

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

## TITLE IX PROCEDURE: GENDER DISCRIMINATION 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 2024 regulations specifically prohibit discrimination on the basis of sexual orientation and gender identity – as a form of unlawful sex-based harassment and sex discrimination. Allegany College of Maryland prohibits sex-based harassment and sex discrimination by or against all students, employees, and campus guests. For detailed information about policy, procedures, and prevention, see <https://allegany.edu/title-ix/index.html>

### GENDER DISCRIMINATION DEFINED:

Source: ATIXA's Model Policy (IPIP)

“Sex-based Harassment is a form of sex discrimination and means sexual harassment and other harassment on the basis of sex, including sex stereotypes, sex characteristics, ... sexual orientation, and gender identity...”

- 1) Disparate Treatment Discrimination:
  - Any intentional differential treatment of a person or persons that is based on an individual's actual or perceived protected characteristic and that:
    - Excludes an individual from participation in;
    - Denies the individual benefits of; or
    - Otherwise adversely affects a term or condition of an individual's participation in a program or activity.
- 2) Disparate Impact Discrimination:
  - Disparate impact occurs when policies or practices that appear to be neutral unintentionally result in a disproportionate impact on a protected group or person that:
    - Excludes an individual from participation in;
    - Denies the individual benefits of; or
    - Otherwise adversely affects a term or condition of an individual's participation in a program or activity.

### WHAT THAT MEANS IN PRACTICE:

*Summary, no college official may treat any person differently based upon sex.* While individuals may have their personal opinions and beliefs, when any person is acting in their capacity as a College employee, acting in their capacity as a volunteer, or acting on behalf of the College, the person may not engage in discriminatory conduct based on sex/gender including orientation and identity. Each person should check their personal bias at the door when acting within the scope of your ACM role. Each person should also be mindful of jokes and touches which have intended or unintended discriminator effect and may not be welcome.

Here are some examples of possible gender discrimination

- χ focusing on one person's appearance, mannerisms, or social status, while focusing on the accomplishments of another person who has a different gender/orientation/identity.
- χ encouraging learning of one gender over another (eg., giving more positive attention, calling on in class or seeking input on workplace decisions, praising more or overlooking errors by males more than females – or vice versa)
- χ accepting, applying, or rewarding stereotypes (eg., real men are physically strong / women are too sensitive)
- χ imbalance in pay, promotion, sports/team, scholastic opportunities, and more based only on gender bias
- χ viewing marriage and parental status differently for men, women, or other gender-based groups

What can you do to help create a campus climate where sex discrimination never happens?

- DO treat people as individuals ... and with respect
- DO apply all rules and standards equally – regardless of gender
- DO think about how your words/actions might be unintentionally biased.
- DO participate in campus education and awareness programs.

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-152, by email at [rconner@allegany.edu](mailto:rconner@allegany.edu), or by phone at (301) 784-5206.