

The background of the slide is a dark, blue-tinted photograph of two individuals sitting at a desk. They are both looking at their laptops, which are open in front of them. The person on the left is partially visible, wearing glasses. The person on the right is more prominent, showing their profile as they work. The overall atmosphere is professional and focused.

OFFICE FOR EQUITY & COMPLIANCE

Understanding University Responses to Sexual Misconduct & Discrimination

Tim Love, Title IX Coordinator/Executive Director for Equity & Compliance

For LUREC, December 15, 2023



Office for Equity & Compliance

Promotes a culture of inclusion,
safety, & accessibility by
implementing civil rights policies

01



Office for Equity & Compliance

Coordinates the University's
response to reports and
complaints of discrimination
and sexual misconduct

02



Office for Equity & Compliance

Provides consultation,
training, and support related
to equity compliance

03

Civil Rights in Higher Education



Office for Equity
& Compliance

CIVIL RIGHTS

REGULATORY STANDARDS

Title IX

Title VI

ADA/Rehabilitation Act (Section 504)

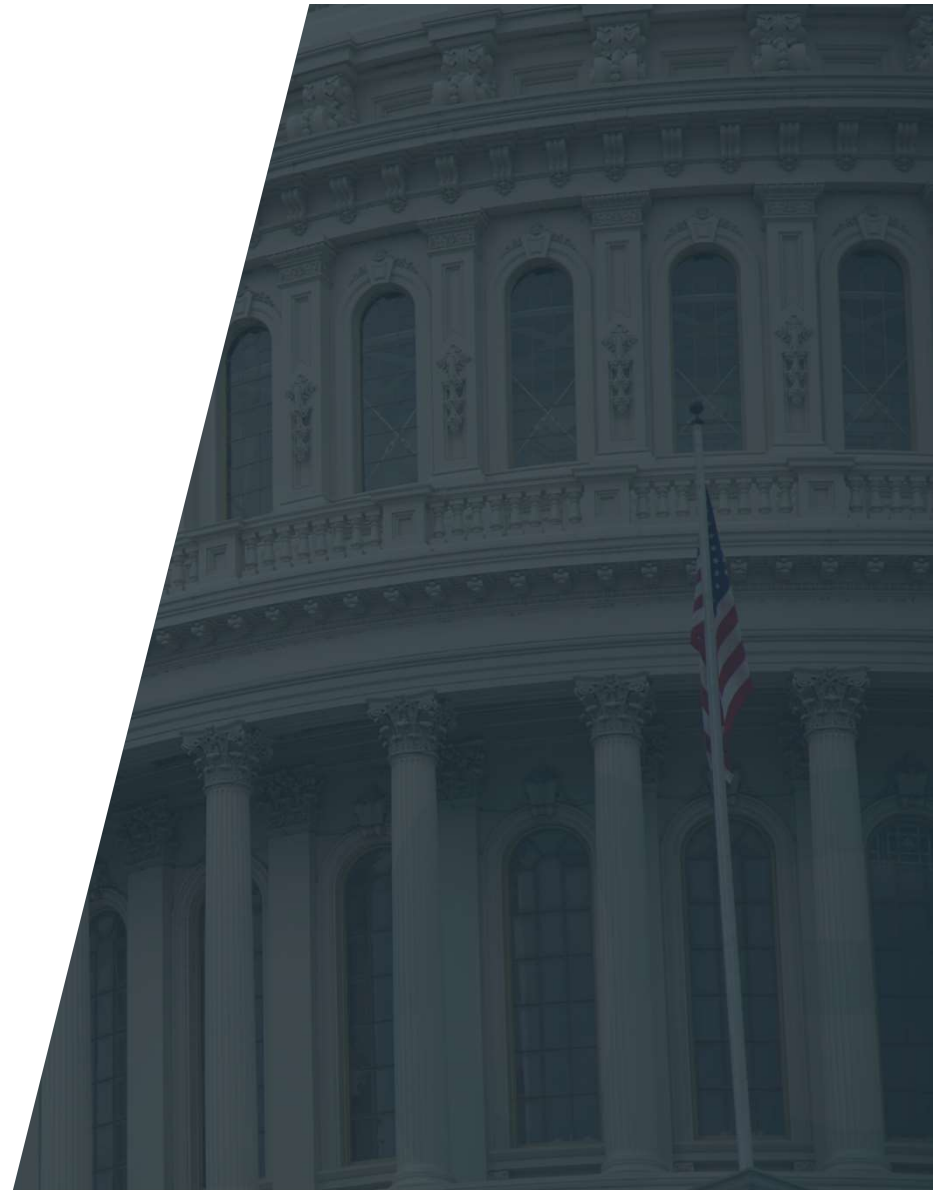
Age Discrimination in Employment Act

Clery/VAWA Amendments

Title VII

Illinois Preventing Sexual Violence in Higher Education Act

★ Chicago Municipal Ordinances ★



CIVIL RIGHTS

JUDICIAL STANDARDS

Supreme Court

Seventh Court

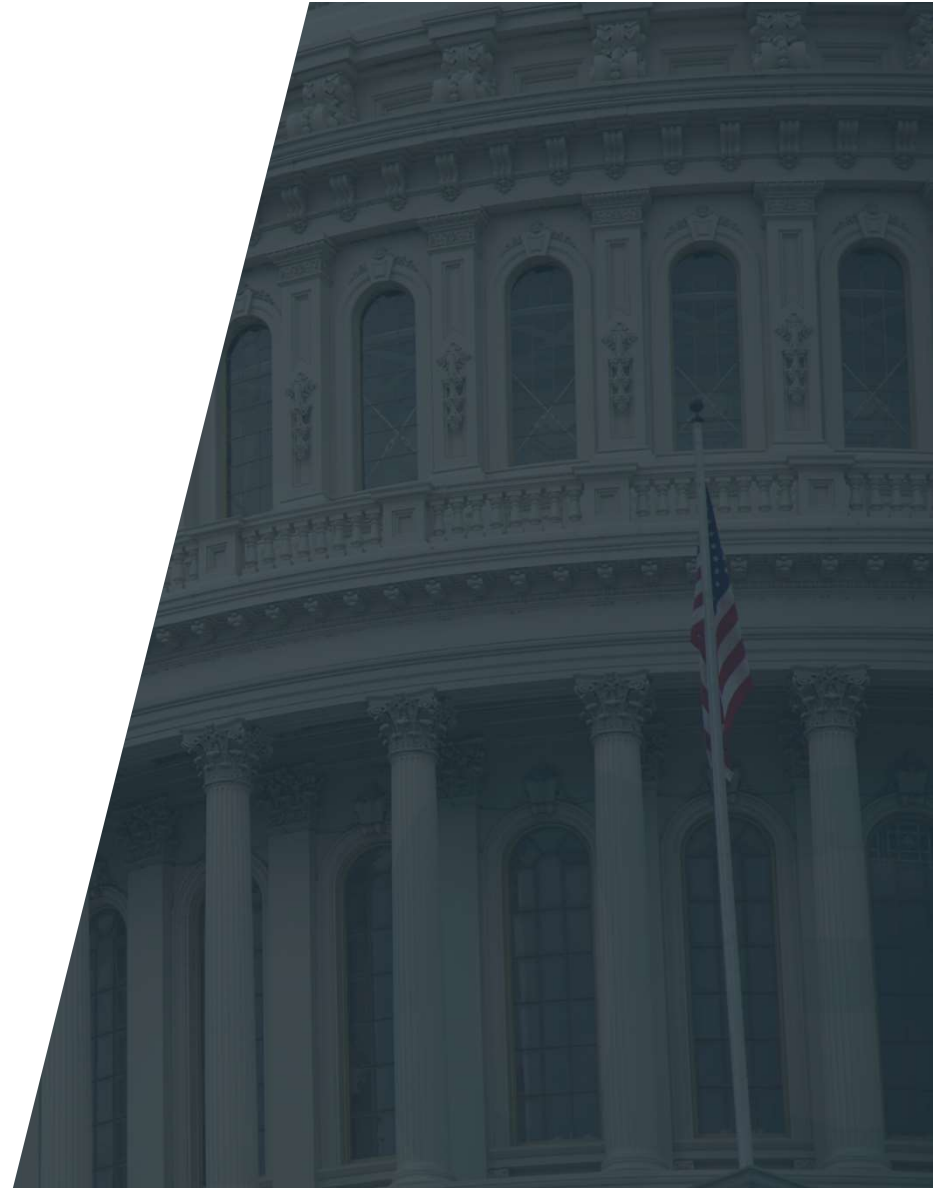
Illinois

COMMUNITY NEEDS

Mission

Safety

Belonging



Civil Rights Compliance at Loyola

Comprehensive Policy

and Procedures for Addressing
Discrimination, Sexual Misconduct,
and Retaliation

Always available at [LUC.edu/equity](https://luc.edu/equity) or
[LUC.edu/comprehensivepolicy](https://luc.edu/comprehensivepolicy)



