

Allegany College of Maryland
STUDENT & LEGAL AFFAIRS

TITLE IX PROCEDURE: CONSEQUENCES / SANCTIONS SEX-BASED HARASSMENT & SEX DISCRIMINATION POLICY

When a report of sex-based harassment or sex discrimination is received, the College shall take action in accordance with policy and procedures. Some matters can be resolved informally; see Informal Resolution. Some matters are resolved with a formal investigation and findings/determination; see Formal Resolution. If a Respondent is found to be in violation of Title IX policy, they are assigned consequence(s) which can also be known as sanction(s). The Complainant may also receive remedies – in addition to or in continuation of supportive measures already in place.

Responsibility, any sanction, and any remedy shall be determined on a case-by-case basis by the Title IX Coordinator in consultation with either or both Deputy Title IX Coordinators. No particular outcome is guaranteed. All Title IX matters shall be independent of any criminal and/or civil court proceeding.

Whether resolved via Informal Resolution or Formal Resolution, the College is committed to taking necessary action to stop any misconduct, prevent a recurrence, and remedy the harmful effects of any misconduct that has occurred.

Possible Resolutions at Intake:

- Intake Assessment indicates the complaint/report is **not** a Title IX matter. (Another policy may apply.)
- Insufficient information to proceed: option to reopen if more information becomes available.
- Intake Assessment indicates there is a reasonable & legal explanation for the act or the behavior complaint (eg., employee clearly followed ACM policy/procedure, course content is rooted in appropriate academic pedagogy □ sexual harassment).
- Complainant declines any action by the College or requests *only* supportive measures (see below). The College will generally support the Complainant's wishes except in some circumstances such as a pattern of alleged sexual misconduct by the person identified by the Complainant or a weapon was used.
- Referral is for an informational/prevention consultation only.

Possible Informal Resolutions:

- 1) SUPPORTIVE MEASURES ONLY
- 2) EDUCATIONAL CONVERSATION
- 3) RESPONDENT ACCEPTS RESPONSIBILITY
- 4) ALTERNATIVE RESOLUTION

Formal Resolution (Investigation + Decision-Making)

- If a student or employee is found **NOT RESPONSIBLE** for violating the policy. The matter is closed without consequences/sanctions or any adverse action. Their institutional record remains clean on this matter.
- If a student or employee is found **RESPONSIBLE** for violating policy; possible consequences are:
 - Possible Consequences to Students found responsible for violating this policy:**
 - Probation with Special Conditions
 - Suspension from Willowbrook Woods
 - Expulsion from Willowbrook Woods
 - Suspension from Allegany College of Maryland (includes Willowbrook Woods)
 - Dismissal/expulsion from Allegany College of Maryland (includes Willowbrook Woods)
 - Possible Consequences to Employees found responsible for violating this policy:**
 - Probationary employment terminated pursuant to Human Resources policy/procedure
 - Disciplinary action pursuant to Human Resources policy/procedure
 - Dismissal pursuant to Human Resources policy/procedure
- Title IX Coordinator implements or oversees the implementation of consequences/sanctions in consultation as needed with Deputy Title IX Coordinator(s).