocannabinol (THC)
Lysergid (LSD): 300 trips corresponding to 6 mg Lysergid
Amphetamine: 10 grams Amphetamine base
Ecstasy: MDMA: 300 consumer units corresponding to 24 grams MDMA-base
MDE: 200 consumer units corresponding to 34 grams MDE Hydrochloride
MDA: 250 consumer units corresponding to 30 grams MDA Hydrochloride

In § 30 of the narcotics law there are additional penalty increases. In the following situations, the penalty increases to not under 2 years:

- when narcotics are cultivated, produced or traded and the delinquents
- act as a member of a gang,
- join together with the aim of continuing such acts, respectively deal commercially
- cause death thoughtlessly by dispensing narcotics
- and import a significant amount from a foreign country

In § 30a of the narcotics law, increases of the offenses include additional penalties of imprisonment of not under 5 years. Perpetrators, as members of a gang, fall under this law if they conspired to continue committing offenses according to the narcotics law, cultivate, manufacture, deal with, import or export narcotics in a significant amount. The same is true for perpetrators who are over 21 years old and instruct people under 18 years of age:

- to deal with narcotics
- import or export narcotics

- or give it to people in any other way.

If a person carries a firearm or any other weapon, which could harm other people, with him when carrying out an offense, the penalty increases to not under 5 years.

Also, § 32 of the narcotics law contains provisions that are punished as irregularities. These are not offenses, but legal violations that can be fined up to an amount of DM 50,000. These provisions concern people who may work with narcotics according to an exceptional permission.

Japanese Law

Students and employees at the UMGC Asia are subject to local laws relating to possession and distribution of illegal drugs. Active Duty military personnel stationed in Japan may be subject to both Japanese laws and the Uniform Code of Military Justice (UCMJ). Students and employees located in other countries should be aware that the applicable legal penalties of their host country may be different and perhaps more severe than the United States laws which they may be accustomed.

Marijuana Control Law

Art 24. Anyone who grows, imports and exports marijuana, without due authorization, shall be punished with imprisonment for less than 7 years with labor.

Art 24, para 2. Anyone who violates the above, without due authorization, with the purpose of making a profit, shall be punished with imprisonment for less than 10 years with labor or under some circumstances of the offense, less than 10 years with labor and a fine of 3 million yen.

Art 24-2. Anyone who possesses, receives or transfers marijuana, without due authorization, shall be punished with imprisonment for less than 5 years with labor.

Art 24-2, para 2. Anyone who, without due authorization, violates the above with the purpose of making a profit shall be punished with imprisonment for less than 7 years with labor or under some circumstances of the offense, less than 7 years with labor and a fine of 2 million yen.

Art 24-3. Anyone who falls under the following shall be punished with imprisonment for less than 5 years with labor.

Immigration-Control and Refugee-Recognition Act

Art 24. Any foreigners who fall under the following shall be ordered to leave Japan.

Art 24, para 4, item 8. Anyone who violates the Narcotics and Psychotropic Control Law, Marijuana Control Law, Opium Law or Stimulant Control Law and Penal Code of Japan, Chapter 14 and is convicted.

Magic Mushrooms

Anyone who, without due authorization, grows or imports magic mushrooms shall be punished with imprisonment for more than 1 year with labor and less than 10 years with labor. Anyone who possesses or transfers magic mushrooms shall be punished with imprisonment for less than 7 years with labor. Anyone who solicits shall be punished with imprisonment for less than 3 years with labor.

Stimulant Control Law

Art 41. Anyone, who without due authorization, imports, exports or manufactures stimulants shall be punished with imprisonment for more than 1 year with labor.

Art 41, para 2. Anyone who violates the above with the purpose of making a profit shall be punished with imprisonment

for life with labor or more than three years with labor and a fine of 10 million yen.

Art 41-2. Anyone who, without due authorization, possesses, transfers or receives stimulants shall be punished with imprisonment for less than 10 years with labor.

Art 41-2, para 2. Anyone who violates the above with the purpose of making a profit, shall be punished with imprisonment for more than 1 year with labor or under some circumstances of the offense, more than 1 year with labor and a fine of less than 5 million yen.

Foreigners convicted of drug crimes will be deported from Japan with a possible lifetime ban on return to the country.

Military Law

Students and employees who also are military personnel may be subject to the Uniform Code of Military Justice (UCMJ). 912a. ART. 112a. Wrongful Use, Possession, etc., of Controlled Substances states:

- A. Any person subject to this chapter who wrongfully uses, possesses, manufactures, distributes, imports into the customs territory of the United States, exports from the United States, or introduces into an installation, vessel, vehicle, or aircraft used by or under the control of the armed forces a substance described in subsection (b) shall be punished as a court-martial may direct.
- B. The substances referred to in subsection (a) are the following:
 1. Opium, heroin, cocaine, amphetamine, lysergic acid diethylamide, methamphetamine, phencyclidine, barbituric acid, and marijuana, and any compound derivative of any such substance.
 2. Any substance not specified in clause (1) that is listed on a schedule of controlled substances prescribed by the President for the purposes of this article.
 3. any other substances not specified in clause (1) or contained in the list prescribed by the President under clause (2) that is listed in Schedules I through V of section 202 of the Controlled Substances Act (21 U.S.C. 812).

