

Title: Sexual Discrimination and Harassment Policy

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 - Last Revised**
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 - Responsibility:** **Student Services**
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POLICY:

Sexual Discrimination and Harassment Policy

Cecil College (the “College”) is committed to maintaining a learning and working environment free from any form of discrimination, including sexual and gender-based harassment or discrimination, sexual assault, dating violence, domestic violence and stalking. Cecil College prohibits and will not tolerate discrimination on the basis of sex. Sexual harassment is a form of sex discrimination prohibited by state and federal laws, including Title IX of the Education Amendments of 1972 as amended (“Title IX”) and Title VII of the Civil Rights Act of 1964 as amended, and also may constitute criminal activity.

It is the responsibility of all members of the Cecil College community to demonstrate responsibility, civility, and respect in their behavior. Cecil College will promote a climate that is free from sex discrimination through education and prevention programs as well as timely and thorough response to reported violations of the Sexual Discrimination and Harassment Policy. Any employee, student, vendor or affiliated person who engages in conduct in violation of this Policy will be subject to disciplinary action, including but not limited to, dismissal from a class, suspension from the College, or permanent expulsion or termination in the case of employees.

All Cecil College community members are expected to comply with College policies related to sex discrimination regardless of sex, sexual orientation, gender identity and gender expression. This includes all College students, College faculty, and College staff, as well as third parties and contractors under the College’s control. Violations of the Policy may occur between individuals or groups of individuals of any sexual orientation or actual or perceived gender identity. This Policy applies to sex discrimination in connection with any College program or activity, including: (1) in any College facility or on College property; (2) in connection with any College sponsored, recognized or approved program, visit or activity, regardless of location; (3) that impedes equal access to any College education program or activity; or (4) that otherwise threatens the health or safety of a member of the College community.

No Retaliation and/or Intimidation

Any type of retaliatory and/or intimidating behavior against a person who files a complaint or otherwise participates in an investigation or adjudicatory action under this Policy is expressly prohibited. Cecil College will take strong disciplinary action against any individual or group of individuals found responsible for retaliating and/or intimidating, or attempting to retaliate and/or intimidate, another person for reporting misconduct, participating in an investigation of such conduct, participating as a witness in an adjudicatory proceeding, and/or otherwise participating in any way in support of a person exercising rights under this Policy.

I. Definitions

A. For purposes of this Policy, prohibited harassment includes:

Sexual Harassment

Conduct on the basis of sex that is:

- Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to a College education program or activity; or
- Any instance of *quid pro quo* harassment where an employee of the College conditions the provision of an aid, benefit, or service of the College on an individual's participation in unwelcome sexual conduct; or
- Conduct that constitutes sexual assault, dating violence, domestic violence, or stalking, as described in this Policy.

Sexual Assault

Any sexual act directed against another person, without consent, including instances where the complainant is incapable of giving consent.

Sexual Assault includes Rape, Fondling, Statutory Rape and Incest.

- Rape- The penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, regardless of the age of the complainant, if the complainant did not consent or if the complainant was incapable of giving consent.
- Fondling- The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the person subject to the touching, including instances where the person subject to the touching is incapable of giving consent because of their age or because of their temporary or permanent mental incapacity.
- Statutory Rape- Sexual intercourse with a person who is under the statutory age of consent where the complainant consented and the offender did not force or threaten the complainant.
- Incest- Non-forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

Dating Violence

Violence or threat of violence on the basis of sex committed by a person who is or has been in a social relationship of a romantic or intimate nature with the complainant. The existence of such a relationship shall be determined based on a

consideration of the length of the relationship, the type of the relationship, and the frequency of interaction between the persons involved in the relationship.

Domestic Violence

Violence committed by a current or former spouse or intimate partner, by a person with whom a child is shared in common, by a person who is cohabitating with or who has cohabitated with the complainant as a spouse or intimate partner, by a person similarly situated to a spouse, or by any other person against an adult or youth complainant protected from those acts by domestic or family violence laws of Maryland. Domestic violence includes threats or a pattern of abusive behavior of a physical or sexual nature by one partner intended to control, intimidate, manipulate, humiliate, frighten, coerce or injure the other.

