

From: [Need To Know](#)
To: [Need To Know](#)
Bcc: "allstudentgrp@montgomerycollege.edu"; [Roe, Kristen J](#); [Adams, Maria T](#)
Subject: Notice of Non-Discrimination
Date: Tuesday, September 5, 2023 12:24:00 PM
Attachments: [Non-Discrimination Notice Final with CTE language- Fall 2023.pdf](#)



Memorandum

Office of Compliance, Risk, and Ethics

To: Montgomery College Students
From: Kristen Roe, Director of ADA Compliance and Title IX Coordinator
Subject: **Notice of Non-Discrimination**
Date: September 5, 2023

Montgomery College is committed to equal opportunity that assures access, equity, and diversity in its educational programs, including in its Career and Technology Education programs (CTE programs), and activities. The 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's [Notice of Non-Discrimination is available here](#), and the CTE [Notice of Non-discrimination is available here](#). For more information about grievance procedures, see [MC's Equal Education Opportunity and Non-Discrimination Policy-41002](#).

Gender Based Discrimination

In accordance with Title IX of the Education Amendments, Montgomery College prohibits sex discrimination, including sexual misconduct, and sexual harassment. Sexual Harassment is defined as, *conduct on the basis of sex that satisfies one or more of the following: 1.) An employee conditioning the provision of an aid, benefit, or service of the College on an individual's participation in unwelcome sexual conduct; 2.) unwelcome conduct that a reasonable person would find so severe, pervasive, and objectively offensive that it denies a person equal educational access; or 3.) any instance of sexual assault, dating violence, domestic violence, or stalking.*

Reports of sexual misconduct may be made by anyone to the Title IX Coordinator in person, by mail, or electronic mail; to any other Mandated Reporter—instructional faculty and faculty department chairs, coaches, athletic trainers, administrators, campus public safety officers; or through the online [Sexual Misconduct Report Form](#). Confidential disclosures can be made to the Counseling Department for students. Please note that Mandated Reporters and confidential resources do not have authority to take corrective action or resolve complaints. Formal complaints alleging sexual harassment and requesting the College to investigate, must be filed with the Title IX Coordinator. Supportive measures are available to individuals regardless of whether they file a formal complaint. For more information about grievance procedures, see [MC's Sexual Misconduct Policy-31001](#).

Questions regarding equal opportunity/non-discrimination or Title IX, or how to file a complaint, should be directed to the College's Title IX Coordinator: Ms. Kristen Roe, 9221 Corporate Blvd, Rockville, MD 20850, 240-567-4279, Kristen.Roe@montgomerycollege.edu.

Disability Based Discrimination

In accordance with Section 504 of the Rehabilitation Act of 1973 and Title II of the Americans

with Disabilities Act as Amended (ADAAA 2009), Montgomery College prohibits discrimination based on disability in its educational programs and activities.

Requests for and questions about student accommodations should be directed to the [Disability Support Services office on the relevant campus](#).

Questions regarding the College's disability discrimination grievance process should be directed to the Director of ADA Compliance [Kristen Roe](#), 240-567-4279.

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

Student Complaint Resolution Options

Montgomery College makes every effort to resolve student complaints internally. Students are expected to fully utilize any and all of the outlined administrative procedures to address concerns and/or complaints in as timely a manner as possible. Students can find the administrative procedures at [Montgomery College Student Complaint Resolution](#).

If you need assistance or have a question about the Student Complaint Resolution process, please contact [Kristen Roe](#), Director of ADA Compliance and Title IX Coordinator.