



To: Montgomery College Students

From: Kristen Roe, Director of ADA Compliance and Title IX Coordinator

Subject: **Notice of Non-Discrimination and How to Report Concerns**

Date: February 10, 2025

Montgomery College is committed to creating a safe, welcoming, and inclusive environment in our educational program.¹ We know that experiencing discrimination in any form can create barriers to your success and reduce the sense of belonging we seek to create. To support an educational environment free from discrimination, we are providing this notice to you and explaining how to report 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 [CTE Notice of Non-discrimination is available here](#).

What can I expect if I make a discrimination complaint? What does the complaint process look like?
For information about grievance procedures, see [MC's Equal Education Opportunity and Non-Discrimination Policy-41002](#).

Sex-Based Discrimination, Sexual Misconduct and Pregnancy Status Protections

In accordance with Title IX of the Education Amendments of 1972, Montgomery College prohibits sex discrimination, including sexual misconduct², and sexual harassment. These protections also extend to students experiencing pregnancy and related conditions.³

How do I report sexual misconduct?

Visit [Reporting Sexual Misconduct](#) for information on reporting to the College, external reporting resources and confidentiality.

What does the grievance procedure for sexual misconduct and sexual harassment look like?

For more information about grievance procedures, see [MC's Sexual Misconduct Policy-31001](#) and [the Title IX and VAWA Resource Guide](#).

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

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

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

Disability Based Discrimination

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.

Students seeking accommodation for disabilities are encouraged to contact Disability Support Services to begin the process. Visit [Disability Support Services](#) to learn more. If you have questions, contact Brandon Fowler, Interim Collegewide Chair of Disability Support Services: Brandon.Fowler@montgomerycollege.edu or 240-567-5070.

How do I report disability related discrimination complaints?

- You are encouraged to attempt to informally resolve accommodation complaints by contacting your DSS counselor.
- You can make a formal complaint by contacting the Director of ADA Compliance, Kristen Roe.

What if I have a different discrimination concern?

Other discrimination concerns, including failure to receive reasonable religious accommodations, may be reported to Kristen Roe at Kristen.Roe@montgomerycollege.edu.

Are you unsure how to resolve a complaint?

Visit [Montgomery College Student Complaint Resolution](#). This webpage has lots of helpful information to help you determine whom to contact to resolve a complaint.

I wish you a successful spring semester where you can engage in the full range of College programs and activities in a nondiscriminatory environment. If you need to seek support or make a complaint, please use the resources identified in this memo.

Kristen J Roe
Director of ADA Compliance & Title IX Coordinator
240-567-4279 or Kristen.Roe@montgomerycollege.edu

External Reporting for Student Complaints of Discrimination

You are encouraged to attempt resolution of complaints with the College but may also report discrimination related concerns to the Department of Education's Office for Civil Rights:

Office for Civil Rights
Philadelphia Office
U.S. Department of Education
The Wanamaker Building
100 Penn Square East, Suite 515
Philadelphia, PA 19107-3323

Telephone: 215-656-8541
Facsimile: 215-656-8605
Email: OCR.Philadelphia@ed.gov

