



Title IX

Things you need to know as MCC employees
2022SP Quality Trails

What is Title IX

The Federal law that prohibits discrimination on the basis of sex in schools that receive federal funding.

What actions fall under Title IX

Quid pro quo harassment
or unwelcome conduct
based on sex
stereotyping.

- Sexual Assault
- Sexual Harassment
- Sexual Violence
- Rape
- Dating Violence
- Domestic Violence
- Stalking

Who falls under Title IX

Students
&
Employees

What does consent mean?

- YES means Yes
- Consent must be sustained
- No consent is NOT consent
- Alcohol is considered a date rape drug

What does this mean for MCC?

- MCC prohibits sexual misconduct/discrimination.
- MCC will investigate any report of sexual misconduct.
- The event can occur on-campus or in any education program or activity where the college operates, including online platforms.
- MCC will coordinate, comply with, and carry out the responsibilities under the law.

Who do you report sexual misconduct to?

STUDENTS

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EMPLOYEES

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By law

MCC WILL PROVIDE AN INVESTIGATION THAT IS

- Thorough
- Reliable
- Impartial

MCC WILL PROVIDE A DISCIPLINARY PROCESS THAT IS

- Prompt
- Effective
- Equitable
 - All based on the results of the investigation

Making a report to MCC is separate from filing a complaint to law enforcement.

Options are available

Informal Process

- Assistance from College Authorities to Report to Law Enforcement.
- Thorough campus investigation.
- Parties agree/disagree on outcomes.
- Decision/Resolution.
- Reasonable accommodations as needed.

Formal Process

- Reporting to Law Enforcement.
- Assistance from College Authorities to Report to Law Enforcement.
- Thorough Investigation.
- Live Hearing with Cross-Examination.
- Final Decision.
- Reasonable accommodations as needed.

TITLE IX Requirements Regarding Pregnant and Parenting Students

- Requires schools to allow absences for pregnancy complications, childbirth, or related conditions.
- Requires schools to provide pregnant students with services and accommodations equal to those provided to non-pregnant students.
- More information found at <https://www2.ed.gov>

Additional information on Title IX regulations

Safe Colleges

Sexual Violence Awareness for Employees
(Campus SaVE Act): Sexual Violence and the
Law

Title IX Basics

<https://thepregnantscholar.org/title-ix-basics/#tab-1450385862526-2-4>

MCC Catalog

Student Handbook

<https://www.montgomery.edu/about-mcc/title-ix/>

Local Resources



- **Daymark Recovery Services** – Montgomery County
- **First Health of the Carolinas** – Montgomery County
- **Family Crisis Center** – Randolph County
- **Esther House** – Stanly County
- **National Sexual Assault Hotline**
- **Why not me, LLC, Black and African American and Hispanic Mental Health Services** – Montgomery County
- **El Futuro, Latino/Hispanic/Immigrant Mental Health Provider (en Español)** – Chatham County.

Thank you!

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