

**Policy Number**, TBD

**Title**, “UMB Policy Banning High-Pressure Recruiting Tactics for Service Member Enrollments”

1. **Purpose**

UMB complies with the Department of Defense (DoD) ban on high-pressure tactics to for the purpose of securing Service member enrollment in UMB, as specified in the DoD Memorandum of Understanding paragraph 3.j.(3). *Approved December 24, 2019*

1. **Policy Statement**

UMB bans high-pressure recruitment tactics such as multiple unsolicited contacts (3 or more), including contacts by phone, email, or in-person, and engaging in same-day recruitment and registration for the purpose of securing Service member enrollments.

1. **Definitions**

**Military Service Member:** Active member of the “uniformed services,” consisting of the armed forces (Army, Navy, Air Force, Marine Corps, and Coast Guard), the Commissioned Corps of the National Oceanic and Atmospheric Administration (NOAA) and the Commissioned Corps of the Public Health Services.

1. **Scope**

This policyapplies to all UMB staff, affiliates, and/or third parties under the control of the University of Maryland, Baltimore who engage in financial compensation or incentives and/or engage in current military service member recruitment and/or enrollment.

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**Administrative Information**

*These items should be considered during the drafting process and will assist with navigating and search options once the policy has been uploaded into the library.*

**Responsible VP: Dr. Susan Buskirk, Vice President, and Chief Accountability Officer**

**Policy Applies To:** □ Faculty □ Fellows □ Staff □ Students X All UMB Personnel X Affiliates (VA, UMMS, UPI, Others) □ Visitors, Consultants and Others Using UMB Resources

**Key Related Policies and/or Procedures:**

**Keywords: DoD, Military Service, Active Duty, Military**