



PRINCE GEORGE'S
COMMUNITY COLLEGE

FACULTY TRAINING: TITLE IX

FALL 2023

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Title IX of the Education Amendments of 1972

Federal law prohibiting discrimination on the basis of sex in federally funded education programs and activities

*“No **person** in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.”*



PRINCE GEORGE'S
COMMUNITY COLLEGE

PGCC Title IX Coordinator & Deputy



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301-546-7011 | RanelSM@pgcc.edu | Kent Hall 133

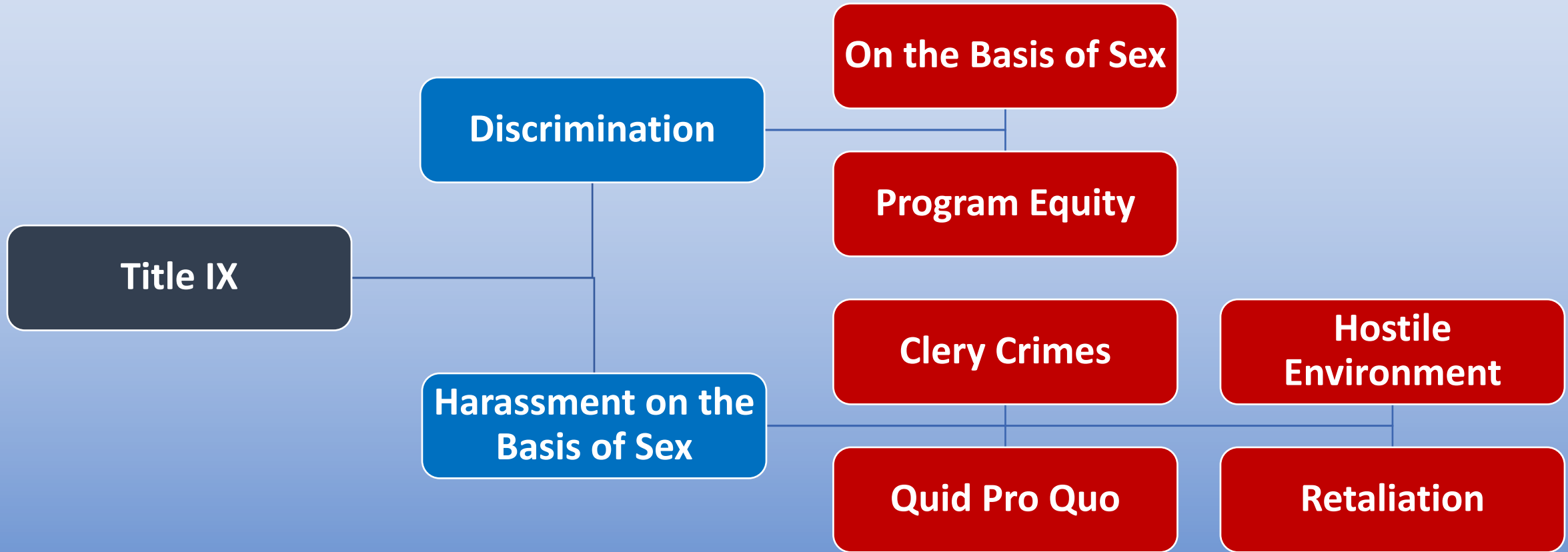


Cathryn L. Camp, M.Ed.: Deputy Title IX Coordinator
Assistant Vice President for Student Affairs
301-546-0892 | CampCL@pgcc.edu | Kent Hall 121

Any Title IX inquiry or complaint may be submitted to the following email address, 24/7: TitleIX@pgcc.edu



Title IX Prohibits:



On the Basis of Sex: The actual or perceived sex, gender, gender identity or expression, or sexual orientation of another person



On the Basis of Sex: The actual or perceived sex, gender, gender identity or expression, or sexual orientation of another person.

