

Allegany College of Maryland
STUDENT & LEGAL AFFAIRS – Title IX

FREQUENTLY ASKED QUESTIONS
SEXUAL MISCONDUCT & SEX DISCRIMINATION POLICY

- 1.) **What is Title IX?**

Title IX is federal law that prohibits discrimination against any person on the basis of sex in any education program or activity; sexual misconduct and sexual harassment are forms of discrimination under Title IX. 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 related laws are commonly referred to – collectively – as “Title IX”
- 2.) **What is the most important thing I need to know?**

It is all important, but everyone should know that –

 - ACM's Sexual Misconduct & Sex Discrimination Policy and accompanying procedures comply with all legal mandates. *All information related to Title IX compliance may be found at www.allegany.edu/titleIX.*
 - ACM prohibits sexual misconduct and sex discrimination, and retaliation.
 - Any person with knowledge of sexual misconduct and sex discrimination shall make a report.
- 3.) **What do I do if someone tells me s/he was a victim of sexual misconduct or sex discrimination?**

Education and training will be provided to students and employees, and information will be published and posted online on these subjects including what constitutes sexual misconduct and sex discrimination, safety/security procedures and resources, bystander intervention, risk reduction, consequences if found responsible, and receiving, reporting and handling complaints.
- 4.) **To whom do I report sexual misconduct or sex discrimination?**

Any ACM employee – who must forward the report to the Title IX Coordinator for appropriate action.
- 5.) **Who is the Title IX Coordinator?**

Dean of Student & Legal Affairs: Dr. Renee Conner
12401 Willowbrook Road SE / Cumberland, Maryland 21502
College Center #152 / (301) 784-5206 / rconner@allegany.edu
- 6.) **Will the police be involved?**

Maybe. ACM strongly encourages complainants to report crimes to local law enforcement, and ACM will assist complainants in contacting police. Complainants will not be compelled to contact police. (NOTE: ACM strongly urges complainants to get necessary medical treatment; doing so will not automatically involve the police.)
- 7.) **Will the accused person be removed from campus?**

Maybe. ACM's top priority must be to stop the sexual misconduct or sex discrimination and to prevent its recurrence. Therefore, the accused person's removal from campus may be necessary. Factors to be considered include the nature of the complaint, the extent of harm to the complainant, and the extent of risk to any other person or the campus generally.
- 8.) **What if no one knows who is responsible for the sexual misconduct or sex discrimination?**

A Timely Warning under the Clery Act using e-Safe and other communication methods may be issued, and ACM will make every effort to identify the person with the help of law enforcement if the complainant agrees to involve the police. (See above.)
- 9.) **Will the campus be notified that sexual misconduct or sex discrimination occurred?**

Probably not – unless a Timely Warning is issued. Generally, ACM will honor confidentiality to the greatest extent possible to protect the privacy of the people involved, the rights of the complainant and the accused person, and the integrity of the process. However, ACM submits its crime statistics to the federal government and publishes a crime report annually; that information is available to anyone via www.allegany.edu, <http://ope.ed.gov/security/>, Campus Security, and the Office of Student & Legal Affairs.
- 10.) **How can I help?**

Participate in all the education and opportunities; intervene if you see something happening – anywhere; and help us create a campus climate where sexual misconduct and sex discrimination never happens.