

Sexual Misconduct

Wor-Wic prohibits acts of sexual misconduct including sexual harassment. Sexual harassment is defined to include harassment (quid pro quo or unwelcome conduct), sexual assault, domestic violence, dating violence and stalking. Definitions of these offenses, a description of supportive measures, and investigation and disciplinary procedures are available on the college website, as well as in the college catalog (for students) and the policies and procedures manual (for employees).

Victims of sexual misconduct are encouraged to report the incident to a college public safety officer. The public safety officer refers students to the dean of enrollment management and student services and employees to the executive director of human resources and informs the victim of a sexual assault of his or her rights to file criminal charges with the appropriate law enforcement official, to request assistance with notifying such authorities or to decline notification of such authorities. The dean of enrollment management and student services or executive director of human resources encourages the victim to contact law enforcement and medical personnel as soon as possible to receive guidance in the preservation of evidence needed for proof of criminal assaults, obtaining a protective order, and the apprehension and prosecution of assailants. At the request of the victim, the dean of enrollment management and student services or executive director of human resources assists in the notification of local law enforcement officials and makes arrangements for transport to the nearest hospital equipped with the Maryland State Police Sexual Assault Evidence Collection Kit (TidalHealth Peninsula Regional, Atlantic General Hospital or TidalHealth McCreedy Pavilion).

The college protects the confidentiality of victims and other necessary parties by completing publicly-available documents without including personally-identifiable information.

To facilitate reporting and improve access to care, the college continues to pursue formalized agreements with organizations that provide trauma-informed services to victims of sexual assault.

Students who have been drinking and/or using drugs at the time a sexual violence incident occurs could be hesitant to report such incidents due to fear of potential consequences for their own conduct. When the college determines that a student (a) violated the substance abuse policy during or near the time of an alleged sexual assault, (b) in good faith reported a sexual assault or is participating in a sexual assault investigation as a witness, and (c) the college determines that the substance abuse violation was not reasonably likely to put the health or safety of another individual at risk, the college does not impose a campus conduct action for the substance abuse violation other than mandatory substance abuse intervention, when appropriate. The college provides any student or employee who indicates that he or she is a victim of

such an offense, or who is participating in an investigation of such an offense, with an explanation of his or her rights and options, regardless of the location where the offense occurred.

LINKS

[Sexual Misconduct Procedures](#)