

## Equity and Inclusion Policies

### Diversity Statement

It is my intent that students from all diverse backgrounds and perspectives be well-served by this course, that students' learning needs be addressed both in and out of class, and that the diversity that the students bring to this class be viewed as a resource, strength and benefit. It is my intent to present materials and activities that are respectful of diversity: gender identity, sexuality, disability, age, socioeconomic status, ethnicity, race, nationality, religion, and culture. Your suggestions are encouraged and appreciated. Please let me know ways to improve the effectiveness of the course for you personally, or for other students or student groups.

### Student Disability Services (SDS)

UMBC is committed to eliminating discriminatory obstacles that may disadvantage students based on disability. Services for students with disabilities are provided for all students qualified under the [Americans with Disabilities Act \(ADA\) of 1990](#), the [ADAAA of 2009](#), and [Section 504 of the Rehabilitation Act](#) who request and are eligible for accommodations. The Office of Student Disability Services (SDS) is the UMBC department designated to coordinate reasonable accommodations that would allow students to have equal access and inclusion in all courses, programs, and activities of the University.

If you have a documented disability and need to request academic accommodations, please register with the Office of Student Disability Services (SDS) as soon as possible. To begin the registration process please visit the SDS website and review the registration information, including disability documentation guidelines and how to submit the SDS registration form online using the confidential data management software called Accommodate <https://sds.umbc.edu/accommodations/registering-with-sds/>.

Once accommodations have been approved, you and your instructors will be notified via an emailed accommodation letter from the SDS office. Both the SDS office and Shady Grove's [Center for Academic Success](#) (CAS) will work with you to ensure you receive the approved accommodations. If you have any questions or concerns, please contact the [Office of Student Disability Services](#) via [disAbility@umbc.edu](mailto:disAbility@umbc.edu) or phone at 410-455-2459. Please note that accommodations are not retroactive and begin once [SDS](#) sends an approved accommodation letter.

For more information on the services CAS provides, please contact Mary Gallagher ([maryg@umd.edu](mailto:maryg@umd.edu)) or visit <https://shadygrove.umd.edu/student-services/center-for-academic-success>.

### Title IX Statement:

Any student who has experienced sexual harassment or assault, relationship violence, and/or stalking is encouraged to seek support and resources. There are a number of resources available to you. Please see [this website](#) for recently updated UMBC Policies and Resources during COVID-19.

With that said, as an instructor, I am considered a Responsible Employee, as per [UMBC's Interim Policy on Prohibited Sexual Misconduct, Interpersonal Violence, and Other Related Misconduct](#). This means that while I am here to listen and support you, I am required to report disclosures of sexual assault, domestic violence, relationship violence, stalking, and/or gender-based harassment to the University's Title IX Coordinator. The purpose of these requirements is for the University to inform you of options, supports, and resources.

**You can utilize support and resources even if you do not want to take any further action.** You will not be forced to file a police report, but please be aware, depending on the nature of the offense, the University may take action.

**If you need to speak with someone in confidence about an incident, UMBC has the following Confidential Resources available to support you:**

- [The Counseling Center: 410-455-2742](#) (M-F 8:30 a.m. – 5 p.m.)
- [University Health Services: 410-455-2542](#) (M-F 8:30 a.m. – 5 p.m.)
- For after-hours emergency consultation, call the [police](#) at [410-455-5555](#)

**Other on-campus supports and resources:**

- [The Women's Center](#) (available to students of all genders): [410-455-2714](#) (M-Th 9:30 a.m. – 6 p.m., F 9:30 a.m. – 4 p.m.)
- [Title IX Coordinator: 410-455-1606](#) (9 a.m. – 5 p.m.)

### **Child Abuse and Neglect**

Please note that Maryland law requires that I report all disclosures or suspicions of child abuse or neglect to the Department of Social Service and/or the police.