

AMERICANS WITH DISABILITIES – CLASS ACCOMMODATIONS

Discrimination, Harassment, and Disabilities Policies

Statement on Discrimination

Washington College does not discriminate on the basis of race, sex, color, national or ethnic origin, age, religion, marital status, disability, sexual orientation, gender identity, gender expression, genetic information, or any other legally protected classification in the administration of any of its educational programs and activities or with respect to admission and employment.

The designated coordinator to ensure compliance with Section 504 of the Rehabilitation Act of 1973 is

Director of the Office of Academic Skills and 504/ADA Coordinator
Miller Library, Washington College
300 Washington Avenue
Chestertown, Maryland 21620
410) 778-8833

For additional information and/or to file a complaint, contact the

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

or local fair employment practices agencies.

Sexual Harassment & Discrimination Policy

Washington College complies with Title IX of the Educational Amendments of 1972, as well as the Title IX regulations released by the Department of Education August 2020. The policy also covers sexual misconduct that does not fall within new federal regulations. This policy applies to all students, student organizations; College employees and contractors, including faculty, staff, and administrators; and all other persons who participate in the Washington College educational program. Washington College is committed to protecting the privacy and confidentiality are involved in a report of prohibited conduct.

The designated individual to ensure compliance with Title IX and related provisions of the Clery Act, VAWA and Maryland State law is Gregory H. Krikorian, who serves in this capacity as Title IX Coordinator, gkrikorian2@washcoll.edu, 410-810-7425.

Prohibited Conduct includes:

- Quid Pro Quo Sexual Harassment
- Hostile Environment Sexual Harassment
- Sexual Assault
- Dating Violence
- Domestic Violence
- Stalking

Substantial details within the policy include specific information related to:

1. Reporting
2. Mandated reporting
3. Advisors & Resources for Support
4. Supportive Measures
5. Investigation
6. Formal Complaints
7. Participants rights and responsibilities
8. Informal Resolution
9. Adjudication
10. Sanctions
11. Appeal

Title IX policies and information also include student and staff training, community-based resources, the biennial Sexual Assault Climate survey. Detailed information on Title IX policies at Washington College, can be found at www.washcoll.edu/title-ix/index.php (<http://www.washcoll.edu/title-ix/>).

Students with Disabilities Policy

Disability Services, a part of the Office of Academic Skills, provides information, support, and accessibility accommodations for individuals with disabilities on campus. Accessibility accommodations are provided in compliance with the Americans with Disabilities Act (ADA) of 1990, the Amendments Act (ADA AA) of 2008, and Section 504 of the Rehabilitation Act of 1973. If you are a student with disabilities and you would like to request accommodations, please review and follow the Accommodation Request Process found on the Disability Services webpage, washcoll.edu/people_departments/offices/disability-services/for-students.php (http://washcoll.edu/people_departments/offices/disability-services/for-students.php). Students are encouraged to request accommodations as early in the semester as possible to ensure timely access to programs and facilities. If you need assistance with the process or have any questions or concerns, please contact the Disability Access Specialist, or the Director of the Office of Academic Skills.