



Hagerstown Community College

Summary of Title IX Sexual Misconduct/Harassment Policy & Procedures: Jurisdiction

Hagerstown Community College (HCC) is an academic community committed to providing a working and learning environment free from sexual harassment/misconduct. Sexual misconduct is an umbrella term used at Hagerstown Community College that encompasses various types of prohibited conduct including sexual harassment, sexual discrimination, sexual assault, dating violence, domestic violence, and stalking; sexual harassment is the umbrella term used by the Federal government. HCC will not tolerate sexual harassment/misconduct and has implemented specific measures to strongly encourage and support the reporting of such acts and to ensure that all allegations of sexual misconduct are investigated and resolved in a timely, discreet, fair, and impartial manner and in accordance with Federal Title IX and Clery Act regulations and Maryland Education Article 11-601.

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."*

Detailed information regarding Title IX is available online at <https://www.hagerstowncc.edu/student-affairs/sexual-misconduct-procedures>. All employees should take a few minutes to review this information since it applies to all members of the College community and to sexual misconduct occurring during Hagerstown Community College educational activities and programs, including the following:

- On Hagerstown Community College premises, in any College facility or on College owned or controlled property
- At any Hagerstown Community College sponsored, recognized, or approved program, visit, or activity, regardless of location
- In any building owned or controlled by a Hagerstown Community College group that is officially recognized by the College
- At locations, events and circumstances over which Hagerstown Community College exercises substantial control over both the complainant and respondent's behavior and the context in which the sexual misconduct occurs
- That limits equal access to any Hagerstown Community College education program or activity, negatively impacts the education or employment of a member of the College community, and that may threaten the safety and/or health of any member of the College community.