

Allegany College of Maryland
STUDENT & LEGAL AFFAIRS – Title IX

EXECUTIVE SUMMARY
SEXUAL MISCONDUCT & SEX DISCRIMINATION POLICY

Title IX is federal law that prohibits discrimination against any person on the basis of sex in any education program or activity; sexual misconduct, relationship violence, sexual harassment, stalking, and gender discrimination are forms of discrimination under Title IX along with other bad acts. The College's policy and procedures relating to sexual misconduct and sex discrimination include requirements under Title IX, Clery Act, Violence Against Women Act, and other federal/state laws commonly referred to – collectively – as "Title IX"

- ACM prohibits all forms of sexual misconduct, sex [gender]discrimination, and retaliation.
- ACM's Sexual Misconduct & Sex Discrimination Policy and accompanying procedures comply with all legal mandates.
- ACM's policy and procedures apply to all employees and students.
- All employees are required to be trained in Title IX
- Any employee with knowledge of sexual misconduct and sex discrimination must report it.
- Prevention & Education programming must be provided to students.
- All information related to Title IX compliance may be found at www.allegany.edu/titleIX . Topics include: the complete ACM policy, procedures, rights and responsibilities, interim measures, healthy relationships, risk reduction, consent, bystander intervention, and much more.

ALLEGANY COLLEGE OF MARYLAND TAKES SEXUAL MISCONDUCT AND SEX DISCRIMINATION SERIOUSLY.

Sexual misconduct includes but is not limited to the following unacceptable behaviors: rape, sexual assault, sexual harassment, gender discrimination, gender-identity discrimination, stalking, relationship violence, and attempts to commit such acts. The College will not permit a hostile environment to exist and will not tolerate retaliation against any person who reports and/or cooperates with an investigation. A person accused of violating this policy may be subject to restrictions affecting classes, housing, and/or employment. Any person found responsible for sexual misconduct will be properly sanctioned; options that must be considered include suspension and dismissal from the College.

Upon receiving a report of alleged discrimination and/or sexual misconduct, the College will

1. Conduct an Intake Assessment;
2. Take immediate and appropriate action to stop the misconduct; to prevent its recurrence for the safety, and to remedy the effects of the misconduct;
3. Provide information to the identified complainant and to any identified, accused respondent (if a student or employee) about their rights as well as available resources;
4. Where indicated by the Intake Assessment, conduct a Preliminary Inquiry of the complaint;
 - » At the conclusion of the preliminary inquiry, the investigators shall determine if there is reasonable cause (ie., sufficient substantiating evidence) to proceed and, if so, whether a formal or informal resolution is required.
5. Conduct a formal prompt, adequate, reliable, and impartial investigation of the complaint where indicated;
 - » At the conclusion of any formal investigation, the investigators shall determine if the accused person violated the Code of Student Conduct (student) or HR policies (employees).
 - » The standard of proof shall be Preponderance of Evidence.
 - » If the accused person is found responsible, an appropriate consequence or sanction shall be imposed.
6. Follow all appropriate procedures as detailed in the Code of Student Conduct, Human Resources Manual, and other related institutional policies;
7. Encourage and support a report to local law enforcement;
8. Cooperate with any criminal investigation/prosecution; and
9. Comply with other legal and policy/procedure requirements.

Allegany College of Maryland prohibits sexual misconduct and sex discrimination by or against all students, employees, and campus guests. If you have any questions or concerns or if you need to make a complaint, contact ACM's Title IX Coordinator, Dr. Renee Conner in CC-152, by email at rconner@allegany.edu, or by phone at (301) 784-5206. For detailed information about policy, procedures, and prevention education, see www.allegany.edu/titleIX .