Active Duty military personnel should seek additional information from their supervisors.

HEALTH RISKS

Drugs	Possible Side Effects	Effects of Overdose	Withdrawal Syndrome
Narcotics (Opium, Morphine, Codeine, Heroin, Hydromorphone, Meperidine, Methadone, Hydrocodone, Fentanyl, Analogs, Oxycodone)	Euphoria, drowsiness, respiratory depression, constricted pupils, nausea	Slow and shallow breathing, clammy skin, convulsions, coma, possible death	Watery eyes, runny nose, yawning, loss of appetite, irritability, tremors, panic, cramps, nausea, chills, and sweating
Depressants (Chloral Hydrate, Barbiturates, Benzodiazepines, Methaqualone, Gluethemide)	Slurred speech, disorientation, drunken behavior without odor of alcohol	Shallow respiration, clammy skin, dilated pupils, weak and rapid pulse, coma, possible death	Anxiety, insomnia, tremors, delirium, convulsions, possible death
Stimulants (Cocaine, Amphetamines, Methamphetamine, Phenmetrazine, Methylphenidate)	Increased alertness, excitation, euphoria, increased pulse rate and blood pressure, insomnia, loss of appetite	Agitation, increase in body temperature, hallucinations, convulsions, possible death	Apathy, long periods of sleep, irritability, depression, disorientation
Hallucinogens (LSD,	Illusions and	Longer, more intense "trip"	Withdrawal syndrome not

Mescaline, Peyote, Amphetamine Variants, Phencyclidine, Phencyclidine Analogs)	hallucinations, poor perception of time and distance	episodes, psychosis, possible death	reported
Cannabis (Marijuana, Tetrahydrocannabinol, Hashish, Hashish Oil)	Euphoria, relaxed inhibitions, increased appetite, disoriented behavior	Fatigue, paranoia, possible psychosis	Insomnia, hyperactivity, decreased appetite
Anabolic Steroids (testosterone, Nandrolone, Oxymetholone)	Virilization, acne, testicular atrophy, gynecomastia, aggressive behavior, edema	Unknown	Possible depression
Alcohol Abuse	Impairment of judgment and coordination required to drive a car safely, aggressive acts, impairments in higher mental functions severely altering ability to learn and remember information, fetal alcohol syndrome	Respiratory depression, possible death	Severe anxiety, tremors, hallucinations, and convulsions

RESOURCES FOR EDUCATION, CONSULTATION, AND COUNSELING

Online Resources

Information about drug and alcohol abuse education, consultation, and counseling may be available from these online resources:

- National Institute on Alcohol Abuse and Alcoholism - www.niaaa.nih.gov
- National Institute on Drug Abuse - www.nida.nih.gov
- Centers for Disease Control and Prevention - www.cdc.gov
- Substance Abuse and Mental Health Services Administration - www.samhsa.gov
- Prevention Online - SAMHSA's National Clearinghouse for Alcohol and Drug Information – www.samhsa.gov/prevention.
- Maryland Alcohol and Drug Abuse Administration – <https://health.maryland.gov/bopc/Pages/pc.aspx>

UMGC Resources

Stateside

Within the United States, the Maryland State Employee Assistance Program (EAP) may be able to provide confidential counseling and referral assistance to employees who are experiencing personal and medical problems, including drug and alcohol abuse. The **Office of the Statewide Equal Employment Opportunity Coordinator** (<http://www.dbm.maryland.gov/employees/Pages/EAP.aspx>) provides this confidential service to help State employees who face personal matters that adversely affect their job performance.

UMGC Europe

UMGC Europe employees experiencing problems stemming from personal and medical problems including drug and alcohol abuse should contact the **Human Resources Office** at +49-(0)631-534-800 for information on available counseling. UMGC Europe students can receive treatment at local military or local national facilities. In addition, students may receive health education counseling which includes chemical and substance abuse.

UMGC Asia

UMGC Asia students and employees are encouraged to contact their Family Advocacy Center for counseling related to drug and/or alcohol abuse. Family Advocacy programs on military bases throughout the Pacific region provide confidential counseling to all Status of Forces Agreement (SOFA) sponsored and Active Duty military personnel who are experiencing problems stemming from all various personal and medical issues, including drug and alcohol abuse. At **Yokota**, you can call **Family Advocacy** at **DSN: 225-3648**. Active Duty UMG Asia students can receive referral to local treatment programs offered through Family Advocacy through referrals from his/her supervisor.