



4010 – Sexual Harassment and Discrimination Policy

Policy Owner: Vice President for Student Success

Associated Procedure: Sexual Harassment and Discrimination Policy and Procedures Manual, page 2; Sexual Harassment and Misconduct Procedure (HR Procedures Manual, page 56)

Date Adopted: November 11, 2003

Date Last Amended: June 8, 2021

Date Last Reviewed: June 8, 2021

Harford Community College adheres to all federal, state, and local civil rights laws prohibiting discrimination in employment and education. Harford Community College does not discriminate in its admissions practices, in its employment practices, or its educational programs or activities on the basis of sex/gender. As a recipient of federal financial assistance for education activities, Harford Community College adheres to the requirements of *Title IX of the Education Amendments of 1972* to ensure that all of its education programs and activities do not discriminate on the basis of sex/gender. Sex includes sex, sex stereotypes, gender identity, gender expression, sexual orientation, and pregnancy or parenting status.

Harford Community College also prohibits retaliation against any person opposing discrimination or participating in any discrimination investigation or complaint process internal or external to the institution. Sexual harassment, sexual assault, dating, and domestic violence, and stalking are forms of sex discrimination, which are prohibited under *Title IX* and by Harford Community College policy.

Any member of the campus community, guest, or visitor who acts to deny, deprive, or limit the educational, employment, or social access, opportunities, and/or benefits of any member of the College community on the basis of sex is in violation of the Sexual Harassment and Discrimination policy. A violation of this policy will be handled as provided in the comprehensive sexual harassment and discrimination procedure document, with employees subject to disciplinary action up to, and

including termination.

Any person may report sex discrimination at any time (whether or not the person reporting is the person alleged to have experienced the conduct), in person, by mail, by telephone, or by email, using the contact information listed for the *Title IX* coordinator as found in the [Sexual Harassment and Discrimination Policy and Procedures](#).

Addendum: Students Who are Pregnant and/or Parenting

Harford Community College hereby establishes the following addendum to its Title IX policy and associated procedures for ensuring the protection and equal treatment of pregnant individuals, persons with pregnancy-related conditions, and new parents.

Under the Department of Education's (DOE) Title IX regulations, an institution that receives federal funding "shall not discriminate against any student, or exclude any student from its education program or activity, including any class or extracurricular activity, on the basis of such student's pregnancy, childbirth, false pregnancy, termination of pregnancy, or recovery therefrom." According to the DOE, appropriate treatment of a pregnant student includes granting the student leave "for so long a period of time as is deemed medically necessary by the student's physician," and then effectively reinstating the student to the same status as was held when the leave began.

This generally means that pregnant students will be treated by Harford Community College the same way as someone who has a temporary disability and will be given an opportunity to make up missed work wherever possible. Extended deadlines, make-up assignments (e.g. papers, quizzes, tests, and presentations), tutoring, independent study, online course completion options, and incomplete grades that can be completed at a later date, should all be employed, in addition to any other ergonomic and assistive support typically provided by Disability Services. To the extent possible, Harford Community College will take reasonable steps to ensure that pregnant students who take a leave of absence or medical leave return to the same position of academic progress that they were in when they took leave, including access to the same course catalog that was in place when the leave began. The Title IX Coordinator has the authority to determine that such accommodations are necessary and appropriate and to inform faculty members of the need to adjust academic parameters accordingly.

As with disability accommodations, information about pregnant students' requests for accommodations will be shared with faculty and staff only to the extent necessary to provide the reasonable accommodation. Faculty and staff will regard all information associated with such requests as private and will not disclose this information unless necessary. The Title IX Coordinator will coordinate with Disability and Student Intervention Services (DSIS) for the provision of accommodations based on a temporary disability.

In situations such as clinical rotations, performances, labs, and group work, the institution will work with the student to devise an alternative path to completion, if possible. In progressive curricular and/or cohort-model programs, medically necessary leaves are sufficient cause to permit the student to shift course order, substitute similar course, or join a subsequent cohort when returning from leave.

Students are encouraged to work with their faculty members and Harford Community College's support systems to devise a plan for how best to address the conditions as pregnancy progresses, anticipate the need for leaves, minimize the academic impact of their absence, and get back on track as efficiently and comfortably as possible. The Title IX Coordinator will assist with plan development and implementation as needed.

Scope of Policy. This policy applies to all aspects of Harford Community College's programs, including, but not limited to, admissions, educational programs, and activities, extracurricular activities, hiring, leave policies, employment policies, and health insurance coverage.