LGBTIQA+: An evolving acronym that stands for lesbian, gay, bisexual, transgender, intersex, queer/questioning, asexual.

Title IX allows protections for persons (students and employees) who identify as LGBTIQA+ include:

- An environment free of sex-based harassment;
- Honoring the person's names and pronouns;
- permit all persons to participate in sex-segregated activities and use sex-segregated facilities (including bathrooms, locker rooms, and overnight accommodations) in accordance with their gender identity; and
- protect person's privacy by avoiding non-consensual disclosure of their gender status



The following restrooms may be used by any person regardless of their gender identity or expression:

All-Gender Restroom Locations

The following restrooms may be used by any person regardless of their gender identity or expression:

- Acookeek Hall 200J and 200K.
- Bladen Hall 132.
- Center for Health Studies 1410 and 2412.
- Center for Performing Arts 102.
- Chesapeake Hall 100B.
- Culinary Arts Center 124.
- Lanham Hall 119.
- Novak Field House 118.

All gender restroom locations are listed at the bottom of the [PGCC Title IX webpage](#)



Discrimination on the Basis of Sex

- Access to course offerings
- Athletics and extracurricular activities
- Employment and Hiring
- Discipline
- Facilities
- Financial assistance
- Treatment of pregnancy and parenting students
- Recruitment, Admissions, and Counseling

Harassment on the Basis of Sex

- Dating Violence
- Domestic Violence
- Hostile Environment
- Quid pro quo
- Retaliation
- Sexual Assault
- Stalking



Title IX Protections

Who is protected?

- Students, including students who are minors
- Employees
- Prospective Students
- Applicants for Employment

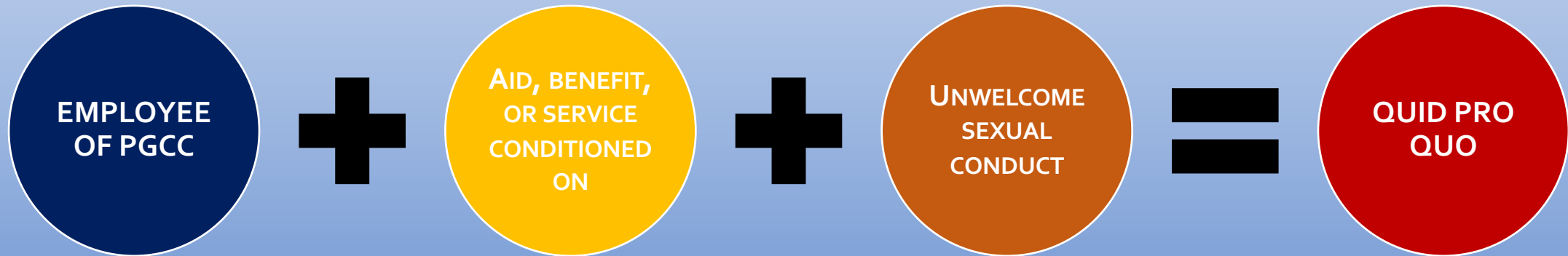
Where are we protected?

- In PGCC's educational program or activity
 - On school grounds
 - On school-sponsored trip in U.S.
 - On the PGCC's networks, technology, or equipment
 - On social media, email, and/or phone*
 - Off school grounds*



Title IX: Quid Pro Quo

An employee of the College conditioning the provision of an aid, benefit, or service on an individual's participation in unwelcome sexual conduct





Test your Knowledge

- Quid Pro Quo (QPQ) can only occur between employees.
 - FALSE
- QPQ requires a power imbalance.
 - TRUE
- Under Title IX's definition of QPQ, a principal stating to a math teacher "Send me some nude photos and we can talk about you becoming Grade Level Chair" is not Title IX QPQ.
 - FALSE
- Under Title IX's definition of QPQ, a staff member stating, "I will give you extra credit if you come over and clean my home" is not Title IX QPQ.
 - TRUE



Title IX: Hostile Environment

Unwelcome conduct (based on sex) determined by a reasonable person to be so severe, pervasive, and objectively offensive that it...

