



## UNIVERSITY SYSTEM OF MARYLAND

### 138.0 VI-1.20 - UNIVERSITY OF MARYLAND SYSTEM POLICY ON SEXUAL HARASSMENT

(Approved by the Board of Regents, June 5, 1992)

The University of Maryland System is committed to creating and maintaining an environment in which every individual can work and learn without being harassed. All members of the academic community should support the principle that sexual harassment represents a failure in ethical behavior and that sexual exploitation of professional relationships will not be condoned. Sexual harassment is inconsistent with commitment to the goals of quality, access and choice that characterize the activities of the System and its constituent institutions. Sexual harassment is a form of discrimination prohibited by federal and state law.

Each institution of the University of Maryland System shall have procedures for implementation of the policy prohibiting sexual harassment, consistent with federal and state laws and policies.

Those procedures shall ensure that the community is educated about the problem and sanctions which can be imposed and is well informed concerning resources available to complainants, and informal and formal means of complaint resolution.

Procedures shall be designed to give due consideration to confidentiality, prevent retaliation, and achieve prompt and equitable resolution of complaints while protecting the rights of the person bringing the complaint and of the person accused of harassment.

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University System of Maryland  
3300 Metzgerott Road  
Adelphi, MD 20783-1690, USA  
301.445.2740