Stalking

Engaging in a course of conduct directed at a specific person that would cause a reasonable person to: a) fear for their safety or the safety of others; or b) suffer substantial emotional distress. Course of conduct means two or more acts, including, but not limited to, acts which the alleged stalker directly, indirectly, or through third parties, by any action, method, device, or means follows, monitors, observes, surveils, threatens, or communicates to or about, a person, or interferes with a person's property. Reasonable person means a reasonable person under similar circumstances and with similar identities to the complainant. Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

B. Retaliation

Any materially adverse action taken against a person because of the person's reporting of an incident that could implicate this Policy, support of a complainant or respondent, or participation in a complaint, investigation or adjudication of a matter covered by this Policy.

C. Consent

Consent is defined as permission to act. It may be given by words or actions, so long as those words or actions create clear, mutually understood permission to engage in (and the conditions of) sexual activity. Consent is:

- Active, not passive. Silence, in and of itself, cannot be interpreted as consent. There is no requirement that an individual resist a sexual act or advance, but resistance is a clear demonstration of non-consent.
- Given freely. A person cannot give consent under force, threats, or unreasonable pressure (coercion). Coercion includes continued pressure after an individual has made it clear that he/she does not want to engage in the behavior.

- Provided knowingly. Legally valid consent to sexual activity cannot be given by:
 - A person under the legal age to consent in Maryland or
 - An individual who is known to be (or based on the circumstances should reasonably be known to be) mentally or physically incapacitated. An incapacitated individual is someone who cannot make rational, reasonable decisions because he or she lacks the capacity to understand the “who, what, when, where, why, or how” of a sexual interaction. This includes a person whose incapacity results from mental disability, sleep, involuntary physical restraint, unconsciousness, use of alcohol or other drugs.
- Specific. Permission to engage in one form of sexual activity does not imply permission for another activity. In addition, previous relationships or prior consent do not imply consent to future sexual acts. Consent must be present throughout the entire sexual activity or behavior and may be withdrawn at any time. It is the responsibility of the initiator of the act to receive permission for the specific act. As a result, consent may be requested and given several times by multiple parties during a sexual encounter involving multiple acts.

II. Reporting Prohibited Conduct

Preservation of Evidence

The College encourages everyone to seek **immediate assistance** from campus safety or a local law enforcement agency for an incident of sexual harassment, including sexual assault, dating violence, domestic violence and stalking. Seeking prompt assistance may be important to ensure physical safety, to obtain medical care, or for other support. It may also be necessary to preserve evidence, which can assist the College and/or law enforcement in responding. Because the standards for finding a violation of criminal law are different from the standards for finding a violation of this College Policy, criminal investigations or reports are not determinative of whether a violation of College policy has occurred.

Employee Reporting Obligations

All faculty and staff are mandatory reporters and required to immediately report the known details of an incident of sexual discrimination or harassment (date, time, location, names of parties involved, description of the incident) to the Title IX Coordinator and other need-to-know College officials. Any faculty or staff who is found to have knowingly failed to make a report is in violation of this Policy and may be subject to disciplinary action.

All members of the College community are strongly encouraged to bring forward any information received about an incident of prohibited conduct to the Title IX Coordinator.

Reporting Process

Where to Report

An individual who wishes to report an incident of sex discrimination, harassment and/or retaliation should contact the College's Title IX Coordinator to make the report. The complainant will be notified of the supportive measures available and requests for supportive measures can be made.

Requests for Confidentiality or No College Action

A complainant may request that their identity not be disclosed to anyone else, including the respondent, or that the College not investigate or take action. Such a request may limit the College's ability to respond to prohibited conduct. Where a request is made, the College will consider the request and weigh it against the College's responsibility to provide a safe and nondiscriminatory environment for all College community members, to decide whether the request can be honored. The complainant will be notified of the College's decision.

Obtaining Medical Attention

Complainants will receive full and prompt cooperation from College personnel in obtaining appropriate medical attention, including transporting the complainant to Union Hospital in Elkton, MD, the nearest designated hospital. Union Hospital Forensic Nurse Examiners are specially trained and licensed by the Maryland Board of Nursing to provide comprehensive care to persons who are the victim of sexual assault, domestic violence, child and elder abuse. The College will provide access to counseling to a complainant through the Cecil County Domestic Violence and Rape Crisis Center and law enforcement victim services entities.

