GRADUATE STUDENT ORIENTATION

POINTS FOR DISCUSSION

About the OEC
Loyola’s Response to Reports
Resource Reminders for Graduate Students
ABOUT THE OEC

- Promotes a culture of inclusion, safety, & accessibility by implementing civil rights policies
- **Coordinates the University’s response to reports and complaints of discrimination and sexual misconduct**
  - Partners with other campus resources
  - Conducts impartial investigations
  - Provides trainings regarding equity-related compliance
THE OEC TEAM

Tim Love
JD, MS
Executive Director & Title IX Coordinator

Nika Arzoumanian
JD
Equity Investigator & Deputy Title IX Coordinator

Jill Santos
MPA
Equity Investigator & Deputy Title IX Coordinator

Brian Houze
MEd, AWI-CH
Equity Investigator & Deputy Title IX Coordinator

Ashonda Walker
BA
Paralegal & Case Manager
Comprehensive Policy and Procedures for Addressing Discrimination, Sexual Misconduct, and Retaliation

ALWAYS AVAILABLE @ WWW.LUC.EDU/COMPREHENSIVEPOLICY
RESPONSIBLE CAMPUS PARTNERS

WHO? WHEN?

Most 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:

a. against any individual who is currently a minor (under 18) by any individual
b. against an individual who is or was a student at the time of the incident
c. by an individual who is or was a student or employee (faculty or staff) at the time of the incident
The Office for Equity & Compliance will:

- Contact the affected party to request an informational meeting with DOS or OEC staff
- Discuss the affected party's wishes regarding the university's response to the reported incident
- Explain how investigations work and how to file a formal complaint if they so choose
- Provide information regarding supportive measures

LUC's Coordinated Response to Reports

1. ALWAYS - Outreach to Affected Party
   - Invitation to Meet
   - Rights & Options
   - Supportive Measures

2. ALWAYS - Preliminary Review
   - Information Collection & Review
   - Safety/Risk Assessment
   - Affected Party Wishes

3. SOMETIMES - Formal Complaint
   - Equitable Resolution Procedures
   - Title IX Grievance Process
   - Alternative Resolution Options

4. SOMETIMES - Responsive Interventions
   - Training
   - Informal discussion
   - Supervisory intervention
   - Work/housing modification
   - Policy review
   - Community response
SUPPORTIVE MEASURES
Individualized options and resources made available

SAFETY
Preliminary review by OEC to assess risk to community

NOTICE
Raises University attention to incidents and patterns

PRIVACY/AGENCY
Affords affected parties the information and agency to decide how to proceed, before any respondent is notified
SUPPORTIVE MEASURES

- Schedule Changes
- Academic Supports
- Housing Adjustments
- No Contact Directives
- Counseling & Medical Care
OFFICIAL REQUEST FOR ACTION
Documents complainant’s request for official response

INITIATES INVESTIGATIVE PROCESS
Either Grievance Process (Title IX sexual harassment) or Equitable Resolution Process (all other allegations)

AGENCY
May only be filed by complainant* or Title IX Coordinator

TRIGGERS NOTICE TO RESPONDENT
Respondent(s) must be promptly informed when a complaint has been filed against them
DISABILITY ACCOMMODATIONS
→ Student Accessibility Center

SUPPORT FOR PREGNANCY & RELATED CONDITIONS
→ Office of the Dean of Students
24/7 REPORTING

Online reporting form at www.luc.edu/equity
What Questions Do You Have?
OFFICE ADDRESS
Granada Center, Suite 403
6439 N Sheridan Rd

EMAIL ADDRESS
equity@luc.edu

PHONE NUMBER
(773) 508 7766