Discrimination & Sexual Misconduct: Prevention and Response

by Office for Equity & Compliance
TEACHING & RESEARCH ASSISTANT ORIENTATION

POINTS FOR DISCUSSION

About the OEC
Loyola’s Response to Reports & Complaints
Responding to Disclosures
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 training regarding equity-related compliance
THE OEC TEAM

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

ALWAYS AVAILABLE @ WWW.LUC.EDU/COMPREHENSIVEPOLICY
Graduate Assistants play unique roles on campus based on their dual nature as compensated graduate leader and enrolled student.
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
REPORPTVS

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
The Office for Equity & Compliance will:

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

LUC's Coordinated Response to Reports

1. OUTREACH TO AFFECTED PARTY
   - INVITATION TO MEET
   - RIGHTS & OPTIONS
   - SUPPORTIVE MEASURES

2. PRELIMINARY REVIEW
   - INFORMATION COLLECTION & REVIEW
   - SAFETY/RISK ASSESSMENT
   - AFFECTED PARTY WISHES

3. FORMAL COMPLAINT
   - EQUITABLE RESOLUTION PROCEDURES
   - TITLE IX GRIEVANCE PROCESS
   - ALTERNATIVE RESOLUTION OPTIONS

4. RESPONSIVE INTERVENTIONS
   - training
   - informal discussion
   - supervisory intervention
   - work/housing modification
   - policy review
   - community response

Prepares people to lead extraordinary lives.
WHAT ARE YOUR REPORTING RESPONSIBILITIES AS TA/ RAs?

UNIVERSITY POLICY
Graduate Assistants are NOT required to report directly under the Comprehensive Policy.

DEPARTMENT POLICY
Graduate Assistants MAY be required to report to their supervising faculty under departmental policies or expectations.

RECOMMENDED PRACTICE
Graduate Assistants are ALWAYS encouraged to refer students in need to the OEC, DOS, or Wellness Center.
**Trauma-Informed Response to Disclosures of Sexual Misconduct**

**WARN**
If you have a reporting responsibility in your department, inform students upfront & repeatedly.

**CARE**
Tell students you appreciate them trusting you with this information. Speak to them in a tone that is caring and non-judgmental. Do not pry.

**INFORM**
Give students information about where they can go for resources, and if applicable, outreach by DOS/OEC.

**SUPPORT**
Provide reasonable ongoing support to students.
COMPLAINTS

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
INCLUSION & BELONGING

WHO SPEAKS?

WORDS USED?

VALUES CENTERED?
What Questions Do You Have?