



Harford Community College does not tolerate sexual misconduct by anyone—employees, supervisors, students, visitors, contractors, or any person with whom the College does business. HCC has developed a comprehensive [Sexual Harassment and Misconduct Policy and Procedure](#) that describes prohibited conduct, steps to take in order to make a complaint, procedures for investigating and resolving complaints, and the resources that are available for both complainants and respondents. We encourage you to read the *Policy and Procedure* in its entirety at your earliest convenience available at <http://www.harford.edu/sexualmisconduct>. The following is a review of key provisions.

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

Reporting Procedures

Allegations of sexual misconduct should be reported to the Title IX Coordinator or a Deputy Coordinator (contact information listed on the back). These Coordinators use discretion and seek to protect the privacy of all persons involved in complaints of sexual misconduct.

All HCC Employees are “Responsible Employees” Under Title IX Legislation

Under Title IX “Responsible Employees” who learn about any alleged incident of sexual misconduct must promptly report the complaint to their supervisor, the Title IX Coordinator, or a Deputy Coordinator. Any supervisor who receives a report must report the matter to the Title IX Coordinator or a Deputy Coordinator who is responsible for overseeing the investigation.

Criminal Reporting

Because sexual misconduct may constitute both a violation of HCC policy and a crime, the College encourages persons to report incidents of sexual misconduct that are crimes under Maryland law to the HCC Public Safety Office at 443-412-2272, or other appropriate law enforcement agencies.

Amnesty for Students Who Report Sexual Misconduct

A student who reports an incident of sexual misconduct, either as a complainant or as a third party witness, will not be held responsible for related drug and alcohol Code of Conduct violations. 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.

Confidentiality

Anyone who has experienced sexual misconduct and wishes to speak to someone confidentially about options, rights, and experiences should contact one of the following confidential resources:

- Health care providers, licensed counselors, professional clergy;
- SARC – Sexual Assault/Spousal Abuse Resource Center, located in Bel Air, MD, and via the 24-Hour Helpline at 410-836-8430;
- Employee Assistance Program (EAP) available to full-time HCC employees. 800/327-2251 (24/7 availability)

Who Does This Policy Apply To?

This Sexual Harassment and Misconduct Procedure applies to all HCC employees, students, visitors, contractors, and any person with whom the College does business.

Where Does This Policy Apply?

On HCC’s campus; at HCC-sponsored classes, events, and activities; off-campus if the incident adversely affects the HCC community or threatens the health or safety of a member of the HCC community.

What Is Prohibited Sexual Misconduct?

Sexual harassment, unwanted sexual contact, unwanted sexual intercourse or oral sex, sexual exploitation, sexual intimidation, stalking and relationship violence.

Other Prohibited Conduct Includes:

Retaliation against a complainant or respondent, or anyone who participates in an investigation of a complaint, is prohibited.

Amorous relationships involving faculty, staff and/or students who have a current and direct academic and professional relationship that may compromise the integrity of the College are prohibited.

HCC's first priority is keeping the campus community safe. Any individual who learns of possible sexual misconduct should report it immediately to the Title IX Coordinator or Deputy Coordinators. Furthermore, all employees are required to report alleged incidents to their supervisor, HCC Title IX Coordinator, or Deputy Coordinators. Any supervisor who receives a report must report the matter to the Title IX Coordinator or Deputy Coordinators who are responsible for overseeing the investigation.

○ Title IX Coordinator and Deputy Coordinators:

Dr. Jacqueline Jackson, Vice President for Student Affairs & Institutional Effectiveness and Title IX Coordinator

HCC – Executive Suite

3rd Floor of the Library

401 Thomas Run Road

Bel Air, MD 21015

443-412-2233 or jajackson@harford.edu

Ms. Pamela Stell, Director for Human Resources and Employee Development

Deputy Title IX Coordinator

HCC – Chesapeake Center

401 Thomas Run Road

Bel Air, MD 21015

443-412-2103 or pstell@harford.edu

Ms. Jennie Towner, Associate Vice President, for Student Development

Deputy Title IX Coordinator

HCC – Student Center

401 Thomas Run Road

Bel Air, MD 21015

443-412-2142 or jtowner@harford.edu

Mr. Estevan Vasquez, Athletic Director

Deputy Title IX Coordinator

HCC – Athletics Dept. Susquehanna Building

401 Thomas Run Road

Bel Air, MD 21015

443-412-2303 or evasquez@harford.edu

Ms. Elizabeth Mosser, Associate Dean of Academic Operations

Deputy Title IX Coordinator

HCC – Executive Suite

3rd Floor of the Library

401 Thomas Run Road

Bel Air, MD 21015

443-412-2319 or emosser@harford.edu

Mr. Sean Wright, Fitness Center Manager

Deputy Title IX Coordinator

HCC – Susquehanna Building

401 Thomas Run Road

Bel Air, MD 21015

443-412-2542 or swright@harford.edu

Ms. Leslie Manning, Transfer Admissions Advisor
Deputy Title IX Coordinator
HCC – Student Center
401 Thomas Run Road
Bel Air, MD 21015
443-412-2309 or lmanning@harford.edu

Available Resources:

- Visit our website to learn more: www.harford.edu/sexualmisconduct
- Download our sexual misconduct procedure: www.harford.edu/Misconduct
- Support for LGBTQ+ is available in our Safe Zone at: www.harford.edu/lgbtq