

# Understanding and Recognizing Sex Discrimination

**Sex Discrimination** is an act that negatively affects a person's employment and/or educational opportunities because of the person's **actual or perceived sex, gender, gender identity, gender expression, and sexual orientation.**

**Sex Discrimination** includes sexual harassment, sexual assault, and gender-based harassment.

**Gender-based Harassment** is also called discriminatory harassment based on sex. It encompasses unwelcome or derogatory language or behavior based on a person's **gender, gender identity, or gender expression.** Like **sexual harassment**, the speech or conduct must be sufficiently severe, pervasive, and persistent to negatively impact a person's academic or work performance or create an intimidating, hostile, or offensive environment.



**Gender or Gender Identity** is one's personal view of their gender. It covers a multitude of sexual identities including, but not limited to, male, female, transgender, nonbinary, or gender-nonconforming.

**Gender Expression** refers to the way in which a person expresses their gender or gender identity, including all of the external characteristics and behaviors traditionally and socially defined as masculine or feminine, including dress, grooming, mannerisms, speech patterns, and social interactions.

**Sexual Harassment** is verbal and/or physical conduct of a sexual nature. The speech or conduct must be sufficiently severe, pervasive, and persistent to either impact a person's academic or work performance or create an intimidating, hostile, or offensive environment.



What qualifies as **sexual harassment** and/or **sexual assault**?

**Sexual Assault** is sexual contact with another person without, or that exceeds, that person's consent.

**Sexual Harassment** includes unwelcome sexual advances, requests for sexual favors, and/or sexually suggestive conduct, such as:

- Gestures; Leering; Sending sexually explicit images or suggestive objects via text, email, and/or social media
- Jokes; Derogatory comments; Slurs; Unwanted touching, rubbing, or hugging; Restriction of movement
- Use of power dynamics to create fear or to undermine, coerce, or intimidate into acts of a sexual nature

**MCLA**

Title IX and Equal Opportunity Office  
Venable Hall 309  
375 Church Street  
North Adams, MA 01247  
413-662-5571  
TitleIX@mcla.edu

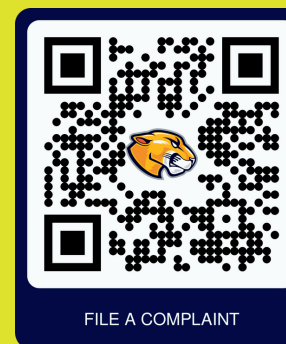


Title IX and EO Office

# Title IX

**PROHIBITS**  
**Sex and Gender-Based DISCRIMINATION**

**INCLUDING**  
**Derogatory Comments**  
**Offensive Behavior**  
**Sexual Harassment**  
**Stalking**  
**Sexual Assault**



FILE A COMPLAINT



Title IX and Equal Opportunity Office

## What do you do if you witness or become aware of concerning behavior?

If you learn that a member of the MCLA community has experienced behavior you believe is or might be sex or gender-based discrimination, you are encouraged to contact either the **Dean for Title IX, Equal Opportunity, and Student Wellness** or the **Director of Title IX and Equal Opportunity**. They will assess for immediate safety concerns and provide consultation and support tailored to the situation.

Employees who are Mandated Reporters and Campus Security Authorities must report concerning behavior to the **Dean for Title IX, Equal Opportunity, and Student Wellness** or the **Director of Title IX and Equal Opportunity**.

**Any unwelcome behavior - even conduct or speech that does not clearly violate MCLA policies - will be addressed.**

## Resources and Support

If you have experienced any form of sex or gender-based discrimination or violence, confidential support resources are fully available to you whether or not you end up filing a formal complaint or requesting an official investigation.

### Confidential Resources

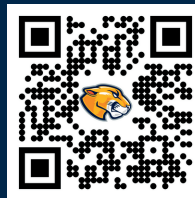
**MCLA Counseling Services:** 413-662-5331  
counselingservices@mcla.edu

**MCLA Health Services:** 413-662-5421  
healthservices@mcla.edu

**Elizabeth Freeman Center:** 866-401-4225  
info@elizabethfreemancenter.org

### File a Formal Complaint

At MCLA, you have the right to file a formal complaint with the Title IX and Equal Opportunity Office, a report to the police, both, or neither at all. The choice is yours. Scan the QR code to file a Title IX complaint.



## Title IX Coordinators

**Patrick Connelly**  
Dean for Title IX, Equal Opportunity, and Student Wellness  
413-662-5127  
patrick.connelly@mcla.edu

**Justin MacDowell**  
Director of Title IX and Equal Opportunity  
413-662-5571  
justin.macdowell@mcla.edu

Email: TitleIX@mcla.edu  
Online: mcla.edu/titleix  
Location: Venable 309



If you are uncomfortable with behavior you have experienced or observed, or are unsure whether it qualifies as discrimination and/or harassment, consider contacting the Director of Title IX and Equal Opportunity to learn more about your rights and reporting options at 413-662-5571 and justin.macdowell@mcla.edu.

## MCLA Policies

The Massachusetts State University System and MCLA have policies prohibiting sex and gender-based discrimination, including sex and gender-based harassment, sexual assault, intimate partner violence, stalking, and other forms of sexual misconduct. For more info, visit [www.mcla.edu/titleix/](http://www.mcla.edu/titleix/).