Notification to Law Enforcement

A complainant has the right to file criminal charges with law enforcement. At the request of the complainant, campus authorities will provide prompt assistance to notify appropriate law enforcement officials and disciplinary authorities of an incident of Prohibited Conduct.

Confidential Off-Campus Resources

Any individual who has experienced alleged misconduct but is not prepared to make a report to law enforcement or to the College, should speak with off-campus resources available to provide confidential counseling and crisis support. If you are unsure of someone's ability to maintain your privacy, ask before you talk to them.

III. Emergency Removal And Supportive Measures

Emergency Removal

The College reserves the right to take whatever measures it deems necessary in response to allegations of sexual discrimination or harassment in order to protect the safety of the College community. This may include emergency removal of a respondent if it is determined that there is an immediate threat to the physical health or safety of any student or other individual arising

from the allegations of misconduct, in which case the respondent will have an opportunity to appeal the emergency removal decision to the Title IX Coordinator.

Supportive Measures

Supportive measures are “individualized services” reasonably available that are non-punitive, non-disciplinary, and not unreasonably burdensome to the other party while designed to ensure equal educational access, protect safety, or deter sexual discrimination or harassment. Supportive measures may be provided to both complainant and respondent before or after the filing of a formal complaint, or where no formal complaint has been filed. Supportive measures may be requested by either party, or the College may initiate the supportive measures in the absence of a request, at any time, during the process. Supportive measures are taken based on the information available at the time of the request and may be withdrawn or amended as additional information is discovered.

The College wants its students and employees to be safe, to receive appropriate medical attention, and to get the help they need to heal and to continue to access their educational and work opportunities. The College will determine which measures are appropriate on a case-by-case basis. If a supportive measure that is not already provided by the College is requested, the College will consider whether the request can be granted.

Supportive measures may include, but are not limited to, those listed below. The College will determine which measures are appropriate to ensure safety and equal access to educational programs and activities:

- Academic accommodations.
- Assistance in arranging for alternative College schedules.
- A “No contact” directive. Such a directive serves as notice to both parties that they must not have verbal, electronic, written, or third party communication with one another.
- Providing an escort to ensure that the student or employee can move safely between school programs and activities.
- Assistance identifying an advocate to help secure additional resources or assistance including off-campus and community advocacy, support, and services.

The College will work with involved parties to identify what supportive measures are appropriate in the short term (e.g., during the pendency of an investigation or other school response), and will continue to work collaboratively throughout the College’s process and as needed thereafter to assess whether the instituted measures are effective, and if not, what additional or different measures are necessary to keep the party safe.

IV. Complainant and Respondent Rights

Any individual who alleges a violation of this Policy, or who responds to an alleged violation of this Policy, is entitled to:

- Treatment with dignity, respect, and sensitivity by at all phases of proceedings;
- A fair and impartial investigation;

- Resolution procedure that is prompt and equitable and provides an opportunity for the parties to be heard.

V. Amnesty

This Policy prohibits the imposition of a campus conduct action, except for a mandatory intervention for substance abuse, for a violation of Cecil College alcohol or drug use policies for a student who reports to the College or a law enforcement officer conduct implicated by this Policy or who participates in an investigation of such conduct as a witness if: (i) the College determines the violation occurred during or near the time of the alleged misconduct; (ii) the student is determined to have made the report of misconduct or is participating in an investigation as a witness in good faith; and (iii) the College determines that the violation was not an act that was reasonably likely to place the health or safety of another individual at risk.

VI. Complaint Resolution

Once the College knows or reasonably should know of possible sex discrimination or harassment, it will take immediate and appropriate action, in accordance with its internal procedures, to investigate or otherwise determine what occurred. This obligation applies to conduct covered by this Policy regardless of whether a parallel law enforcement investigation or action is pending and regardless of whether a formal complaint is filed.

