



Notice of Rights and Responsibilities

The Office of Institutional Equity (“OIE”) at Salisbury University (the “University” or “SU”) has received a complaint alleging violation(s) of University Policy, and you have been identified as a Complainant or a Respondent. The University is committed to a neutral and impartial investigation and adjudication process, and has made no conclusions yet as to what happened. The OIE does not act as an advocate for either Party. The Respondent is presumed not responsible for any and all allegations until the University provides the Parties with the Written Notice of Determination following any appeal.

Both Parties have the following rights:

- to be treated with dignity and respect by all University officials;
- to be informed of available Supportive or “Interim” Measures (see the applicable [Policy and Procedures](#) for more information).
- to be informed of available community and campus resources and services (see the [Resource List](#) and on the OIE web page for more information).
- to one (1) Advisor and one (1) Support Person (see the applicable [Policy and Procedures](#) and [here](#) on the OIE web page for more information);
- to regular updates on the status of the investigation and/or resolution process; and
- to privacy – the OIE will share information about this investigation with others only on a need-to-know basis.

The University prohibits Retaliation against anyone for reporting a complaint, assisting in the filing of a complaint, or cooperating in the investigation of a complaint. See the applicable [Policy and Procedures](#) for the definition of Retaliation and additional information. Any claims of Retaliation should be reported immediately to the OIE. Allegations of Retaliation will be investigated and could result in sanctions up to and including termination/dismissal of the offending Party or Parties.

Any person who knowingly provides frivolous, false, or fraudulent information to the OIE may be subject to discipline.

My signature below certifies that I have read and understand the above statement and that I have received copies of the following documents:

- Salisbury University Policy and Procedures Prohibiting Sexual Misconduct and Other Sex and Gender-Based Discrimination
- Salisbury University Policy Prohibiting Non-Sex Based Discrimination
- Salisbury University Procedures for Investigating and Adjudicating Complaints of Non-Sex Based Discrimination Against a Student
- Salisbury University Procedures for Investigating and Adjudicating Complaints of Non-Sex Based Discrimination Against Non-Students
- Resource List
- Maryland Annotated Code Article-State Personnel and Pensions Title V; Subtitle 2 (Employees only)
- Maryland Annotated Code Article-Education Title 13; Subtitle 2 (Employees only)

Signature of the Party

Date

Printed Name of Party

Primary Role on Campus (faculty/staff/student)