Loyola does not discriminate against any employee, applicant for employment, student, or applicant for admission on the basis of race, color, religion, sex, age, sexual orientation, gender identity or expression, national or ethnic origin, ancestry, disability, marital status, parental status, military/veteran status, or any other characteristic protected by applicable law

Loyola University Chicago Nondiscrimination Policy



DISCRIMINATION
ENCOMPASSES

**DISPARATE TREATMENT AND
DISPARATE IMPACT**

**DISCRIMINATORY HARASSMENT AND
ABUSIVE CONDUCT**

FAILURE TO ACCOMMODATE

for disability, pregnancy, or related
conditions

OTHER DISCRIMINATORY MISCONDUCT

Reporting Obligations at Loyola

Managers/Supervisors

must report any

known/disclosed/alleged (formally or informally) incidents of discrimination or retaliation against or by a current Loyola student or employee.

Reporting by others is always encouraged.



No person in the united states shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving federal financial assistance

Title IX of the Education Amendments Act of 1972
20 U.S.C. §1681-§1688

TITLE IX
ENCOMPASSES

The infographic features a central white circle with the text 'TITLE IX ENCOMPASSES'. To the right, four categories are listed, each preceded by a vertical bar and connected to the central circle by a dotted line with a colored dot. The categories are: 'EQUITY IN ATHLETICS' (gold bar and dot), 'PREGNANCY & PARENTING' (dark blue bar and dot), 'DISCRIMINATION' (teal bar and dot), and 'SEXUAL HARASSMENT' (maroon bar and dot). The background is a dark blue shape on the left side.

| **EQUITY IN ATHLETICS**

| **PREGNANCY & PARENTING**

| **DISCRIMINATION**

based on sex, gender expression/identity,
