

NEW FACULTY ORIENTATION - FALL 2022

# Navigating Conflict Towards Equity and Inclusion

Office for Equity & Compliance (OEC) and  
Office of Student Conduct & Conflict Resolution (OSCCR)

# ABOUT THE OEC

## OVERVIEW

- Promotes a culture of inclusion, safety, & accessibility
- Implements civil rights (including Title IX) policies
- Coordinates University response (including impartial investigations) to reports/complaints of discrimination, sexual misconduct, and retaliation involving LUC students, faculty, and/or staff
- Provides compliance-related trainings and **consultative support**

# ABOUT THE OSCCR

## OVERVIEW

- Promotes a culture of inclusion, safety, & accessibility
- Implements student behavioral policies (non-academic)
- Conducts impartial investigations of students
- Provides conflict resolution resources and **consultative support**



# WHAT WE ARE **NOT**



- ❌ Advocacy services (see, Office of the Dean of Students, Wellness Center)
- ❌ Legalistic bureaucrats, cold, uncaring
- ❌ Monitors/censors of free speech and academic freedom
- ❌ Harbingers of doom...

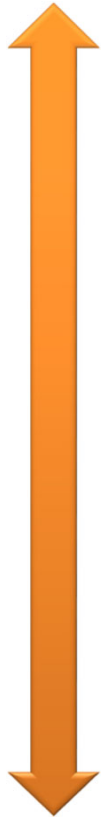
# NEW FACULTY ORIENTATION



## POINTS FOR DISCUSSION

Compliance Standards (and Reporting Obligations)  
The Messy Middle  
Conflict as a Vehicle of Progress  
Personal and Small Group Reflections  
Other Resources Available

# ASPIRATIONAL



## ----- Mission/Values (Target) -----

- Unprofessional behavior
- Poor cultural competence
- Microaggressions
- Interpersonal conflicts
- Implicit/unintentional/unconscious biases

### Appropriate Response:

- Interrogate/Reflect/Engage/Improve
- Education

## ----- Compliance (Baseline) -----

- Violations of Comprehensive Policy and/or other University policies
- Violations of law
- Depriving another's civil rights
- Dangerous or threatening behavior

### Appropriate Response:

- Report/Stop/Prevent/Remedy
- Discipline

# UNACCEPTABLE



## COMPLIANCE/BASELINE EXPECTATIONS

**(ALL) Comprehensive Policy and Procedures  
for Addressing Discrimination, Sexual  
Misconduct, and Retaliation**

[WWW.LUC.EDU/COMPREHENSIVEPOLICY](http://WWW.LUC.EDU/COMPREHENSIVEPOLICY)

**(FACULTY) Faculty Handbook**

[WWW.LUC.EDU/ACADEMICAFFAIRS/RESOURCES/FACULTYHANDBOOK](http://WWW.LUC.EDU/ACADEMICAFFAIRS/RESOURCES/FACULTYHANDBOOK)