Effectively denies a person equal access to the College's education programs or activities.





Does Title IX apply?

- Employee or student sends their paramour's nude photo to a party
- Employee or student viewing porn on a PGCC computer
- You overhear an employee or student stating a recent black eye was from a fight with their father
- A student tells you that due to pregnancy complications, the doctor has recommended bedrest. Therefore, the student cannot be present for the final exam.
- Employee or student tells you that they have missed class/work because their ex-lover has followed them to their car after class/work for weeks despite the employee/student asking the ex-lover to stop
- Employee or student repeatedly misgenders another employee or student
- A student repeatedly asks a faculty member on a date

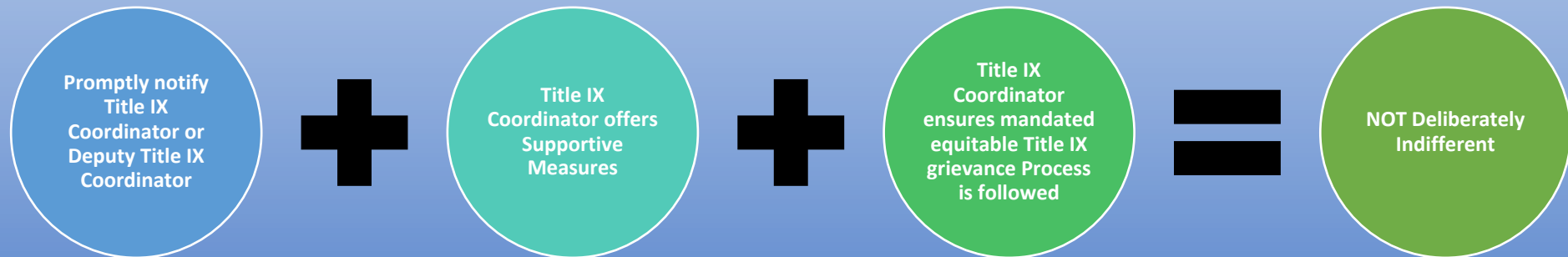
IT DEPENDS. CONTACT THE TITLE IX COORDINATOR!



PGCC's Obligation under Title IX

A school with **actual knowledge** of sexual harassment in an education program or activity against a person in the U.S. **must respond promptly** and in a manner that is **not deliberately indifferent**.

Deliberate indifference only found if the school's response to sexual harassment is "clearly unreasonable in light of the known circumstances"



Contact the Title IX Coordinator, including to inquire IF Title IX applies.



Tips for Responding to Title IX Disclosures

Listen and stay
calm

Thank the person
for sharing

Only ask: who,
what, when,
where, and how?

Do NOT make
promises

Do NOT investigate

Do NOT
interrogate

Avoid expressing
dismay, doubt,
shame, or
judgement

Avoid asking to
repeat the story

Avoid leading
questions

Avoid implying
fault

Say "This is not
your fault"

Seek support of
the Title IX
Coordinator

Report the
disclosure to the
Title IX
Coordinator



Defined:

- Non-disciplinary and non-punitive
- Available with or without a formal complaint filed
- Individualized services (interactive process)
- Promptly offered and implemented, as appropriate
- Without fee or charge
- Cannot unreasonably burden the other party
- Designed to restore or preserve equal access to the education program or activity
- Includes measures designed to protect the safety of all parties or the school's educational environment
- Available to Complainant and Respondent



Examples*:

- Academic assistance
- Resources and support in filing of domestic violence protective order
- Escort between locations on-campus
- Extensions of deadlines or other course-related adjustments
- Increased security and monitoring of certain areas of the school campus
- Leaves of absence
- Modifications of work or class schedules
- Mutual restrictions on contact between the parties
- Notification of resources on campus and within the community

*PGCC does not have the authority to change, alter, or modify local, state, or federal requirements or deadlines.