Upon receipt of a notice or a complaint of an alleged violation of this Policy, the College will determine if the complainant wants to make a formal complaint. If a complainant does not want to pursue a formal complaint, the Title IX Coordinator may decide to sign a formal complaint to initiate the Formal Resolution procedure based on a risk assessment.

No Conflict of Interest or Bias

Involved College personnel, or designees, participating in the complaint resolution process should be free of bias and conflict of interest. Concerns of bias or potential conflict of interest by the investigator(s), decision-makers, or any person designated to facilitate an Informal Resolution should be raised to the Title IX Coordinator. Such concerns related to the Title IX Coordinator should be raised to the President.

Informal Resolution

Mediation or other informal mechanisms for resolving a complaint of sexual harassment may be considered if:

- The complainant requests an informal mechanism;
- All parties to the complaint, and the College, agree;
- Trained staff are available to coordinate;
- All parties have the opportunity to end the informal mechanism at any time in favor of formal proceedings; and
- The alleged conduct does not involve sexual assault or sexual coercion.

The College will seek to conclude the Informal Resolution process within thirty (30) days. The time frame may be extended by the College for good cause, in which case written notice will be provided to the complainant and respondent that includes reasons for the extension.

Formal Resolution

The Cecil College Title IX Coordinator is responsible for receiving and coordinating the response to reports of violations of this policy. Certain College employees will be trained in conducting a formal investigation and may be designated by the Title IX Coordinator to investigate matters.

As part of the investigation, the investigator will meet with the complainant to gather as much information as available about the alleged violation. The investigator will additionally interview the respondent, and anyone determined to have information relevant to the investigation.

The respondent is presumed not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the Formal Resolution Grievance Procedure

The College will seek to conclude the Formal Resolution Grievance Procedure within sixty (60) to ninety (90) work days after receiving a formal complaint. The time frame may be extended by the College for good cause, in which case written notice will be provided to the complainant and respondent that includes reasons for the extension.

The College will ensure that matters undergo an appropriate legal sufficiency review by counsel prior to any final decision.

Standard of Review

The preponderance-of-the-evidence (i.e., more likely than not) standard will be applied as the standard of review for determining findings of fact; used in any Title IX fact-finding and related proceedings.

Formal Resolution Grievance Procedure

This procedure applies to complaints alleging sexual harassment, including sexual assault, dating violence, domestic violence and stalking involving students, staff, faculty and administrators. Alleged conduct outside the scope of this Policy will be addressed by other applicable College policies and procedures outlined in student and employee handbooks.

A. The Title IX Coordinator will appoint a trained investigator(s) to conduct an investigation of the complaint, and written notice will be provided to both parties. Written notice will include, but not be limited to:

- the identity of the parties involved in the incident, if known;
- reported violation with date, time and location of the alleged violation, if known;
- range of potential sanctions or disciplinary action associated with the alleged violation;
- a statement that the respondent is presumed not responsible for the alleged conduct and that a determination regarding responsibility is made at the conclusion of the grievance procedure;
- information regarding party rights to an advisor of choice; and

- a statement regarding prohibition on knowingly providing false information.

Additional notice will be provided if the College, during the course of an investigation, decides to investigate allegations about the complainant or respondent that are not included in the original notice. Parties will also be provided a copy of the College's Sexual Discrimination and Harassment Policy.