**(STUDENTS) Community Standards**

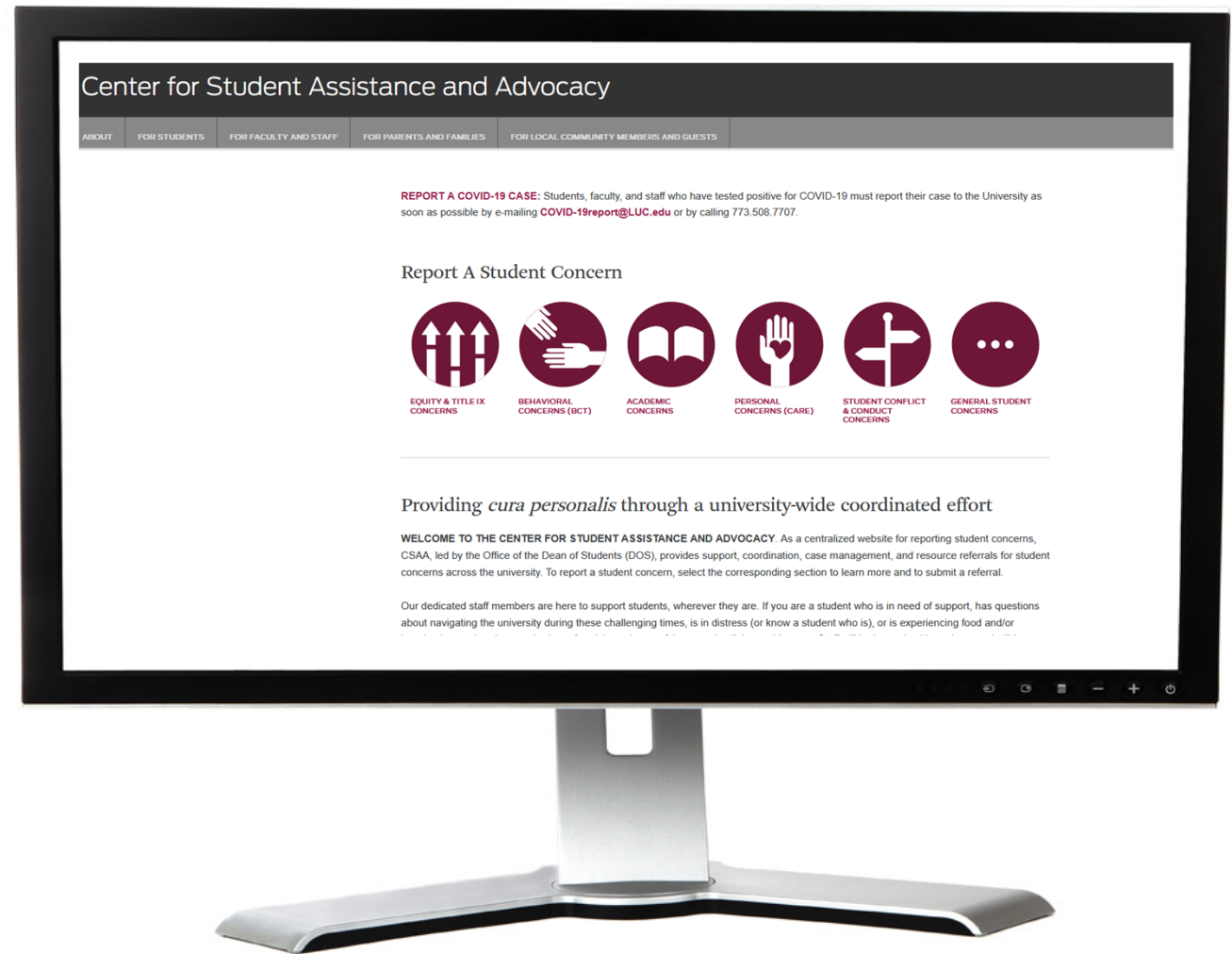
[WWW.LUC.EDU/COMMUNITYSTANDARDS](http://WWW.LUC.EDU/COMMUNITYSTANDARDS)



[www.luc.edu/csaa](http://www.luc.edu/csaa)

SOON...

[www.luc.edu/CURA](http://www.luc.edu/CURA)





# RESPONSIBLE CAMPUS PARTNERS

## WHO? WHEN?

All\* University employees must report any known, disclosed, alleged, or otherwise reported (formally or informally) incidents of sexual misconduct that satisfy any of the following criteria:

- against any individual who is currently a minor (under 18) by any individual
- against an individual who is or was a student at the time of the incident
- by an individual who is or was a student or employee (faculty or staff) at the time of the incident



# BEHAVIORS TO AVOID



## UNWANTED PHYSICAL CONTACT

Employees should refrain from any unnecessary touching of students.

## SOCIALIZING IN PRIVATE WITH STUDENTS

Students are not your friends, and power dynamics can make even well-meaning encounters problematic.

## DRINKING ALCOHOL WITH STUDENTS

Whether they are undergrads or grads, over 21 or not, mixing alcohol and student interactions should be avoided.

## OFF-TOPIC POLITICAL COMMENTARY

Irrespective of viewpoint, the lectern is not your personal soapbox to air political gripes or promote a personal agenda.

