

Allegany College of Maryland
STUDENT & LEGAL AFFAIRS – Title IX

PROCEDURES: RIGHTS & RESPONSIBILITIES
SEXUAL MISCONDUCT & SEX DISCRIMINATION POLICY

For both Complainant and Respondent

Rights:

- For the College to take appropriate steps to stop any sexual misconduct or sex discrimination
- For the College to take appropriate steps to prevent any sexual misconduct or sex discrimination from recurring.
- For the College to take appropriate steps to stop to remedy any harmful effects via interim protective and/or corrective measures. A detailed list of possible Interim Measures is available; Interim Measures are determined on a case-by-case basis and will be provided when possible.
- To file a criminal complaint and/or to seek an order of protection from local authorities
- To receive counseling via the Student Counseling Program or Employee Counseling Program
- To receive written notification when a Preliminary Inquiry and/or Formal Disciplinary Investigation begins, and to receive written information about the process(es) .
- To consult an advisor or support person of your choosing, who *may accompany* you to any college proceeding but who *may not participate* in the proceedings; you are welcome to consult this person at any time in private. You must provide the name and title (if any) of your advisor to the Title IX Coordinator one business day before any meeting. (Your advisor/support person should **not** be a party or witness in the matter.)
**There are additional options related to having an attorney. See Rights Pursuant to Maryland Law and Disciplinary Proceedings Pursuant to Maryland Law for details.*
- To provide a statement, information, witnesses, documents, and other evidence
- To submit written questions for the Title IX Coordinator or Investigators to ask the other party or witness(es) and to have the opportunity to ask follow-up questions.
- To have access to information that will be used in the proceedings / decision-making within reasonable boundaries of privacy and legal limitations. Contact the Title IX Coordinator if you have questions.
- To receive timely updates about the progress of the inquiry or formal investigation
- To have the inquiry or formal investigation concluded within a reasonable period of time
- To receive written notification of the findings – including any sanction(s).
- To be free from retaliation or harassment by any person
- Parties and witnesses shall not be subject to disciplinary action for drug/alcohol violations IF (a) violation occurred during/near time of assault, (b) assault report/participation is in good faith, and (c) violation was “**not** an act that was reasonably likely to place the health or safety of another individual at risk”
- For your privacy/confidentiality and legal rights to be protected to the greatest extent possible
- Respondent Student: To have escorted access to your on-campus housing as needed to retrieve personal property if you are suspended from campus or Willowbrook Woods (due to limited staffing, arrangements must be made in advance)
- Respondent Employee: To have escorted access to your workplace as needed to retrieve personal property if you are suspended.

Responsibilities

- To cooperate with the investigation so it can be fair, accurate, and thorough.
 - To be truthful.
 - To comply with any directives/orders issued for safety reasons
 - To report any new concerns or problems – particularly any retaliation or harassment
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Resources & Suggestions: see separate, comprehensive document.

Rights Pursuant to Maryland Law: see separate document.

Disciplinary Proceeding Provisions Pursuant to Maryland Law: see separate document.