



Important Information for Students Regarding Preventing and Reporting Sexual Misconduct at Harford Community College

Dear Student:

Fall Semester 2016

Harford Community College (HCC) complies with [Title IX](#) of the Education Amendments of 1972, [Titles IV](#) and [VII](#) of the Civil Rights Act of 1964, as well as the laws of the State of Maryland and Harford County.

The following information pertains to the College's response to discrimination and sexual misconduct. Some of the details provided use explicit language and references to sexual situations, sexual assault, and sexual violence. As a result, this information can trigger a variety of emotions. If you would like to access resources for support, please contact the College employees listed on the second page of this letter. Additional resources can be found on the [HCC website](#).

It has been, and will continue to be, the policy of Harford Community College that all students, employees, applicants, and other persons dealing with the College will do so in an atmosphere that is free from discrimination on the basis of race, color, religion, sex, national origin, age, status as an individual with a disability, veteran, sexual orientation, gender identity or expression, marital status, genetic information or any other status protected by law. This policy includes, but is not limited to, decisions about recruitment, hiring, training, promotion, compensation, benefits, transfers, social or recreational programs, academic opportunities and enrollment. The College will not tolerate discrimination by anyone – employees, supervisors, students, visitors, contractors, or any person with whom the College does business.

Sexual misconduct is a form of sex discrimination prohibited by federal and state discrimination laws. In addition, some forms of sexual misconduct violate the criminal laws of the State of Maryland. Sexual misconduct is also a form of sex discrimination in violation of the Harford Community College [Code for Student Rights, Responsibilities and Conduct](#). The complete [HCC Sexual Harassment and Misconduct Policy and Procedure](#) is available to students on this link. 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 procedures to all students, faculty and staff.

Sexual misconduct encompasses a range of behavior used to obtain sexual gratification against another's will or at the expense of another. Sexual misconduct includes sexual and gender-based harassment or discrimination, sexual assault and violence, dating violence, relationship and domestic violence, sexual coercion, sexual exploitation, sexual intimidation, stalking, and any conduct of a sexual nature that is without consent, or has the effect of threatening or intimidating the person against whom such conduct is directed. Anybody can experience sexual misconduct: males and females; straight, gay, lesbian, bisexual and transgender individuals; part-time and full-time students and employees; individuals with and without disabilities; and individuals of different races and national origins. HCC will investigate and resolve allegations of sexual misconduct involving parties of the same sex using the same procedures and standards that are used in complaints involving parties of the opposite sex.

All reported incidents of sexual misconduct will be handled in accordance with the procedures contained in the [HCC Sexual Harassment and Misconduct Policy and Procedure](#). This *Policy and Procedure* prohibits retaliation against any complainant or respondent or any individual solely as a result of cooperating in an investigation. Individuals reporting incidents of sexual misconduct are afforded the same considerations for confidentiality and protections against retaliation that are provided to those reporting incidents of sexual harassment or violence on campus.

Any person reporting sexual assault immediately after it has occurred should call 9-1-1 or the HCC Public Safety Office without delay at 443-412-2272.

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The *HCC Sexual Harassment and Misconduct Policy and Procedure* applies to all HCC employees, supervisors, students, visitors, contractors, or any person with whom the College does business. This *Policy and Procedure* applies to sexual misconduct on HCC's campus; actions at HCC-sponsored events and activities; or situations that adversely affect the HCC community or that threaten the health and/or safety of a member of the HCC community, regardless of where the incident occurred.

A student who reports an incident of sexual misconduct, either as a complainant or a third party witness, will not be held responsible for related drug and alcohol Student Code of Conduct violations at the time of the incident. HCC does not want the fear of receiving disciplinary charges and/or a disciplinary sanction to prevent a student from reporting an incident of sexual misconduct.

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

Dr. Deborah Cruise, Vice President for Student Affairs & Institutional Effectiveness
Title IX Coordinator
HCC – Student Center, Rm. 253
443-412-2233 or dcruise@harford.edu

Mr. David Mack, Director for Academic Program Enhancement and Partnerships
Deputy Title IX Coordinator
HCC – Chesapeake Center, Office of Academic Affairs
443-412-2158 or dmack@harford.edu

Ms. Katie Callan, Director for Human Resources and Employee Development
Deputy Title IX Coordinator
HCC – Chesapeake Center, Human Resources Office
443-412-2129 or kcallan@harford.edu

Dr. Diane Resides, Associate Vice President for Student Development
Deputy Title IX Coordinator
HCC – Student Center, Rm. 254
443-412-2142 or dresides@harford.edu

Students may also report incidents to the Department of Education's Office of Civil Rights at <http://www2.ed.gov/about/offices/list/ocr/docs/howto.html?src=rt>. All employees are mandated reporters and are required to report any information they receive regarding sexual misconduct to their supervisors, HCC's Title IX Coordinator, or an HCC Deputy Title IX Coordinator.

More information on Title IX and preventing, reporting, and investigating sexual misconduct at Harford Community College can be found at

<http://www.harford.edu/about/sexual-misconduct.aspx>

Thank you for reviewing these materials and helping to keep Harford Community College safe from all forms of sexual misconduct. Questions can be directed to me or any of the Deputy Title IX Coordinators listed above.

Sincerely,



Dr. Deborah Cruise, Vice President for Student Affairs & Institutional Effectiveness
Title IX Coordinator
HCC – Student Center, Rm. 253
443-412-2233 or dcruise@harford.edu