- B. Complainants should file a formal complaint as soon as possible following the alleged conduct. If the respondent is no longer a student or employee at the time of the formal complaint, the College may not be able to take disciplinary action against the respondent, but it will seek to provide support for the complainant and take steps to end the alleged conduct, prevent its recurrence, and address its effects.
- C. During the investigation, the parties will have an equal opportunity to be heard, to submit information and corroborating evidence, to identify witnesses who may have relevant information, and to submit questions that they believe should be addressed by the investigator to the other party or to any witness.
- D. The investigator will notify and seek to meet separately with the complainant, the respondent, and third-party witnesses determined to have information relevant to the investigation, and will gather relevant evidence and information. Parties will receive written notice of the date, time, location, participants, and purpose of any meeting, interview, or proceeding they are required or permitted to attend.
- E. After information has been gathered, the investigator will prepare a draft investigative report that summarizes the investigation, all witness interviews, and all relevant evidence. The investigator does not make any conclusions or recommendations as part of the draft investigative report.
- F. The parties (and advisors, if applicable) will be provided a copy of the draft investigative report and any evidence regarding the incident obtained by the College that is directly related to the complaint allegations, including evidence upon which the College does not intend to rely on to reach a determination regarding responsibility. Personally identifiable and other information will be redacted as required by applicable law.
- G. The complainant and respondent will each have ten (10) business days from the date the report is received to submit any additional comments, questions, or information to the investigator for consideration.
- H. The investigator will consider all available evidence and prepare a final investigative report, incorporating any relevant feedback. At least ten (10) business days prior to a hearing, the final investigative report will be provided to all parties (and advisors, if applicable) with any directly related evidence that was not included in the report.
- I. A live recorded hearing will be scheduled with notice provided to the parties.

- J. A trained decisionmaker for the hearing will be selected by the Title IX Coordinator. The decisionmaker may not be the same person as the Title IX Coordinator or the investigator.
- K. Complainants and respondents will be entitled to provide and review testimony in a manner that does not require them to be in the physical presence of the other involved party, with technology that enables participants to simultaneously see and hear each other. If a party is not willing or able to attend the hearing in-person, the party should inform the Title IX Coordinator of the need for alternative arrangements at least five (5) business days in advance of the hearing.
- L. During the hearing, the investigator will present a summary of the final investigative report and will be available for questioning by the decisionmaker and advisors on behalf of the parties. Once the report has been presented, the parties and witnesses may provide relevant information subject to questioning by the decisionmaker and advisors on behalf of the parties.
- N. Only relevant questions may be asked of a party or witness. The decisionmaker will make decisions regarding relevance, and may consult with legal counsel in the process. The decisionmaker is prohibited from considering evidence of a party's prior sexual history, except to: (i) prove that someone other than the respondent committed the conduct alleged by the complainant, or (ii) if the evidence concerns specific incidents of the complainant's prior sexual behavior with respect to the respondent and is offered to prove consent. In addition, evidence of history of a party's mental health counseling, treatment or diagnosis may not be considered without the party's consent.
- O. If a party or witness does not submit to cross- examination at the hearing, the decisionmaker may not rely on any statement of that party or witness to reach a determination of responsibility. However, the decisionmaker may not draw an inference about a determination of responsibility based solely on a party or witness's absence at the hearing or refusal to submit to questioning at the hearing.
- P. The decisionmaker will issue a written determination of responsibility, by a preponderance of the evidence, for each alleged violation of Policy, which will be provided by the College to both parties at the same time. The written determination will include:
- Identification of allegations potentially constituting sexual harassment;
 - Description of procedural steps taken during the formal complaint process;
 - Findings of fact supporting the determination;
 - Conclusions regarding application of policy to the facts;
 - Statement and rationale supporting the determination of responsibility, any sanctions, and whether remedies designed to restore or preserve equal access will be provided to the Complainant;
 - Notice of appeals process.

- Q. If it is determined there is a preponderance of the evidence that the respondent is responsible for a violation of the College's Sexual Misconduct Policy, the decisionmaker will determine sanctions proportionate to the findings.
- R. The parties will be notified simultaneously, in writing, of the findings and any sanctions, if applicable. Sanctions are designed to eliminate prohibited conduct, prevent its recurrence, and remedy its effects. Sanctions can include, but are not limited to: required training or education, no contact orders, oral or written warning, reprimand, probation, suspension or dismissal or discharge.
- S. Either party may appeal the decision by following the Appeals process described in this Policy.

Dismissal of Formal Complaint

Required Dismissal

If it is determined at any time that the conduct alleged in the formal complaint: a) would not constitute sexual harassment under this Policy, even if proven; b) did not occur in an educational program or activity controlled by the College; or c) did not occur against a person in the United States, then the formal complaint with regard to that conduct will be dismissed for purposes of this Policy, with notice provided to the complainant and respondent. Such a dismissal, however, does not preclude the College from addressing conduct otherwise covered by College policy. In the event a complaint is dismissed pursuant to this Policy section, the College will determine whether the complaint alleges conduct covered by College policy and decide the appropriate College procedure for any further investigation and resolution.

