You are not alone.
We are here to help you.
You have options.
Here is how we can help.

RESOURCES
& REPORTING OPTIONS

For Sexual Misconduct & Gender-Based Violence

For more information, contact the,
Title IX Coordinator, 410.225.2363
Deputy Title IX Coordinator 410.225.2422
www.mica.edu/titleix
MICA seeks to provide a safe environment for our community. Our goal is to ensure that all cases of sexual misconduct and gender-based violence are handled appropriately. More importantly, we want community members to feel safe and supported. Please use this guide as a starting point.

**EMERGENCY/URGENT ASSISTANCE**

Call 911 for urgent assistance.

**MEDICAL HELP**

You should consider seeking medical attention as soon as possible at one of the nearby medical facilities. It is important that evidence is collected even if you are not prepared to make a report. In Maryland, evidence may be collected even if you choose not to make a report to law enforcement. You may be examined under “Jane Doe” and do not have to provide your name. Please ask for the SAFE exam—they are always free.

**TALK TO SOMEONE**

Whether or not you have signs of visible trauma, there are resources on and off campus available to you. The MICA Counseling Center is an on-campus confidential resource that can provide you with the support while allowing you the time and space you need to process what has happened. The Center can also give you basic information about your options and available resources. The Counseling Center is a resource for MICA students. MICA employees and their dependents can find a counselor by calling Health Advocate.

**REPORT A CONCERN AND GET SUPPORT**

You have the choice to report or not. If you choose to report, please consult with the Associate Vice President of Human Resources and Title IX Coordinator for employee related matters. For student matters, please consult with the Vice President of Student Affairs and Deputy Title IX Coordinator. MICA is here to support you.

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WHO CAN I CONTACT? RESOURCES

EMERGENCY: CALL 911

SEEK MEDICAL ASSISTANCE
+ On Campus - Student Health Services, 410-225-4118
+ University of Maryland at Midtown (nearest hospital to MICA), 410-225-8000
+ Mercy Hospital offers free Sexual Assault Nurse Examiner (SANE) program, 410-332-9477

TALK TO SOMEONE
+ Emergency: 443-423-3333, ask for “on-call counselor”
+ Sexual Assault Centers
  Baltimore City: 410-837-7000 Baltimore County: 410-377-8111
+ MICA Counseling Center/ Student Health Services
  410-225-2367
+ Maryland Network Against Domestic Violence:
  1-800-634-3577, mnadv.org
+ National Domestic Violence: 1-800-799-7233 (SAFE), ndvh.org
+ Turn Around Inc
  (counseling, advocacy, and 24-hour hotline)
  www.turnaroundinc.org
  24 hour helpline: 443.279.0379
  Appointments: 410.377.8111

RESOURCES AVAILABLE TO EMPLOYEES AND DEPENDENTS
+ HealthAdvocate: 855-558-2004, members.healthadvocate.com

REPORT TO SOMEONE

+ Title IX Coordinator:
  Colleen Cashill, 410-225-2363
+ Deputy Title IX Coordinator:
  Michael Patterson, 410-225-2422
+ Campus Safety:
  443-423-3333 or 410-225-2245
+ Baltimore City Police,
  911 or 410-396-2411

OPTIONS FOR CHANGING ACADEMIC AND LIVING SITUATIONS
+ Student Development Specialist: 410-225-2422

SUPPORT FOR CREATING A SAFETY PLAN
+ Campus Safety: 443-423-3333 or 410-225-2245

LEGAL ASSISTANCE:
+ SALI (Sexual Assault Legal Institute)
  Legal services for victims and survivors
  www.mcasa.org/survivors/sali/
  877-496-SALI
+ Women’s Law Center of Maryland
  Representation for protective orders
  www.wlcmd.org, 410-321-8761
+ House of Ruth
  (Intimate Partner Violence Center)
  www.hruth.org
  24 hour helpline: 410 889 7884
  Legal office: 888-880-7884

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Consent: the knowing, voluntary, and clear permission by word or action to engage in mutually agreed upon sexual activity. Since individuals may experience the same interaction in different ways, it is the responsibility of each party to make certain that the other has consented before engaging in the activity. For consent to be valid, there must be a clear expression in words or actions that the other individual consents to that specific sexual conduct.

A person cannot consent if the individual is unable to understand what is happening or is disoriented, helpess, asleep, or unconscious for any reason, including due to alcohol or other drugs. An individual who engages in sexual activity when the individual knows, or should know, that the other person is physically or mentally incapacitated has violated this policy. Silence or the absence of resistance alone is not consent.

Consent to some sexual contact (such as kissing or fondling) cannot be presumed to be consent for other sexual activity (such as intercourse). A current or previous relationship is not sufficient to constitute consent. A person can withdraw consent at any time during sexual activity by expressing in words or actions that the individual no longer wants the act to continue, and, if that happens, the other person must stop immediately.

It is not an excuse that the individual responding party of sexual misconduct was intoxicated and, therefore, did not realize the incapacity of the other. Incapacitation is defined as a state where someone cannot make rational, reasonable decisions because they lack the capacity to give knowing consent (e.g., to understand the “who, what, when, where, why or how” of their sexual interaction). This policy also covers a person whose incapacity results from mental disability, involuntary physical restraint, or from the taking of incapacitating drugs.

Non-Consensual Sexual Contact: any intentional sexual touching, however slight, that is without consent or by force. Sexual touching includes contact with the breasts, groin, genitals, mouth, or other bodily orifice of another individual, or any other bodily contact made in a sexual manner.

Sexual Misconduct: acts of sexual misconduct committed by any person upon any other person, regardless of the sex, gender, age, sexual orientation, or gender identity of those involved.

Non-Consensual Sexual Intercourse: any sexual penetration, however slight, that is without consent or by force. Sexual penetration includes vaginal or anal penetration by a penis, tongue, finger, or object and oral sex by mouth-to-genital contact.

Domestic and Dating Violence: violence between those in an intimate relationship to each other (this includes violence in romantic, date, domestic, and platonic relationships).

Stalking: a malicious course of conduct that includes the act of approaching or pursuing someone with the intention of placing (or the reasonable knowing that the conduct will place) that person in reasonable fear of serious bodily injury, assault, sexual violence, or other traumatic event.

To learn more about MICA’s policies and procedures, please visit: www.mica.edu

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