RETALIATION IS PROHIBITED

Defined:

- Acting in a manner considered to be revenge for reporting an incident, engaging in bystander intervention, participating with an investigation, filing a Formal Complaint, or being reported as violating Title IX.



- **Emergency Removal**

- **Students:**

- Prior to partial removal (suspension), Title IX Coordinator and Behavioral Intervention Team complete an individualized safety and risk analysis
 - Student has right to immediate hearing

- **Employees:**

- No requirements prior to removal
 - PGCC policies and procedures govern partial removal

- **Mandatory Hearings**

- Parties entitled to Advisor (supplied by College, if necessary)
 - The party's advisor conducts cross examination on behalf of the party
 - For sexual assault cases only: Attorneys provided for students in Maryland
 - Evidentiary ruling rendered



PRINCE GEORGE'S
COMMUNITY COLLEGE

Title IX Complaint and Grievance Process

Available at www.pgcc.edu, search "Title IX" and includes:

- Here you will find:
 - Title IX Coordinator and Title IX Deputy contact information
 - Title IX policy
 - Title IX grievance process
 - Title IX complaint form
 - Title IX training materials



Title IX Complaint and Grievance Process

[Home](#) > [About PGCC](#) > [Institutional Information & Policies](#) > [Title IX](#) >

Title IX

Title IX of the Education Amendments of 1972 is a comprehensive federal law that prohibits discrimination on the basis of sex in any federally-funded education program or activity.

Title IX states: "No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance." - *United States Department of Education*

The Title IX Coordinator has primary responsibility for the administration of the College's Title IX Complaint and Grievance Process, which is available by clicking the link below. The Title IX Coordinator and the Deputy Coordinators work to resolve complaints of sexual misconduct, sexual harassment, and gender-related violence, including stalking and intimate partner violence involving students and/or employees at the College.

When a Formal Complaint is filed, the Title IX Coordinator and Deputy Coordinators will ensure a prompt and thorough investigation is completed, and a fair hearing will be provided.

Title IX Team

Title IX Team Training Materials - Updated April 2023

Title IX Complaint and Grievance Process

Title IX complaints may be filed with any of the above individuals or by clicking the following link and completing the form.

[TITLE IX COMPLAINT FORM](#)



PRINCE GEORGE'S
COMMUNITY COLLEGE

Title IX Compliance

Pregnant and Parenting Students



Title IX: Pregnant and Parenting Students

- PGCC employees must treat pregnant and parenting students in the same way that similarly- situated students are treated.
- Pregnancy is a medical condition, but NOT a disability.
 - Although, pregnancy and post-pregnancy related complications are viewed on a case-by-case basis and may entitle a student to temporary disability related accommodations.
- Pregnancy and post-pregnancy related accommodations cannot be granted retroactively.
- Therefore, encourage students to be self advocates and proactive!



Doctor's Note

- A written notice from a qualified healthcare provider that outlines basic information about a medical condition, such as an illness or injury.
- Generic medical information
- Doctor's note should include:
 - Student's name;
 - Statement that patient is under that doctor's care;
 - Dates seen;
 - A statement excusing patient from work/school entirely or a statement of physical limitations;
 - Doctor's name and signature

Medical Documentation

- Includes patient's diagnosis, treatment, prognosis, outcomes, recommendations
- Detailed medical information

Faculty **shall not** request or accept student medical documentation, instead contact the Title IX Coordinator



Syllabus Statement

Pregnant and Parenting Accommodations

Due to Title IX regulations, PGCC is required to take reasonable steps to ensure that any student with certain pregnancy-related or post-pregnancy issues who must miss classes/coursework, take breaks during class, etc. due a pregnancy-related condition will return to the same position of academic progress as before they experienced medical challenges.

