

NON-DISCRIMINATION POLICY

Allegany College of Maryland (ACM) is committed to the principles of equal opportunity and strictly prohibits discrimination against any person on the basis age, ancestry/national origin, color, disability, gender identity/expression, marital status, race, religion, sex, sexual orientation or veteran status in matters affecting employment or in providing access to programs and activities and provides equal access to the Boy Scouts and other designated youth groups.

All members of the college community are expected to abide by this non-discrimination policy and to comply with Title VI and Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act of 1967 (ADEA), Sections 503 and 504 of the Rehabilitation Act of 1973, and the Americans with Disabilities Act of 1990 (ADA), and amendments, as well as applicable county, state, and federal law. Those persons found in violation of this policy, if substantiated, may be subject to disciplinary action, up to and including separation from employment or expulsion, in addition to the penalties imposed under local, state and federal law.

This non-discrimination policy applies to and includes, but is not necessarily limited to, employment practices, educational programs, student admissions, and access to services. The college will abide by all applicable requirements of county, state and federal law prohibiting discrimination. Sex discrimination prohibited by Title IX of the Education Amendments of 1972 includes sexual misconduct, which is described in section 01.003, Sexual Misconduct and Sex Discrimination Policy.

In addition, the college will go beyond avoiding overt discrimination and will, through educational programs, help faculty and staff become aware of and recognize more covert and subtle forms of discrimination and to remove those institutional barriers to equality.

Procedures

Allegany College of Maryland shall adopt comprehensive procedures to implement this policy. Such procedures shall include but are not limited to the following elements: definitions of terms (particularly any terms by federal and/or state authorities), how to file a complaint, responsible employees, confidentiality, notifications of parties, disciplinary procedures, possible remedies, possible resolutions/consequences, resources, and record-keeping.

Training, Education and Prevention

The College will be proactive and will, through educational programs, help faculty, staff, and students become aware of and recognize covert and subtle forms of discrimination and remove those institutional barriers to equal opportunity.

Prevention is the best tool to eliminate discrimination and harassment. The College will take appropriate steps to prevent and correct unlawful discrimination and harassment. The College, through this policy, clearly communicates that discrimination and harassment will not be tolerated. Notice of non-discrimination is posted across the College and on the College website, and in all general publications. The College will take immediate and appropriate action when an employee or student complains of discrimination or harassment.

Policy Changes

Substantive changes to this policy require approval by the Board of Trustees; editorial changes, title/position changes, and/or changes to its implementation procedures may be made as required by federal or state mandate and/or institutional need with timely notice to students and employees.