# ON BEING FACULTY



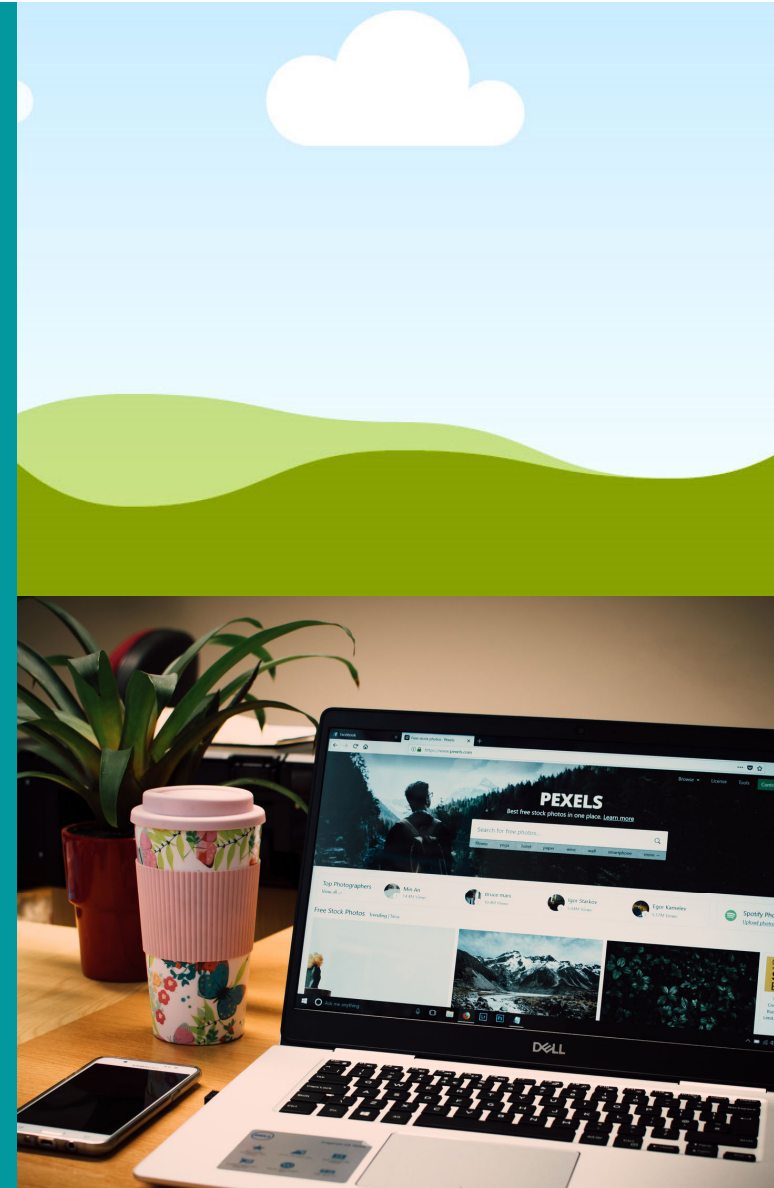
## MULTIPLE ROLES

Faculty play a unique role on campus as thought leaders and subject matter experts, models for respectful community engagement, and authority figures to whom students will turn when confronted with difficult personal or community challenges.

# SMALL GROUP REFLECTIONS

## WHAT CONFLICTS HAVE YOU SEEN OR EXPERIENCED IN ACADEMIC LIFE?

Reflect and share in small groups; prepare to share back upon return. (10 minutes)



## **WHAT FACTORS LEAD TO GROWTH THROUGH CONFLICT?**

What conditions or strategies lend themselves to “healthy conflict”?

## **WHAT FACTORS LEAD TO HARM THROUGH CONFLICT?**

What conditions cause further harm, discord, and create or foster “unhealthy conflict”?

# INCLUSION & BELONGING



WHO SPEAKS?



WORDS USED?



VALUES CENTERED?

# AVAILABLE RESOURCES TO EXPAND YOUR COMFORT WITH CONFLICT



Web Resources and  
On-Demand  
Training



Conferences and  
Centers



Community of  
Colleagues



Consultative  
Support



Personal  
(Ignatian?)  
Reflection



# Open Discussion & Questions

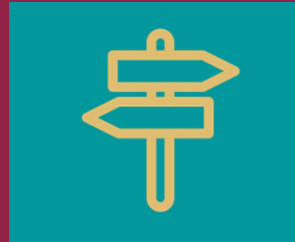


# REACH OUT

## OEC

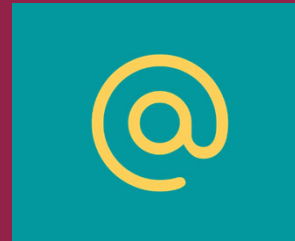
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