

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

**EXECUTIVE SUMMARY**  
**SEXUAL MISCONDUCT & SEX DISCRIMINATION POLICY**

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 misconduct 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”

- ACM prohibits all forms of sexual misconduct, sex [gender]discrimination, and retaliation.
- ACM's Sexual Misconduct & Sex Discrimination Policy and accompanying procedures comply with all legal mandates – federal and state.
- ACM's policy and *general* procedures apply to all employees and students with some *specific* procedures which provide additional rights/protections to students only.
- All employees are required to be trained in Title IX **and to report** any possible violation(s).
- Prevention & Education programming must be provided to students.
- All information related to Title IX compliance may be found at [www.allegany.edu/titleIX](http://www.allegany.edu/titleIX) . Topics include: the complete ACM policy, procedures, rights and responsibilities, interim measures, healthy relationships, risk reduction, consent, bystander intervention, and much more.

**ALLEGANY COLLEGE OF MARYLAND TAKES SEXUAL MISCONDUCT AND SEX DISCRIMINATION SERIOUSLY.** Sexual misconduct includes but is not limited to the following unacceptable behaviors: rape, sexual assault, sexual harassment, gender discrimination, gender-identity discrimination, stalking, relationship violence, and attempts to commit such acts. The College will not permit a hostile environment to exist and will not tolerate retaliation against any person who reports and/or cooperates with an investigation. A person accused of violating this policy may be subject to restrictions affecting classes, housing, and/or employment.

Upon receiving a report of alleged sex discrimination and/or sexual misconduct, the College will provide a prompt, equitable, reliable, and impartial investigation. The College will -

- ✚ Take immediate and appropriate action to stop any misconduct; to prevent its recurrence, and to remedy the effects of any misconduct.
- ✚ Treat all persons with respect, dignity, and fairness.
- ✚ Conduct an Intake Assessment to determine if the report is a Title IX matter which requires further action;
- ✚ Where indicated by the Intake Assessment, conduct a Preliminary Inquiry of the report.
  - » Provide information to the identified Complainant and to any identified, Respondent (if a student or employee) about their rights as well as available resources;
  - » At the conclusion of the Preliminary Inquiry, the investigators shall submit a detailed report with their findings and possible recommendations: whether there is reasonable cause (ie., sufficient substantiating evidence) to proceed to a formal disciplinary hearing or whether an informal resolution is appropriate. The Parties will have an opportunity to review the report & respond.
- ✚ Where indicated by the Preliminary Inquiry, conduct a disciplinary hearing of the report.
  - » Each party shall have the opportunity present testimony, evidence, and witnesses.
  - » The Hearing Officer shall determine if the Respondent violated the Sexual Misconduct and Sex Discrimination Policy
  - » The standard of proof shall be Preponderance of Evidence.
  - » If the Respondent is found responsible, an appropriate consequence or sanction shall be imposed; options that must be considered include suspension and dismissal from the College.
- ✚ 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.

Allegany College of Maryland prohibits sexual misconduct and sex discrimination by or against all students, employees, and campus guests. 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. For detailed information about policy, procedures, and prevention education, see [www.allegany.edu/titleIX](http://www.allegany.edu/titleIX) .