



# Title IX Presentation

Fall 2024

New Student Orientation

Presenter:

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Sr. Director of Policy, Compliance, and Title IX

## Title IX of the Education Amendments of 1972

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

*“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.”*

# Title IX Team



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

# Title IX Protections

## **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, which includes rape, fondling, sodomy, incest, sexual assault with an object, and statutory rape
- Stalking

# Title IX Protections

## Who is Protected?

- Students, including minors students
- Employees
- Prospective students
- Applicants for employment

## Where are they Protected?

- In PGCC's education programs or activities
  - On school grounds
  - On school-sponsored trips in the U.S.
  - On PGCC's networks, technology, and equipment
  - Outside of PGCC's programs and activities if conduct is contributing to a hostile environment at PGCC

# What happens if you notify a PGCC employee of alleged sex discrimination?

- Employees, except confidential employees, must notify the Title IX Coordinator
- Title IX Coordinator assesses whether allegation is within Title IX jurisdiction
- If within Title IX jurisdiction, the Title IX Coordinator meets with Complainant to:
  - Offers supportive measures
  - Notify of complaint process
  - Notify of informal resolution options, if applicable
  - Gives option to file complaint\*
  - Does not require Complainant to file police report

\*While the Title IX Coordinator will make efforts to respect Complainant's wishes regarding a complaint, the Title IX Coordinator will evaluate to determine if there is a serious and imminent threat to someone's safety or if the College cannot ensure equal access without initiating a complaint.\*

# Confidential Employees

- Confidential Employees, including student-employees, are prohibited from reporting actual or suspected sex discrimination or retaliation to the Title IX Coordinator in a way that identifies those involved.
- Instead, a Confidential Employee will:
  - Provide the Title IX Coordinator's contact information
  - Explain how to make a complaint of sex discrimination
  - Explain that the Title IX Coordinator may be able to offer and coordinate supportive measures

# Confidential Employees

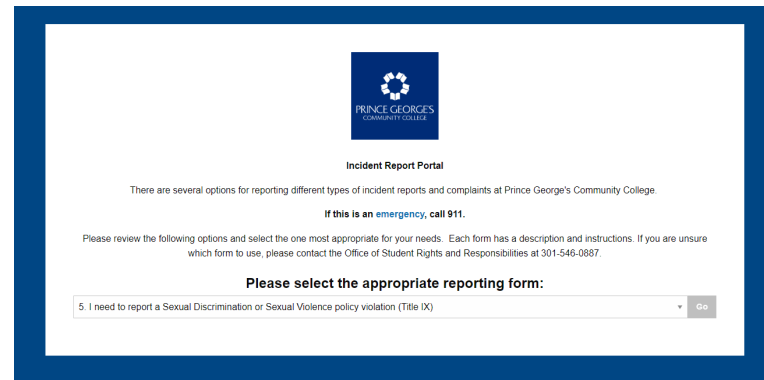
The following are Confidential Employees:

- **For students:** Mental Health and Wellness Center employees and staff (including student-employees), located at Bladen Hall, Room 132, 301 Largo Road, Largo, MD 20774-2199, Phone:(301) 546-0845 (weekdays, 8:30 a.m.-4:30 p.m.), Email: [CounselingServices@pgcc.edu](mailto:CounselingServices@pgcc.edu)
- **For employees:** Equity, Culture, and Talent's Total Rewards employees, located at Annex B, 301 Largo Road, MD, 20774-2199. Phone: (301) 546-0680 (weekdays, 8:30a.m. – 4:30p.m.), Email: [ECT-Benefits-Comp@pgcc.edu](mailto:ECT-Benefits-Comp@pgcc.edu).



# Reporting Options

- Verbal, in-person, or written notice to the Title IX Coordinator, 24/7, at [TitleIX@pgcc.edu](mailto:TitleIX@pgcc.edu) or Kent Hall 133-Largo Campus
- Submit an online complaint with the Title IX Reporting Form located on the Prince George's Community College website under the “Complaint Form and Incident Report” link, option 5
- **Anonymous reports** are accepted via the online Title IX reporting form



The screenshot shows the 'Incident Report Portal' for Prince George's Community College. It features the college's logo at the top center. Below the logo, the text reads: 'Incident Report Portal', 'There are several options for reporting different types of incident reports and complaints at Prince George's Community College.', and 'If this is an emergency, call 911.'. A paragraph of instructions follows: 'Please review the following options and select the one most appropriate for your needs. Each form has a description and instructions. If you are unsure which form to use, please contact the Office of Student Rights and Responsibilities at 301-546-0887.'. Below this is a section titled 'Please select the appropriate reporting form:' with a dropdown menu. The selected option is '5. I need to report a Sexual Discrimination or Sexual Violence policy violation (Title IX)'. A 'Go' button is located to the right of the dropdown menu.

