

## DISCRIMINATION / HATE - BIAS

### **Non-Discrimination Statement:**

Allegany College of Maryland does not discriminate against any individual for reasons of race, ethnicity, color, sex, religion or creed, sexual orientation, gender identity or expression, national origin, age, genetic information, familial status, disability or veteran status in the admission and treatment of students, educational programs and activities, scholarship and loan programs, or to terms and conditions of employment, including but not limited to, hiring, placement, promotion, termination, layoff, recall, transfer, leave of absence, compensation and training. Allegany College of Maryland complies with applicable state and federal laws and regulations prohibiting discrimination and Maryland prohibits retaliation in any form against any person who reports discrimination or who participates in an investigation.

### **Definitions:**

**Hate Crime:** an offense that manifests evidence that the victim was intentionally selected because of the perpetrator's bias against the victim on the basis of race, religion, sexual orientation, gender, gender identity, ethnicity, national origin, or disability.

**Hate-Bias Incident:** a hostile act of conduct, speech, or expression motivated in whole or in part by intolerance, bias, or prejudice against another. Unlike a hate crime, the hostile act is not a criminal act; like a hate crime, the hostile act is motivated by prejudice.

### **Complaints:**

If you have questions or concerns or if you need to make a complaint, contact the Dean of Student & Legal Affairs:

» Dr. Renee Conner via email [rconner@allegany.edu](mailto:rconner@allegany.edu) or call (301) 784-5206

### **What can you do?**

Treat everyone equally and with courtesy; participate in all the education and opportunities; have conversations about equity and fairness; discourage discriminatory behavior; and help us create a campus climate where hate-bias and discrimination never happen.

