



**Summary of
Settlement Agreement
between
the United States of America
and
University of Maryland, Baltimore County**



Introduction

This document summarizes a Settlement Agreement between the Department of Justice (United States) and the University of Maryland, Baltimore County (UMBC or University). The Settlement Agreement is public and available on both the United States' [website](#) and UMBC's [website](#). This Summary is intended to increase awareness and understanding of the Settlement Agreement.

Title IX of the Education Amendments of 1972 (Title IX) entitles students and employees to an educational environment free of discrimination on the basis of sex. The Educational Opportunities Section of the U.S. Department of Justice's Civil Rights Division investigated allegations of sex discrimination at the University of Maryland, Baltimore County and found that UMBC was aware of and failed to adequately address allegations that a former Head Coach of the UMBC Swimming and Diving Team subjected student-athletes to sexual assault, harassment, and other sex discrimination.

UMBC cooperated fully with the United States' investigation and has expressed its commitment to protecting the health and safety of its campus community. Toward that goal, UMBC agreed to resolve the matter through a Settlement Agreement that requires campus-wide reforms in how UMBC responds to reports of sex discrimination. This summary highlights some of those reforms.



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Overview

Provisions 1.A. and 1.B.

UMBC will not discriminate or allow discrimination based on sex in its programs or activities.

- UMBC will respond **promptly and effectively** to reports of sex discrimination.
- UMBC will ensure **sufficient funding and resources** for an effective Title IX compliance program.

Sex discrimination includes **sex-based harassment** (including unwelcome sexual touching, sexual assault, and stalking) and retaliation.

Retaliation includes intimidation, threats, coercion, or discrimination against any person for reporting sex discrimination or participating in the Title IX process.



Title IX Compliance Program Review

Provisions 2.A. and 2.C.

By September 30, 2024, UMBC will **assess:**

- the Title IX Coordinator’s **role and authority;**
- **staffing needs and other resources;** and
- ways to **increase visibility** of the Title IX Coordinator.

UMBC will **report the results** of this assessment to the United States.



In 2027, UMBC will **review its Title IX compliance program** again and report the results to the United States.



Title IX Policy Review

Provisions 3.A., 3.B., and 3.D.



UMBC will **revise its Title IX Policy** to:

- ✓ designate employees who must report sex discrimination to the Title IX Coordinator;
- ✓ clearly identify employees who are not required to report sex discrimination to the Title IX Coordinator; and
- ✓ explain how to request supports or services and find confidential resources.

UMBC will share its revised Title IX policy with the campus community.



Personnel and Resources

Provisions 2.D., 2.H., and 4.E.

UMBC will hire a **full-time Title IX Coordinator** and a **full-time employee to provide confidential emotional support** to community members who have experienced sexual assault.



UMBC will track **all** sex discrimination reports, and the University's response, in an **electronic case management system**.





Coordination of Campus Resources

Provisions 4.A. and 4.D.

UMBC will enhance its response to sex-based harassment and improve the coordination of campus resources.

- UMBC will improve **information-sharing practices** between University offices to ensure that its response to reports of sex discrimination is prompt and effective.
- The University will form a **Coordinated Community Response Team (CCRT)** to recommend practices and programming intended to prevent and address sex-based harassment on campus.



The **CCRT** will include students and employees and meet with the University President regularly.



Training, Education, and Prevention

Provisions 5.A., 5.B., and 5.C.



Train all students and employees annually on the University's sex discrimination policy, including employee reporting obligations.



Identify trends in reporting and respond by **providing additional targeted training** to students and employees.



Train all students-athletes and Athletics Department staff on coach-athlete power dynamics, healthy relationships, boundaries, and retaliation.

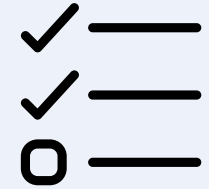


Create and offer on-going **campus-wide programming and education** designed to prevent sex discrimination.



Remediating Harm and Addressing Climate

Provisions 6.A., 6.B., and 6.C.



To remedy harms to student-athletes and address the climate within Athletics, UMBC will:

- address any **visual displays** of the former Head Coach in facilities and websites;
- provide **financial relief** to certain student-athletes;
- administer **end-of-season surveys** to student-athletes about their experiences with sex discrimination and respond with appropriate corrective action; and
- with input from student-athletes, faculty, and staff, adopt **rules of behavior for coaching staff**, including:
 - coaches' reporting obligations;
 - boundaries on physical contact and personal communication with students;
 - rules on coaches' access to private student facilities; and
 - prohibitions on romantic or intimate relationships with students.



Compliance Monitoring and Term of Agreement

Provisions 2.J., 7.C., and 9.B.

The United States will monitor UMBC's compliance with Title IX and this Agreement.

UMBC will routinely:

- **Respond to trends** identified in sex discrimination reports through targeted action (such as training, education, and outreach).
- **Review** its response to sex discrimination reports, **identify problems**, and take **corrective action**.
- **Report** to the United States on its compliance with the terms of this Agreement and Title IX.

The United States **may provide feedback** on UMBC policies and trainings related to sex discrimination, visit campus for meetings with students and employees, and request documents from UMBC.



This Agreement will be in effect through the end of the **2028-2029 academic year**.



Contact Information

University of Maryland, Baltimore County

If you have concerns about sex discrimination at UMBC, please contact:

UMBC's Office of Equity and Civil Rights

✉ Email: ecr@umbc.edu

☎ Phone: **410-455-1717**

U.S. Department of Justice Civil Rights Division Educational Opportunities Section

If you have concerns about sex discrimination at UMBC and believe the University has not responded adequately to your concerns, please contact the Civil Rights Division.

✉ Email: Community.UMBC@usdoj.gov

You may also submit a complaint through the [Civil Rights Division Reporting Portal](#)