

To: Montgomery College Community

From: Dr. Jermaine F. Williams, President

Subject: Department of Education Press Release regarding Montgomery College

Date: June 30, 2023

On Wednesday, the Office of Civil Rights (OCR) in the U.S. Department of Education issued a [press release](#) regarding the outcome of its investigation into a sexual harassment complaint filed against the College. This complaint was filed in 2021 by a student regarding a 2019 incident. You may have seen local media reports about this matter. OCR's announcement focused on the College's agreement to resolve the 2021 complaint.

I want to reiterate that sexual misconduct in any form is not tolerated by the College, and as soon as the College received a complaint in 2019, the faculty member was immediately placed on administrative leave pending an investigation, and the course was reassigned to another instructor. A thorough internal investigation was conducted, in which every student in the class was notified about the College's investigative process, received a copy of the sexual misconduct policy, and informed about how to request supportive measures. Following the investigation, the College determined that a hostile environment on the basis of sex had existed in the classroom, and the faculty member was terminated. The student who complained was given written notification of the outcome of the internal investigation. In its response to the allegation, the College took prompt action to support all students in the class and to provide appropriate resources for their successful course completion.

In 2021, another student in the class filed a complaint with OCR alleging that the College did not fairly and promptly respond to the complaint. OCR found that the College fully complied with Title IX and had taken prompt and reasonable steps to end the harassment, investigated appropriately, notified the student complainant of the outcome, and offered to meet with all students impacted to conduct interviews and offer supportive services. However, OCR shared a concern that, other than the student who filed the internal complaint in 2019, other students in the class were not informed of the outcome in writing. As a result, OCR noted that the concern could be addressed through a resolution agreement and the College agreed to send written notice to all students in the class regarding the outcome of the internal investigation. In addition, we will provide to OCR the results of our 2022 Title IX climate survey and a narrative summary of the steps we have taken to address feedback from the survey.

The College takes reports of sexual harassment seriously, took appropriate action in this matter, and fully collaborated with OCR in its investigation. The College is committed, through our policies and procedures and actions, to ensure that students' and employees' experiences are steeped in diversity, equity, and inclusion in an environment that is welcoming and safe. The

College's Title IX Coordinator is Kristen Roe, who can be reached at kristen.roe@montgomerycollege.edu or 240-567-4279. I encourage you to read our [Title IX](#) resources for more information.