

Allegany College of Maryland
STUDENT & LEGAL AFFAIRS – Title IX

PROCEDURES: RESOLUTIONS / CONSEQUENCES
SEXUAL HARASSMENT & SEX DISCRIMINATION POLICY

When a complaint of sexual harassment or sex discrimination is received, the College shall take action in accordance with procedures. Some complaints can be resolved informally; some must be resolved with a formal investigation and disciplinary hearing. Resolutions and/or consequences shall be determined on a case-by-case basis by the Title IX Coordinator and/or Hearing Officers. No particular outcome is guaranteed. These resolutions and/or consequences shall be independent of any criminal and/or civil proceeding in a court of competent jurisdiction.

Regardless of how a complaint is resolved, 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 Assessment:

- Intake Assessment indicates the complaint/report is a Title IX matter requiring further action: proceed to Formal Investigation
- Intake Assessment indicates the complaint/report is a Title IX matter that can be resolved informally w/consent of parties.
 - » Informal resolution can take many forms: sufficiency of a No Contact Order, written agreement by the parties, mediation, restorative justice, or other mutually agreeable outcome. The parties must agree to an informal resolution and may opt out before it is implemented. The parties may request the matter is reopened for additional action if the resolution is ineffective.
- Complainant declines action or requests *only* supportive measures.
- Insufficient information to proceed: option to reopen if more information becomes available.
- Intake Assessment indicates the complaint/report is **not** a Title IX matter. (Another policy may apply.)
- 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).
- Referral is for an informational/prevention consultation only.

Formal Disciplinary Investigation

- Investigation and Hearing are done. (See specific information sheets for details of each.)
- Student or employee is found not responsible for violating the policy. The matter is closed w/o consequences or adverse action.
- Student or employee is found responsible for violating the policy; possible consequences identified below.

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.