

Allegany College of Maryland

STUDENT & LEGAL AFFAIRS

EXECUTIVE SUMMARY

SEXUAL HARASSMENT & SEX DISCRIMINATION POLICY

POLICY SUMMARY:

Title IX is federal law that prohibits discrimination against any person on the basis of sex in any education program or activity; it is implemented via federal regulations. The College's policy and procedures relating to sexual harassment 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”

KEY PRINCIPLES:

- 1) ACM prohibits all forms of sexual harassment, sex [gender]discrimination, and retaliation.
- 2) ACM's policy and *general* procedures apply to all employees and all students with some *specific* procedures which provide additional rights/protections to students only.
- 3) Sexual harassment includes: sexual assault, quid quo pro sexual harassment, hostile environment sexual harassment, stalking, relationship violence, and gender-based discrimination.
- 4) Acts of sexual harassment and/or sex discrimination should be reported. College Officials who have authority to take action are **required** to then report the acts to Title IX Coordinator.
- 5) Upon receiving a report, the Title IX Coordinator will review options and procedures with the Complainant. Formal and informal resolutions to reports are possible under certain circumstances. Supportive measures and/or immediate restrictions may be implemented right away; such measures can affect classes, housing, access to campus services and activities, and/or employment.
- 6) Complainants and Respondents are treated equally throughout the process including information and availability of supportive measures as well as restrictions.
- 7) Complainants and Respondents have the right to an advisor throughout the Title IX process; the advisor can be a person of their choosing, an ACM employee who has been trained for this role, or an attorney.
- 8) Formal complaints require a full investigation and hearing with the parties present; hearings have specific rules including cross examination of parties and witnesses by the other party's advisor who may or may not be a lawyer.
- 9) Respondents are presumed not responsible (as required by federal regulations) unless/until proven responsible; the standard of proof is preponderance of the evidence. If responsible, the Respondent will be sanctioned appropriately.

WHAT YOU NEED TO DO:

Do not commit any acts of sexual harassment or sex discrimination. Period. If you are unsure what is permitted and what is not permitted, review the abundant information about healthy relationships, consent, risk reduction, Do's/Don'ts, and more on the dedicated website. (See below.) Participate in campus events and programs designed to educate students and employees about Title IX. ACM is an educational institution that is learner centered, so we urge you to LEARN. Report any acts of sexual harassment or sex discrimination. (See below.) Participate in any proceeding for which you receive notification. Tell the truth. Do not retaliate against any person who reports and/or cooperates with an investigation.

INSTITUTIONAL OBLIGATIONS:

Upon receiving a report of an alleged violation, the College will ...

-  Take immediate and appropriate action to stop the behavior; to prevent a recurrence, and to remedy the effects of any misconduct that has occurred.
-  Treat all persons with respect, dignity, and fairness.
-  Follow all appropriate procedures as detailed in Title IX materials, the Code of Student Conduct, Human Resources Manual, other related institutional policies, state/federal mandates, and legal standards.
-  Encourage and support a report to local law enforcement for any criminal act; cooperate with any criminal investigation/prosecution.
-  Conduct investigations for any formal complaint. Investigations shall be provide a prompt, equitable, reliable, and impartial investigation.

QUESTIONS / CONTACT

All information related to Title IX compliance may be found at www.allegany.edu/titleIX . 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-12, by email at rconner@allegany.edu , or by phone at (301) 784-5206.
