

Allegany College of Maryland

STUDENT & LEGAL AFFAIRS – Title IX

BEWARE! THIS MIGHT VIOLATE TITLE IX...

SEXUAL HARASSMENT & SEX DISCRIMINATION POLICY

What is Title IX?

An umbrella term that covers all sorts of crimes and prohibited behaviors by any person associated with the College or on College property or participating in a College-sponsored activity. Sexual assaults, sexual harassment, relationship violence, stalking, and more. These bad acts & retaliation are strictly prohibited.

What are some examples of behaviors that might violate Title IX?

- Rape
- Gossip in person or on social media about another student's sex life. That *could be* sexual harassment.
- Groping another person's private parts without consent. That's sexual assault.
- One person pressures another person to have sex. That *could be* sexual harassment (or stalking if it happens more than once or if there are other prohibited acts). If the person pressuring for sex touches the other person's private parts w/o their consent, that's sexual assault.
- One spouse forced the other spouse to have sexual intercourse. That is rape.
- Repeatedly asking another person for a date after being told No Thank You. Then lingering in the hall outside of class, parking next to their car, sending messages through another student, etc. That is stalking.
- Significant other hits, pushes, grabs, throws objects at, or is otherwise violent (with or without injuries). That is relationship violence. (If married or live together, it's domestic violence.)
- Person A exposes their private parts to Person B w/o Person B's consent. That *could be* sexual harassment.
- Using a position of power to demand sexual contact. That surely would be sexual harassment.
- 2 people have a consensual sexual relationship. The relationship ends. Person A posts or shares compromising photos of Person B. That *could be* sexual harassment (or stalking if there are other prohibited acts.)
- In the last example, Person B reports Person A, who then gets their friends to confront Person B; they also send threatening texts. That's retaliation! Also violates the Code of Student Conduct.
- Spouse A controls all the household finances and demands/asserts access to all of Spouse B's technology including cell phone and email. Starting 10/1/22 under the Violence Against Women Act, that is domestic violence.
- In a couple, Person A regularly insults and belittles Person B – their intelligence, looks, abilities, parenting, or other qualities. Starting 10/1/22 under the Violence Against Women Act, that is dating violence.
- Frequently discussing sex with or in the presence of others, commenting on someone's body/appeal, viewing pornography, and/or other sexualized words, conduct *could be* sexual harassment.
- Instructor or advisor comments to a student that the class/program in which they wish to enroll is not a good choice for a female/male student. That is sex discrimination.

What happens if a violation is reported?

The College is required to act. We cannot and will not ignore sexual assaults, relationship abuse, sexual harassment, stalking, or gender-based discrimination. Reports come to the Title IX Coordinator who will reach out to the person who was reportedly harmed. The Coordinator will get the detailed report, share process information, and discuss options; in most cases, there are both informal and formal options. Either way, the College is required to do everything permitted by the federal regulations to:

- (1) Stop the behavior, (2) Prevent a recurrence, (3) Remedy the effects

What else can I do?

Participate in all the education and opportunities; have conversations with your classmates and friends; be aware of prevention strategies for potential victims and perpetrators; be clear in what you do and do not want; speak up (!); discourage discriminatory behavior/misconduct; be careful how you use social media!, and help us create a campus climate where sexual misconduct and sex discrimination never happens.

See our dedicated webpage: www.allegany.edu/titleIX