

What is the OEC?

The Office for Equity and Compliance (“OEC”) coordinates LUC’s timely, thorough, and impartial response to reports of sexual misconduct, discrimination, and equity-based retaliation. One way we do that is by implementing the Equitable Resolution Process when a community member files a complaint with our office.

Our staff includes the Executive Director for Equity & Compliance, several Equity Investigators, and a Case Management Specialist. We work with independence and authority free from bias or conflicts of interest.



This guide serves as a quick reference only. For complete information, please refer to the University’s Comprehensive Policy here:



*or at
LUC.edu/equity/policyprocedure/
comprehensivepolicy*

Equitable Resolution Process

Quick Guide

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Preparing people to lead extraordinary lives

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Definitions



Affected Party: A person who reports (or has been reported as) having experienced prohibited conduct under the Comprehensive Policy

Equitable Resolution Process (“ERP”)

Complaint: A written request to the University to investigate and decide about one or more alleged violation(s) of the Comprehensive Policy that do not fall under Title IX sexual harassment

Complainant: An Affected Party after they have submitted a complaint

Respondent: A person or student organization who is alleged to have engaged in prohibited conduct under the Comprehensive Policy

The ERP applies when:

(1) An Affected Party chooses to file a complaint **or** the OEC initiates a complaint on behalf of the University in the interest of community safety

and

(2) The alleged misconduct involves discrimination, sexual misconduct, retaliation, or other related misconduct under the Comprehensive Policy **other than** Title IX sexual harassment.

Timely Resolution



The OEC strives to resolve ERP complaints in a prompt and timely manner, but the exact timeline will depend on each case’s individual circumstances. The ERP process may be delayed for good cause (for example, the absence of a party or witness) and with written notice to the parties of the delay.

Standard of Evidence

The University applies the “preponderance of the evidence” standard to determine whether or not the Comprehensive Policy was violated. That means that the investigator will impartially consider all available evidence to determine whether it was more likely than not that the violation occurred.



Process Overview

1

Initial Evaluation & Complaint Processing

After receipt of a complaint, the OEC will:

- Conduct a **preliminary review** to determine initial next steps and offer supportive measures.
- Provide a **Notification of Allegations** to each party.
- Assign an OEC investigator to the matter.

3

Administrative Resolution & Remedies

After findings have been delivered to the parties, the University will determine appropriate sanctions and/or remedies. The University will refer to other policies and procedures, such as the Community Standards, to do so.

2

Investigation & Findings

The OEC investigator will engage in the thorough and impartial collection, review, and analysis of all **relevant evidence**, which typically involves holding interviews with parties and witnesses.

The investigator will issue a final report to the parties that summarizes the relevant evidence and includes a finding of either “Responsible” or “Not Responsible” for each alleged violation.

4

Appeals

An appeal is available in some cases, depending on the circumstances of the alleged behavior and the classification of the respondent as a student, faculty employee, or staff employee.