

From: [Compliance Office](#)
To: [AllStudents](#)
Subject: Title IX/Non-Discrimination Notice
Date: Tuesday, September 06, 2016 3:39:21 PM
Attachments: [Title IX Notice of Non-Discrimination.pdf](#)

MONTGOMERY COLLEGE
Office of Compliance
September 6, 2016

MEMORANDUM

To: Montgomery College Students
From: Christopher Moy, Director of ADA and Title IX Compliance
Subject: Title IX Notice of Non-Discrimination

Welcome new and returning MC students! As the Title IX coordinator, this notice is being sent to inform you of the Title IX requirements:

Title IX of the Education Amendments of 1972 states:

“No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving federal financial assistance.”

Montgomery College complies with Title IX and the requirements from the U.S. Department of Education, the Office of Civil Rights (OCR). Montgomery College prohibits discrimination against any person on the basis of age, color, citizenship status, current or former military status, disability, gender, gender identity and expression, genetic information, national origin, marital status, race, religion, sex, or sexual orientation. The College is committed to providing an environment in which all persons are provided the opportunity for employment and/or participation in academic programs, and other College activities free from any form of harassment as prohibited by federal regulations and state laws, including sexual misconduct.

As required by Title IX regulations, all institutions that receive funding from the U.S. Department of Education are required to publicize and distribute information regarding their sexual misconduct policy and procedure to all students, faculty, and staff.

It is the policy of Montgomery College to establish and maintain an environment in which all members of the Montgomery College community can work or participate in College education programs and activities free from all forms of sexual misconduct. Sexual misconduct is a form of sex discrimination prohibited by federal and state discrimination laws, including Title IX of the Education Amendments of 1972 and Title VII of the Civil Rights Act of 1964. In addition, some forms of sexual misconduct violate the criminal laws of the State of Maryland.

“Sexual misconduct” is an umbrella term that encompasses various types of prohibited conduct, including sexual harassment, sexual assault, domestic violence, dating violence, sexual exploitation, sexual intimidation, and stalking. Sexual misconduct will not be tolerated and the College will consider any violation as a significant act of misconduct that will result

in disciplinary action.

When made aware, the College will take immediate action to stop the misconduct, prevent its recurrence, and remedy its effects. The resolution processes relating to reports of sexual misconduct will be prompt, thorough, and impartial and will be conducted by College officials who, at minimum, receive annual training on issues related to sexual misconduct and on how to conduct the resolution processes.

Montgomery College's Sexual Misconduct-31001 policy applies to all students and employees of the College. Sexual misconduct is prohibited between students, between employees, between students and employees, and between students or employees and contractors, vendors, or other individuals whose relationship to the student or employee is through the College's facilities, programs, or activities.

An individual who reports sexual misconduct, either as a Complainant or a Third-Party Witness, will not be subject to disciplinary action by the College for his/her own personal consumption of alcohol or drugs at or near the time of the incident, provided that any such violations did not and do not place the health or safety of any other person at risk. The College may, however, initiate an educational or employment discussion or pursue other remedies regarding alcohol or other drugs.

Retaliation against a complainant, respondent or witnesses involved in a complaint under Title IX is prohibited at Montgomery College and is a separate violation of Title IX policy. Any concern of retaliation should be reported immediately and the college will promptly investigate.

The college encourages students who have been victims of sexual misconduct to report these incidents to the college's Title IX Coordinator:

Mr. Christopher Moy, Title IX Coordinator
900 Hungerford Drive, Room 150
Rockville, MD 20850
240-567-5412
christopher.moy@montgomerycollege.edu

Students may also report incidents to the Department of Education's Office of Civil Rights:

Office for Civil Rights,
Philadelphia Office
U.S. Department of Education
The Wanamaker Building
100 Penn Square East, Suite 515
Philadelphia, PA 19107-3323
Telephone: (215) 656-8541
Facsimile: (215) 656-8605
[Email: OCR.Philadelphia@ed.gov](mailto:OCR.Philadelphia@ed.gov)

For more information on the grievance procedure, please see the [Sexual Misconduct policy, 31001.](#)

[Know your Rights \(OCR\)](#): document provided by the Office on Civil Rights regarding the

specific requirements of Title IX as they pertain to sexual harassment and sexual violence.