

**SOLICITATION BC-21115-M
TITLE IX CONSULTANT SERVICES
FOR THE UNIVERSITY OF MARYLAND, BALTIMORE COUNTY
October 16, 2018**

I. SUMMARY DESCRIPTION: The University of Maryland, Baltimore County (UMBC) seeks proposals from qualified consultants to (i) conduct a comprehensive review and assessment of current University processes, policies, procedures and practices regarding prevention efforts and response to campus sexual misconduct and interpersonal/relationship violence, and (2) provide a written report of the findings and recommendations for improvements consistent with applicable Federal and State laws, University System of Maryland policies, and best and emerging practices among other institutions of higher education. The Title IX Program references the collective work and efforts of multiple offices on campus including, but not limited to, the Office of Human Relations, Student Affairs, University Health Services, the Counseling Center, the Women's Center, Athletics, and UMBC Police.

For purposes of this solicitation, sexual misconduct and interpersonal violence encompasses a range of behaviors, including sexual harassment, sexual assault, sexual intimidation, sexual exploitation, stalking, domestic violence, and relationship violence.

Comprehensive review should be multidisciplinary in approach and should minimally include review from legal, public health, and trauma informed psychological and/or social work approaches. Recommendations should be made based on best practice comparisons and evidence based strategies for relationship violence and sexual violence prevention and harm reduction.

II. SCOPE OF SERVICES/WORK TO BE PERFORMED:

A. Document/Process/Program Reviews to include the following items relative to sexual misconduct:

- Current Title IX/sexual misconduct policies and procedures
- Current UMBC Police procedures and memorandum of understanding with Baltimore County Police;
- Current Title IX practices and the impact on the process of handling sexual misconduct cases inclusive of triage team composition and process;
- Current and new Federal and State statutory requirements;
- 2016 and 2018 Campus Climate Survey Results
- Current communication strategies employed inclusive of messaging at each touch point, public messaging through websites and written communications;
- The frequency, format and content of training offered and conducted for faculty, staff and students and associated outreach
- Awareness and prevention programs available on campus; and,
- Support programs, services and resources available to student, faculty and staff who have been affected by sexual misconduct.
- Accessibility of websites where relevant policies, procedures, reports, support and resources are available.
- Data collection and assessment practices.

B. Information Sources:

- Human Relations Office website at <https://humanrelations.umbc.edu/sexual-misconduct/>.
- Campus Climate and Sexual Assault 2016 Survey available at <https://humanrelations.umbc.edu/sexual-misconduct/climate-survey/>.
- Campus Climate and Sexual Assault 2018 Survey (will be made available to selected firm).
- Take Back the Night Survey Results for 2017 (provided in Appendix A)
- Take Back the Night Survey Results for 2018 (provided in Appendix B)
- Take Back the Night (TBNT) Program Assessment prepared by Patricia Esparaga, M.A. in 2016 (provided in Appendix C)
- On campus interviews with individuals in a group setting from the following areas/centers/organization: (1) Athletics, (2) Board of Review Members, (3) Campus Leadership, (4) Counseling Center, (5) Faculty Group, (6) Health Services Center, (7) Human Relations Office, (8) Human Resources, (9) Interfaith Center, (10) Office of the General Counsel, (11) Mosaic Center, (12) Residential Life, (13) University Police, (14) Student Affairs, (15) Campus Life for Fraternities and Sororities, (16) Student Organizations (including Graduate Student Association, Residential Student Association, Student Government Association and other student organizations that are particularly impacted by sexual violence such as women of color, trans women, people with disabilities, etc.), (17) Student group that identify as survivors and/or have been through the Title IX process (inclusive of both reporting and responding party), (18) Women's Center
- Office on Violence Against Women (OVW) College Consortium Grant Strategic Plan available from the Human Relations Office
- NCAA Sexual Violence Prevention Toolkit (see: <http://www.ncaa.org/sport-science-institute/sexual-violence-prevention-tool-kit>)
- UMBC Policy on Amorous and Sexual Relationships (see: <https://www.umbc.edu/policies/pdfs/UMBCPolicyonAmorousandSexualRelations2004.pdf>)
- UMBC 2018 Clery Report/Annual Security Report (see: <https://police.umbc.edu/clery-report-2018/>)
- Applicable Federal and State laws including the new State law in Maryland effective 10/1/18 (see http://mgaleg.maryland.gov/2018RS/chapters_noln/Ch_395_hb0913T.pdf).
- Applicable University websites and associated social media pages relative to campus communications including the following:
 - o Counseling Center (<http://counseling.umbc.edu/>)
 - o Office of the General Counsel (<https://ogc.umbc.edu/>),
 - o University Health Services Center (<https://www.umbc.edu/uhs/>)
 - o Human Relations (<https://humanrelations.umbc.edu/>),

- [UMBC Police \(https://police.umbc.edu/\)](https://police.umbc.edu/),
 - [Student Affairs \(https://studentaffairs.umbc.edu/\)](https://studentaffairs.umbc.edu/) ,
 - [Women’s Center \(https://womenscenter.umbc.edu/\)](https://womenscenter.umbc.edu/)
 - [UMBC Relationship Violence Awareness and Prevention \(http://rvap.umbc.edu/rvap/healthy-relationship/\)](http://rvap.umbc.edu/rvap/healthy-relationship/)
- Other Information requested by the consultant
 - Other relevant information subsequently identified by the University
- C. Assessment:
- Based on the information collected from the document/process review and information sources as noted above, conduct an assessment of the University’s Title IX program; and,
 - Conduct a comparison of the UMBC’s Title IX program with (i) other higher education institutions with leading practices, (ii) national best and emerging practices and (iii) evidence based strategies for prevention of sexual violence.
- D. Recommendations: Provide recommendations to improve/enhance UMBC’s Title IX program, resources and services related to sexual misconduct and overall campus climate.

III. DELIVERABLES

The consultant shall provide a written report to the University on its Title IX program. The report must include sections that summarize the information collection process, assessment, results/findings, conclusions and recommendations. At a minimum, the Title IX report shall include:

- A concise executive summary;
- A description of the information gathering and review process;
- The outcome of the assessment of the University’s Title IX program inclusive of the comparison with other higher education institutions, national best practices and evidence based health strategies (inclusive of prevention and training).
- Recommendations to improve/enhance the University’s Title IX program and other services related to sexual misconduct, and overall campus climate.
- Appendices that include relevant detailed information that supports the recommendations of the report.

The consultant shall provide its findings and recommendations in an agreed-upon format to the University. It is anticipated that a minimum of one draft report will be provided to the University for review and comment prior to finalization. A two–week University review period is to be assumed for scheduling purposes.

UMBC shall own all deliverables resulting from this project and must be able to use the deliverables as UMBC deems in its best interest.