Permitted Dismissal

The College, in its discretion, may dismiss a formal complaint or any allegations contained therein if, at any time during the investigation or hearing: a) a complainant notifies the Title IX Coordinator in writing that the complainant would like to withdraw the formal complaint or any underlying allegations therein; b) the respondent is no longer enrolled or employed by the College; or c) specific circumstances prevent the recipient from gathering evidence sufficient to reach a determination as to the formal complaint or allegations therein.

Appeal of Dismissal

Dismissal of a formal complaint or allegations contained therein for reasons described in this Policy section may be appealed pursuant to the Appeals process described in this Policy.

VII. Appeals

- A. Either party may file an appeal from a) the College's dismissal of a Complaint or allegations contained therein, or b) a determination regarding responsibility. Grounds for appeal are limited to: (i) procedural irregularity that affected the outcome of the matter; (ii) new information not reasonably available at the time a determination regarding responsibility or dismissal was made that could affect the outcome of the matter; or (iii) the Title IX Coordinator, investigator(s), or decision-maker(s) had a conflict of interest or bias for or against complainants or respondents generally, or the individual complainant or respondent that affected the outcome of the matter.

- B. An appeal must be submitted in writing to the Title IX Coordinator, within five (5) business days following notice of the decision to be appealed. If a request for appeal is not received within that time, the decision will stand. The appeal will then be forwarded to the assigned appeals administrator. The appeal must contain a detailed written statement specifying the precise grounds for appeal with supporting facts. The appeal must be signed by the party filing the appeal, or sent using the party's College issued email account.

- C. The assigned appeal administrator will review the investigative file, including all evidence, decisions, and sanctions, if applicable, and make a final determination. The decision and sanctions, if applicable, determined by the appeals administrator will be final. No other administrative processes otherwise available to students or employees may be used to further appeal the decision. All parties will be informed in writing of the outcome.

VIII. Attorneys, Non-Attorney Advisors, and Personal Supporters

Both the complainant and the respondent are permitted to be accompanied by a personal supporter of choice, and an advisor, who may or may not be a licensed attorney, during any interview, meeting or disciplinary proceeding in connection with any Formal Resolution procedure. No more than two persons may accompany the involved party, including a personal supporter and an advisor. Advisors are not direct participants in the investigation stage of the process. Their role is to attend meetings, consult privately with the involved party and/or assist with exercise of rights.

Cross-examination by an advisor is required during the hearing under the Formal Resolution procedure. Parties are not permitted to directly cross-examine each other or witnesses. If a complainant or respondent does not have an advisor for a hearing, or the party's selected advisor will not conduct cross-examination, then the College will appoint a trained advisor for the limited purpose of conducting cross-examination. A party may reject the appointed advisor and choose their own advisor but may not proceed without an advisor.

IX. Paid Legal Representation for Students

In accordance with Maryland law, and subject to funding, any current or former student who makes a complaint or responds to a complaint on which a formal Title IX investigation is initiated, and who was enrolled as a student at the College at the time of the incident giving rise to the complaint, is authorized to access counsel to serve as an advisor, whose fees may be

reimbursed up to a certain amount by the Maryland Higher Education Commission (Commission), upon application by counsel. Such attorney advisors may be retained to attend interviews, meetings and/or disciplinary proceedings, in accordance with applicable law and regulations, unless the student knowingly and voluntarily chooses not to have counsel.

The Commission maintains a list of attorneys and legal services programs who have indicated they are willing to represent students in Title IX proceedings on a pro bono basis or for reduced legal fees. More information can be found at: <https://mhec.maryland.gov/Pages/Title-IX-Campus-Sexual-Assault-Proceedings---Attorney-List.aspx>

Students may select an attorney from available resources provided by the Commission, or may select an independent attorney, in which case the independent attorney make seek limited fee reimbursement up to a certain amount from the Commission. The Commission is not required to pay a student's attorney's fees for representation in a criminal or civil matter.

