

Allegany College of Maryland
STUDENT & LEGAL AFFAIRS

DISCRIMINATION / HATE-BIAS

Non-Discrimination Statement as Required by Federal Directive effective 2/28/25

Allegany College of Maryland does not discriminate on the basis of federally protected classes of race, color, national origin, religion, sex, age, disability, and veteran/military status in matters affecting employment or in providing access to programs and activities. Allegany College of Maryland recognizes and complies with additional protections for employees and/or pursuant to state law.

For inquiries related to the application of this statement, the Non-Discrimination policy, Title IX, and ADA/504, please contact:

Dr. Renee Conner
 Dean of Student and Legal Affairs
 Title IX Coordinator
 ADA/504 Coordinator
 (301) 784-5206 / rconner@allegany.edu

***Allegany College of Maryland does not discriminate based on the federally protected classes. The College complies with all federal, state, and local laws and regulations which prohibit unlawful discrimination. We are committed to complying with all Executive Orders, Dear Colleague Letters, and other federal directives; where language in published documents is inconsistent with those federal directives, the College will comply with and defer to the appropriate federal requirements pending revisions or changed legal mandates.*

***Allegany College of Maryland prohibits retaliation in any form against any person who reports discrimination or who participates in an investigation.*

Definitions:

Hate Crime: an offense that manifests evidence that the victim was intentionally selected because of the perpetrator's bias against the victim on the basis of race, religion, sexual orientation, gender, gender identity, ethnicity, national origin, or disability.

Hate-Bias Incident: a hostile act of conduct, speech, or expression motivated in whole or in part by intolerance, bias, or prejudice against another. Unlike a hate crime, the hostile act is not a criminal act; like a hate crime, the hostile act is motivated by prejudice.

Grievance / Report:

If you have questions or concerns or if you need report an incident, contact the Dean of Student & Legal Affairs: Dr. Renee Conner via email rconner@allegany.edu or call (301) 784-5206. Report crimes to Campus Safety/Special Police at (301) 784-5555.

What can you do?

Treat everyone with courtesy and respect; participate in educational & engagement opportunities; discourage discriminatory behavior; and help us create a campus climate where hate-bias and discrimination never happen.