# Supportive Measures

- **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\*:**

- Mutual restrictions on contact between the parties
- Safety planning
- Escort between locations on-campus
- Class schedule modifications, withdrawals, leaves of absence, or other course related adjustments
- Increased security and monitoring of certain areas of the school campus
- 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.

# Gender Inclusivity

# Gender Identity and Expression Inclusion

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

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

- An environment free of sex-based harassment;
- Avoid deadnaming or misgendering by honoring the usage of a person's name 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

# All Gender Restroom Locations

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

- Accokeek 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](#)

# Examples of Prohibited Title IX Conduct

- Observing or allowing others to observe a person undressing or using the bathroom or engaging in sexual acts, without the consent of the person being observed
- Knowingly making an unwelcome disclosure of (or threatening to disclose) an individual's sexual orientation, gender identity, or gender expression
- Taking pictures, video, or audio recording of another in a sexual act, without the consent of all involved in the activity
- Allowing another person to hide in a closet and observe sexual activity
- Sharing sexual pictures without the photographed person's consent
- Misappropriation of another person's identity on apps, websites, or other venues designed for dating or sexual connections (e.g., spoofing)
- Forcing a person to take an action against that person's will by threatening to show, post, or share information, video, audio, or an image that depicts the person's nudity or sexual activity
- Creating or disseminating synthetic media, including images, videos, or audio representations of individuals doing or saying sexually-related things that never happened, or placing identifiable real people in fictitious pornographic or nude situations without their consent (i.e., Deepfakes)

# Pregnancy and Related Conditions

# Pregnancy and Related Conditions

- Pregnancy and related condition including pregnancy, childbirth, termination of pregnancy, or lactation; related medical conditions; and recovery therefrom
- Students who are pregnant or have related conditions are eligible for reasonable modifications, upon request
- Students are not required to share their pregnancy with faculty, but in sharing the student can be offered reasonable modifications
- Pregnancy and related condition reasonable modifications cannot be granted retroactively.
- Student must be self advocates and proactive



# Reasonable Modification

Defined:

- Changes in the academic environment or typical operations that enable pregnant students or students with related conditions to continue to pursue their studies and have equal access to the education program of the college.
- Voluntary
- Individualized

# Reasonable Modification Examples

- Breaks during class to express breast milk, breastfeed, or attend to health needs associated with pregnancy or related conditions, including eating, drinking, or using the restroom
- Intermittent absences to attend medical appointments
- Changes in schedule or course sequence
- Time extensions for coursework and rescheduling of tests and examinations
- Allowing a student to sit or stand, or carry or keep water nearby
- Changes in physical space or supplies (for example, access to a larger desk or a footrest)
- A larger uniform or other required clothing or equipment
- Leave of absence
- Allowing frequent trips to the restroom, when necessary
- Implementing incomplete grades for classes that will be resumed at a future date

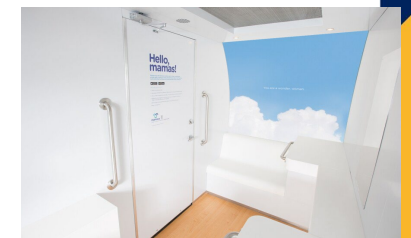
# Lactation Spaces

The College provides students and employees with access to lactation spaces that are private, functional, clean, secure, and safe. All spaces are equipped with seating, a table, and electrical outlets. Nursing parents will need to provide their own pump. All lactation space users are expected to clean up after each use.

Lactation spaces are located in the following locations:

- Largo Campus - Lanham Hall, 1st floor, Mamava Pod\*
- Largo Campus - Center for Health Studies, 2nd floor, Mamava Pod\*
- University Town Center - Student Lounge, Lower Level, Mamava Pod\*
- Laurel College Center, Room 514

\*Mamava Pods require the download of the Mamava mobile application prior to use.



# Title IX Information

[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 webpage includes:

- Title IX Coordinator and Title IX Deputy contact information
- Title IX procedure
- Title IX complaint form
- Pregnancy and related conditions rights information
- Training and resources
- All gender restroom locations
- Lactation space locations

Available at [www.pgcc.edu](http://www.pgcc.edu), search "Title IX"

# Questions

