

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

TITLE IX PROCEDURE: CONSEQUENCES / SANCTIONS SEXUAL HARASSMENT & SEX DISCRIMINATION POLICY

When a report of sexual harassment or sex discrimination is received, the College shall take action in accordance with policy and procedures. Some matters can be resolved informally; see Informal Resolution. Some matters are resolved with a formal investigation and findings/determination; see Formal Resolution. If a Respondent is found to be in violation of Title IX policy, they are assigned consequence(s) which can also be known as sanction(s). The Complainant may also receive remedies – in addition to or in continuation of supportive measures already in place.

Responsibility, any sanction, and any remedy shall be determined on a case-by-case basis by Hearing Officer(s) pursuant to a live hearing. No particular outcome is guaranteed. All Title IX matters shall be independent of any criminal and/or civil court proceeding.

Whether resolved via Informal Resolution or Formal Resolution, the College is committed to taking necessary action to stop any misconduct, prevent a recurrence, and remedy the harmful effects of any misconduct that has occurred.

Possible Resolutions at Intake:

- Intake Assessment indicates the complaint/report is **not** a Title IX matter. (Another policy may apply.)
- Insufficient information to proceed: option to reopen if more information becomes available.
- Intake Assessment indicates there is a reasonable & legal explanation for the act or the behavior complaint (eg., employee clearly followed ACM policy/procedure, course content is rooted in appropriate academic pedagogy □ sexual harassment).
- Complainant declines any action by the College or requests *only* supportive measures (see below). The College will generally support the Complainant's wishes except in some circumstances such as a pattern of alleged sexual misconduct by the person identified by the Complainant or a weapon was used.
- Referral is for an informational/prevention consultation only.

Possible Informal Resolutions:

- 1) ALTERNATIVE RESOLUTION
- 2) SUPPORTIVE RESOLUTION
- 3) ACCEPTED RESPONSIBILITY
- 4) WITHDRAW/RESIGNATION

Formal Resolution (Investigation + Decision-Making)

- If a student or employee is found **NOT RESPONSIBLE** for violating the policy. The matter is closed without consequences/sanctions or any adverse action. Their institutional record remains clean on this matter.
- If a student or employee is found **RESPONSIBLE** for violating policy; possible consequences are:

Possible **Consequences** to Students found responsible for violating this policy:

Probation with Special Conditions

Suspension from Willowbrook Woods

Expulsion from Willowbrook Woods

Suspension from Allegany College of Maryland (includes Willowbrook Woods)

Dismissal/expulsion from Allegany College of Maryland (includes Willowbrook Woods)

Possible **Consequences** to Employees found responsible for violating this policy:

Probationary employment terminated pursuant to Human Resources policy/procedure

Disciplinary action pursuant to Human Resources policy/procedure

Dismissal pursuant to Human Resources policy/procedure

- Title IX Coordinator implements or oversees the implementation of consequences/sanctions.