

To: Montgomery College Students

From: Dr. Tiffany Ray-Patterson, Senior Vice President for Student Affairs
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Subject: Notice of Non-Discrimination and How to Report Concerns

Montgomery College is committed to creating a safe, welcoming, and inclusive environment in our educational program.¹ We know that experiencing discrimination can make it harder for students to succeed and reduces the sense of belonging we seek to create. This memo includes key information about our commitment to creating an environment free from discrimination. It also includes important resources for reporting concerns.

Nondiscrimination Notice

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 [full Notice of Non-Discrimination is available here](#), and the [Career and Technical Education \(CTE\) Notice of Non-discrimination is available here](#).

Sex-Based Discrimination

Understand the law. In accordance with Title IX of the Education Amendments of 1972, Montgomery College prohibits sex discrimination, including sexual misconduct,² and sexual harassment. These protections also extend to students experiencing pregnancy and related conditions.³

Know when to reach out. Students who believe they have experienced sexual harassment, dating violence/domestic violence, sexual assault, or stalking should contact the Title IX office. Once connected, students can receive supportive measures, like counseling or No-Contact orders, and learn about options for filing a formal complaint with the College. Assistance with connecting to community-based resources, like local law enforcement, also is available.

What if I am pregnant? Students experiencing pregnancy and pregnancy-related conditions are entitled to adjustments to support their continued access to the College's

¹ This includes the Career and Technology Education Program (CTE).

² Sexual misconduct includes sexual harassment, dating/domestic violence, sexual assault, and stalking.

³ Conditions related to pregnancy include the pregnancy itself, lactation, and recovery from childbirth, miscarriage, or termination.

educational program. Visit [Pregnant and Parenting Students | Montgomery College, Maryland](#) or [contact the Title IX team](#) to learn more.

Disability Discrimination: What if I have a disability?

Understand the law. In accordance with Section 504 of the Rehabilitation Act of 1973 and Title II of the Americans with Disabilities Act as Amended (ADAAA 2008), Montgomery College prohibits discrimination based on disability in its educational programs and activities.

Apply for Accommodations. Students seeking accommodation for disabilities are encouraged to contact Disability Support Services (DSS) to begin the process. Visit [Disability Support Services](#) to learn more.

Speak up if something seems wrong. Students who are concerned about how faculty or staff are implementing their accommodations should reach out to their DSS counselor to attempt to correct the problem.

Religious Discrimination: What if I need to miss class to participate in a religious event?

Understand the policy. It is the College's long-standing policy and practice to provide reasonable alternative academic accommodations for students to practice sincerely held faith-based or religious beliefs.

Where do I start: Talk to your professor, ideally at the beginning of the semester. Additional information about how to request an academic adjustment is available [on page 5 and 6 of College Procedure 41002--Equal Education Opportunity and Non-Discrimination Policy](#).

What if I feel like I am being discriminated against based on my race, color, ethnicity, age, or other protected status?

Know that you have options: You can report your concern to the College. After submitting your complaint in writing and participating in an intake, you will receive information about your options.

What if I'm just not sure where to go with my complaint?

Let us help you navigate to the right office: Visit the [Montgomery College Student Complaint Resolution](#) page.

At Montgomery College, we are committed to supporting an environment where all students can unlock their potential and transform their lives. If you believe you are experiencing discrimination, we encourage you to connect with us. We're here to help students understand their rights. Further, we are committed to supporting students' full and equal access to our educational programs.

UNDERSTAND YOUR RIGHTS AND WHERE TO GO TO MAKE A COMPLAINT		
Type of Complaint	Policy & Procedure	Reporting Resource
Disability, age, citizenship status, color, veteran status, gender identity, genetic information, marital status, national origin, race, religion, sex, sexual orientation or other characteristic protected by law	41002-Equal Education Opportunity and Non-Discrimination Policy	Interim Director of ADA Compliance & Title IX Coordinator Sarah.Martin@montgomerycollege.edu or (240) 567-4279
Sex-Based Harassment and Sexual Misconduct	21001-Sexual Misconduct	Reporting Sexual Misconduct Montgomery College, Maryland Includes information on reporting to the College, confidential resources, and community-based resources
Other Types of Student Complaints		Montgomery College Student Complaint Resolution

TO REQUEST ACCOMMODATIONS		
Protected Class	Contact	Resource
Faith-based or Religious Practices	Students are responsible for reviewing the course syllabus during the first week of instruction for potential conflicts with faith-based or religious practices and must email their instructor to request any academic accommodations.	Equal Education Opportunity and Non-Discrimination Policy (41002CP)
Academic Accommodations for Disability	Disability Support Services dss@montgomerycollege.edu or 240-567-5058	Disability Support Services
Pregnancy	Title IX Office TitleIX@montgomerycollege.edu	Pregnant and Parenting Students Montgomery College, Maryland

External Reporting for Student Complaints of Discrimination

Students are encouraged to attempt resolution of complaints within the College but may also report discrimination related concerns to the [Department of Education's Office for Civil Rights](#).