If you have a pregnancy-related issue, please contact the Title IX Coordinator at TitleIX@pgcc.edu or 301-546-7011 to discuss pregnancy or parenting accommodations. If a student discloses pregnancy to their course instructor, the instructor should inform the student that they have the right to contact the Title IX Coordinator for accommodations or to discuss accommodations directly with the instructor.



Title IX: Pregnant & Parenting Students

Statements for the syllabus template were shifted to the College's Catalog under "Academic and Important Policies."

A statement concerning pregnant/parenting accommodations is included in that location.

Catalog Search

Entire Catalog

Search Catalog

Whole Word/Phrase

Advanced Search

Catalog Home

Archived Catalogs

Academic Programs and Courses

Academic and Career Pathways

Programs of Study

Course Descriptions

General Education

Academic and Important Policies

Suspended Programs of Study

Program Codes

Academic and Important College Policies

- Academic Complaints
- Academic Forgiveness Policy
- Academic Integrity
- Academic Standing
- Accessible Transportation
- Assignment of Credit Hours
- Changes of Program/Not Applicable Courses
- Class Attendance and Participation
- Code of Academic Integrity
- Code of Conduct
- College Central Network (CCN)
- Community in Unity Civility Pledge
- Dean's List
- Designated Reporting Authorities
- Different Ways to Take Courses
- Disability Support Services
- Disruption of Class
- Emergency College Closings/Delayed Openings
- Enrollment Verifications
- Falsification of Records
- Grade Reports
- Grades and Grading Policies
- Records Policy (FERPA)
- Repeated Courses
- Smoke and Tobacco-Free Campus
- Special Admission Policy: Nursing and Allied Health
- Statewide General Education and Transfer Policy
- Student Course Loads
- Student Residency Policy
 - As it applies to Veterans Tuition and Fees
- Transcripts
- Title IX
 - Complaint and Grievance Process
 - **Pregnant and Parenting Accommodations**



Pregnant & Parenting Students: Disclosure and Employee Response

DO	DO NOT
Listen and respond with empathy	Inquire as to whether a person is pregnant or assume the student's medical situation
Remind the student of the Pregnancy and Parenting Accommodation Statement in the course syllabus	Send the student to the Wellness Center
Support the student in how they choose to pursue their education while pregnant and post-pregnancy	Imply or state that the student should consider withdrawing
Work collaboratively with the student to determine the <u>proactive</u> measures that can be taken	Grant the pregnant or parenting student accommodations that violate PGCC's policies and/or procedures
Inform student that faculty are not authorized to handle student's medical documentation	Request, accept, or require student medical documentation
Contact the Title IX Coordinator	Ignore the student's disclosure



Pregnant and Parenting Student Accommodation Examples:

- Allowing the student to maintain a safe distance from hazardous substances;
- Making modifications to the physical environment (such as accessible seating);
- Extending deadlines and/or allowing the student to make up tests or assignments missed for pregnancy-related absences;
- Offering remote learning options;
- Excusing absences with a generic doctor's note; or
- Granting leave with a doctor's note and implementing incomplete grades for classes that will be resumed at a future date

REMEMBER:

- Faculty shall NOT request or accept student medical documentation
- The accommodation CANNOT be granted retroactively, but discuss with Title IX Coordinator to determine program impact
- The accommodation CANNOT violate PGCC's policies and/or procedures
 - When in doubt, contact the Title IX Coordinator



Lactation Pods

- Supports nursing parents through providing a private, freestanding, and comfortable lactation and pumping space.
- Each pod:
 - has a Mamava Pod application QR code linking to the app on the front door.
 - includes adjustable lighting, power outlet, and soothing sounds.



3 Locations:

- Center for Nursing Studies, 2nd floor - Largo Campus
- Lanham Hall, 1st floor – Largo Campus
- University Town Center, Lower Level



Email TitleX@pgcc.edu or call 301-546-7011.