X. False or Frivolous Allegations

The College encourages good faith reporting of violations of this Policy. Any student, faculty or staff who knowingly raises false or frivolous allegations may be subject to disciplinary actions. Erroneous allegations alone do not constitute a false or frivolous complaint.

X. Training, Compliance, and Oversight

Prevention and Awareness Education

The College will develop and implement preventive education directed toward both employees and students. The College will also develop ongoing prevention and awareness campaigns for its students and employees related to Title IX.

Training Related to Implementation of Policy

Cecil College faculty and staff will receive training on how to report incidents of sex discrimination and harassment, as well as how to effectively support involved parties. In addition, Public Safety personnel, the Title IX Coordinator, campus investigators, campus security authorities and participants in the adjudication process will participate in appropriate training to assist them in meeting their responsibilities related to implementation of this Policy.

Clery Act Compliance

The College will comply with Clery Act requirements, including crime recording and reporting requirements.

Oversight

Title IX Coordinator

The President will appoint a Title IX Coordinator responsible for coordinating the institution's efforts to comply with and carry out its responsibilities under Title IX.

The Title IX Coordinator will have adequate training on the requirements of Title IX, including what constitutes sexual harassment, consent, credibility assessments, and counter-intuitive behaviors resulting from sexual harassment. The Title IX Coordinator will understand how relevant institution procedures operate and will receive notice of all reports raising Title IX issues at the College.

Title IX Team

The President or the Title IX Coordinator will identify a Title IX Team, which may include the Title IX Coordinator, Deputy Title IX Coordinators, trained Title IX investigators and Hearing decisionmakers, and representatives from campus security and the Human Resources Department. The Title IX Coordinator will be responsible for coordinating the activities of the Title IX Team.

XI. Off-Campus Resources Contacts

ChristianaCare, Union
Hospital 106 Bow St.
Elkton, MD 21921
(410) 398-4000

Cecil County Domestic Violence Rape Crisis Center
Elkton, Maryland
Hotline/Phone: (410) 996-0333

XII. Record Keeping

The College will maintain records of actions taken under this Policy, including, but not limited to, records of any reports of misconduct, records of any proceedings or resolutions, and records of any trainings, and will maintain such records in accordance with the College's Records Retention Schedule.

Notice of Non-Discrimination

Cecil College does not discriminate in offering equal access to its educational programs and activities or with respect to employment terms and conditions on the basis of race, creed, color, religion, sex, gender, pregnancy, ancestry, age, gender identity or expression, national origin, veterans status, marital status, sexual orientation, physical or mental disability, or genetic information, or any other status protected by law.

Inquiries concerning the University's Notice of Non-Discrimination and application of Title IX may be referred to the College's Title IX coordinator or to the U.S. Department of Education's Office for Civil Rights.

Title IX Coordinator Contact

Dr. Kimberly Joyce, Vice President of Student Services
and Enrollment Management, Title IX Coordinator
1 Seahawk Drive
North East, MD 21901
Phone: (410) 287-1022
Email: kjoyce@cecil.edu

Title IX

Title IX of the Education Amendments of 1972 (Title IX), 20 U.S.C. Sec. 1681, et seq., and its implementing regulations, 34 C.F. R. Part 106, is a federal law that prohibits discrimination on the basis of sex in any federally funded program or activity. In compliance with Title IX, Cecil College prohibits sex discrimination, inclusive of conduct that constitutes sexual harassment.

An individual who wishes to report a concern or complaint relating to discrimination or harassment may do so by contacting the College's Title IX coordinator:

Dr. Kimberly Joyce

Vice President of Student Services and Enrollment Management
Cecil College
One Seahawk Drive
North East, MD 21901
(410) 287-1022

The Title IX coordinator can provide information regarding both informal dispute resolution processes and formal complaint options.

Individuals with complaints of this nature also have the right to file a formal complaint with the United States Department of Education:

Office for Civil Rights (OCR)

400 Maryland Avenue, SW
Washington, DC 20202-1100
Customer Service Hotline #: (800) 421-3481
Facsimile: (202) 453.6012
TDD#: (877) 521.2172
Email: OCR@ed.gov
Web: <http://www.ed.gov/ocr>