

Re: Grant Number

Greetings:

This letter confirms the University of Maryland, Baltimore's (UMB) support for a safe and equitable environment.

UMB includes a Notice of Non-Discrimination at Policy Number VI-1.00(C) which states:

Notice

The University of Maryland, Baltimore ("UMB") complies with state and federal law and does not discriminate on the basis of race, color, religion, age, national origin or ancestry, sex, pregnancy or related conditions, sexual orientation, gender identity or expression, genetic information, physical or mental disability, marital status, protected veteran's status, or any other legally protected classification.

Policy Statement

UMB prohibits discrimination against students, faculty, staff, and applicants for admission or employment, on the basis of any legally-protected characteristic, in admissions, financial aid, educational services, housing, student programs and activities, recruitment, hiring, employment, appointment, promotion, tenure, demotion, transfer, layoff or termination, compensation, selection for training and professional development, and employee services. UMB also prohibits harassment, including acts of violence, on the basis of any legally-protected characteristic, at UMB and in connection with UMB's programs and activities. This policy also prohibits retaliation against any student, faculty, staff, or applicant for admission or employment who asserts a claim of discrimination under this policy or one who participates in an investigation of a complaint of discrimination.

In addition, the University Systems of Maryland (USM) Policy on Sexual Misconduct, VI-1.60, prohibits sexual misconduct, including sex-based discrimination, and USM Policy on Non-Discrimination and Equal Opportunity, VI-1.00, prohibits discrimination against students, faculty, staff, and applicants on the basis of any legally-protected characteristic. UMB Policies VI-1.00(D) and VI-1.00(E) procedures for adjudicating complaints against UMB Personnel and procedures for adjudicating complaints against UMB Students of discrimination. UMB has additional procedures for adjudicated complaints of sexual misconduct, including sex-based discrimination, for employees and students.

UMB, as an institute of higher education, has a designated Title IX Coordinator who oversees UMB's program to prevent and respond to reports of potential sexual discrimination, harassment or misconduct. UMB complies with all requirements for notifications, including reporting or

responding to the Office of Civil Rights. All UMB Personnel and Students are required to take Title IX training that includes information on recognizing sexual discrimination, harassment or misconduct, bystander intervention strategies, reporting requirements and methods, and resources at the campus, City, State, and National levels.

UMB's Title IX Coordinator also serves as the Executive Director of Civil Rights Compliance and oversees its non-discrimination programs based on protected classes. Finally, UMB has an office of Educational Support and Disability Services to oversee its student disability accessibility program and designated its Human Resource Services oversees its employee accessibility program.

If Administrative or disciplinary action is taken that impacts the ability of the PD/PI or other key personnel to continue their role on the NIH award described in the training grant application, the University of Maryland, Baltimore has and will follow all necessary policies of NIH as noted in the NIH Grants Policy Statement (GPS) 8.1.2.6, Change in Status, Including Absence of PD/PI and Other Senior/Key Personnel Named in the NoA.

Sincerely,

Dr. Susan C. Buskirk, DM, MS, CCEP
Vice President
Chief Accountability Officer
Institutional Official