

Allegany College of Maryland
STUDENT & LEGAL AFFAIRS

GENDER DISCRIMINATION

SEXUAL HARASSMENT & SEX DISCRIMINATION POLICY (TITLE IX)

*** NOTE: This information sheet is separate from discrimination based on sexual orientation or gender identity. State and federal law on protections for sexual orientation are in flux; ACM is committed to treating all persons equitably and to complying with laws/regulations. Watch the Title IX page for more information specific to sexual orientation and gender identity..*

POLICY SUMMARY:

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. Allegany College of Maryland prohibits sexual harassment and sex discrimination by or against all students, employees, and campus guests. For detailed information about policy, procedures, and prevention, see <https://allegany.edu/title-ix/index.html>

GENDER DISCRIMINATION DEFINED:

“...No person shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any academic, extracurricular, research, occupational training, or other education program or activity” The prohibition against treating students and employees differently on the basis of sex applies to all college operations including but not limited to recruitment, admission, education programs/activities, classes, textbooks, financial assistance, facilities, athletics/sports, housing, extra-curricular activities, employment, compensation, eligibility for any college aid/benefit/service, treatment in any college aid/benefit/service, different rules of behavior/sanctions/other treatment, residency determinations, and/or otherwise limit any person in the enjoyment of any right, privilege, advantage, or opportunity based on sex. It is also not permitted to provide significant assistance to any agency, organization, or person which discriminates on the basis of sex in providing any aid, benefit or service to students or employees.

[Source: Title IX Definitions / adapted from US Department of Education 2020 regulations]

WHAT THAT MEANS IN PRACTICE:

Summary, no college official may treat any person differently based upon sex. While individuals may have their personal opinions and beliefs, when any person is acting in their capacity as a College employee, acting in their capacity as a volunteer, or acting on behalf of the College, the person may not engage in discriminatory conduct based on sex/gender. Period. Each person should check their personal bias at the door when acting within the scope of your ACM role.

Here are some examples of possible gender discrimination

- χ focusing on one gender's appearance or social status, while focusing on the other gender's accomplishments
- χ encouraging learning of one gender over another (eg., giving more positive attention, calling on in class or seeking input on workplace decisions, praising more or overlooking errors by males more than females – or vice versa)
- χ accepting, applying, or rewarding gender stereotypes (eg., real men are physically strong / women are too sensitive)
- χ imbalance in pay, promotion, sports/team, scholastic opportunities, and more based only on gender bias
- χ viewing marriage and parental status differently for men and women
- χ penalizing females for pregnancy/childbirth (eg., grades, extensions, absences/drops... See Pregnancy Info Sheet)
- χ drawing conclusions and acting upon those conclusions if you learn about someone who experienced relationship violence or sexual assault or stalking or sexual harassment – based only on the person's gender (eg., women lie about rape so it's just “he said/she said”, men cannot be abused by an intimate partner)

What can you do to help create a campus climate where sex discrimination never happens?

- DO treat people as individuals ... and with respect
- DO apply all rules and standards equally – regardless of gender
- DO think about how your words/actions might be unintentionally biased.
- DO participate in campus education and awareness programs.

What are some things you can do to avoid unlawful sex discrimination?

- Do NOT treat males and females differently
- Do NOT use disparaging words or labels rooted in sexism
- Do NOT apply or value damaging gender stereotypes
- Do NOT violate professional boundaries

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, or by phone at (301) 784-5206.