

Allegany College of Maryland  
**STUDENT & LEGAL AFFAIRS**

**EXECUTIVE SUMMARY**

**SEX-BASED 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 sex-based harassment, sex [gender]discrimination, and retaliation.
- 2) ACM's policy and procedures apply to all students, employees, and persons over whom the College has authority.
- 3) ACM's policy and procedures apply to all property owned or managed by the College; all events/activities organized, controlled, or sponsored by the College whether on or off-campus; and certain other circumstances.
- 4) Sex-based harassment includes: sexual assault (all forms), stalking, relationship violence, quid quo pro sexual harassment, hostile environment sexual harassment, and gender-based discrimination (both disparate treatment and disparate impact).
- 5) Acts of sex-based harassment and/or sex discrimination should be reported. College employees are required to promptly report incidents to the Title IX Coordinator.
- 6) Upon receiving a report, the Title IX Coordinator will review options and procedures with the Complainant including the availability of formal investigation or informal resolution; 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.
- 7) Complainants and Respondents are treated equally throughout the process including information and availability of supportive measures as well as restrictions.
- 8) 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.
- 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.
- 10) ACM provides protections for pregnancy and specific pregnancy-related conditions. Employees who have knowledge that a student is pregnant or experiencing one of the related conditions is required to refer the student to the Title IX Coordinator.

**WHAT YOU NEED TO DO:**

Do not commit any acts of sex-based 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.

**QUESTIONS / CONTACT**

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