

Allegany College of Maryland
STUDENT & LEGAL AFFAIRS – Title IX

PROCEDURES: SUPPORTIVE MEASURES
SEXUAL HARASSMENT & SEX DISCRIMINATION POLICY

Title IX provides that “No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.” Upon receiving a report of sexual harassment or sex discrimination, Allegany College of Maryland will take immediate and appropriate action to stop the misconduct, to prevent its recurrence, and to address the effects of the misconduct. Therefore, the College will provide supportive measures as requested and/or appropriate to help remedy the effects upon the parties. Supportive measures are not the same as outcomes or final decisions. Supportive measures are available both Complainant and Respondent, and parties may be entitled to know which measures have been provided to the other party. Parties should be certain to request any specific supportive measure. The provision of supportive measures shall be determined on a case-by-case basis by the Title IX Coordinator and/or investigators. Recommended supportive measures shall be implemented by the appropriate College Official or court/law enforcement official.

Possible Supportive Measures:

- Immediate intervention verbally or physically to stop the behavior
- Hospital or other qualified medical center/provider for immediate, emergency treatment
*Complainant cannot be required to pay for a rape kit.
- Referral for non-emergency medical treatment
- Police Report / Criminal charge(s)
- Court-issued Protective/Peace Order
- College-issued No Contact Order *or* No Negative Contact Order
- Security escort on campus
- Report any suspicious or problematic behavior immediately
- Doors and windows secured » on campus housing (eg., locks changed if locks compromised)
- Recommended personal safety measures (eg., change routine, change phone number, cell phone security code etc.)
- Crisis intervention / Mental Health First Aid ®
- Referral for counseling (free by ACM partner: UPMC-WM)
- Referral to community agency for specific services
- Academic accommodations (eg., class change, section change, seating change, excused absences, assignment extensions, test/quiz extensions, course drop w/o penalty, other as needed/appropriate)
- Social media / Recommendations (ie., block unwanted person(s), adjust privacy settings, stop “following” / viewing others’, beware photo geotagging, etc.)
- Support with notification of loved ones or friends
- Housing assignment change
- Work assignment or location change
- Campus ban (ie., non-students, non-employees)
- Verbal directive(s)
- Written directive(s)
- Specific request(s): _____

Possible Interim Safety Measures*:

*Requires risk assessment / can be challenged by the parties

- Campus / Activity restrictions
- Housing suspension
- Campus suspension
- Employment suspension

Prohibited Measures:

Contact between the parties may **not** be required.

Informal resolution may **not** be required (but is *permitted* if the parties agree *and* if the parties are students/employees)