

Grievance Procedures

Montgomery College is committed to equal opportunity that assures access, equity, and diversity. Montgomery 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 is committed to providing an environment in which all persons are provided the opportunity for employment and/or participation in academic programs, and other College activities free from any form of harassment as prohibited by federal regulations and state laws. Any college student who believes that he or she has been subjected to discrimination on the basis of disability, or has been denied access or accommodations required by law shall have the right to invoke the Grievance Procedure.

Informal Grievance Procedure

Students are encouraged to discuss disability-related concerns with their DSS Counselor first. The DSS office will attempt to resolve issues by assisting the student in discussing concerns with the faculty member, department, or program. If a satisfactory resolution is not reached by this process, the student may contact the Director of ADA Compliance, Christopher Moy, 240-567-5412, Christopher.moy@montgomerycollege.edu, for further remedy. The formal Grievance process may be initiated at any time.

Formal Grievance Procedure

Any student or employee may file a discrimination complaint with the Director of Employee Relations, Diversity, and Inclusion (ERDI) when he or she believes a discriminatory violation has occurred. A formal discrimination complaint must be in writing on the [EEO Complaint Form](#) and include all pertinent information concerning the individual's complaint. All complaints will be subject to a comprehensive investigation. A discrimination complaint must be filed within 180 calendar days after the date the alleged violation occurred. If the discriminatory behavior is or has been continuous, the complainant should consult the Director of ERDI immediately.

More detailed information concerning the complaint procedures is available in the offices of the Dean of Student Services on all three campuses and the [Office of Employee Relations, Diversity, and Inclusion](#). The complete text of the Board of Trustees - Montgomery College, Equal Opportunity and Non-Discrimination Policy - Section 31006 is located at: [Equal Opportunity and Non-Discrimination Policy](#).

Students may also report incidents to the Department of Education's Office of Civil Rights:

U.S. Department of Education Office for Civil Rights

800-421-3481

OCR@ed.gov