and sexual orientation

| **SEXUAL HARASSMENT**

Reporting Obligations at Loyola

Responsible Campus Partners

must report any known/disclosed incident of sexual misconduct that satisfies any of the following:

- Involves a minor (<18)
- Against a student
- By a student or employee

RESPONDING TO DISCLOSURES

01

WARN

If you have a reporting responsibility, inform students upfront & repeatedly. We have sample syllabus language on our website.

02

CARE

Tell the affected party you appreciate them trusting you with this information. Speak to them in a tone that is caring and non-judgmental. Do not pry or prejudice

03

INFORM

Give the affected party information about where they can go for resources. When in doubt, refer to the OEC.

04

SUPPORT

Be prepared to provide reasonable ongoing support to students or employees while their case is ongoing.

01

Office of the Dean of Students

Key partner, often resources students and conducts outreach on behalf of OEC

02

Human Resources

03

Office of the Provost

04

Campus Safety

05

Office of Institutional Diversity, Equity & Inclusion

06

Athletics, OSCCR, Residence Life... and many others

CAMPUS PARTNERS

OEC RESPONDS TO **EVERY REPORT** AND **EVERY COMPLAINT**



Office for Equity
& Compliance

To view the Comprehensive Policy or speak with an OEC team member about submitting a report, visit [LUC.edu/equity](https://luc.edu/equity).



SUPPORTIVE MEASURES

Schedule
Changes

Academic/
Workplace
Support

Housing
Adjustments

No Contact
Directives

Counseling,
Medical Care,
& EAP



What questions do
you have?

THANK YOU
for your partnership!



**Office for Equity
& Compliance**

Tim Love

773-508-7766

Granada Center, Suite 403

Lake Shore Campus

equity@luc.edu