

GRADUATE ASSISTANT ORIENTATION
FALL 2024

Discrimination & Sexual Misconduct: Prevention and Response

by Office for Equity & Compliance



Preparing people to lead extraordinary lives



GRADUATE 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 trainings regarding equity-related compliance





THE OEC TEAM

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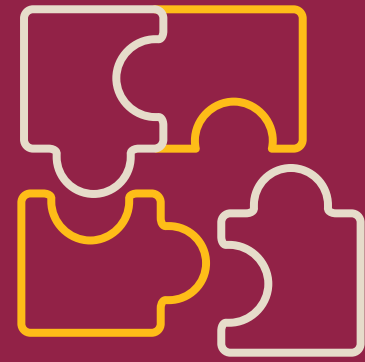
LOYOLA
UNIVERSITY CHICAGO

Preparing people to lead extraordinary lives

Comprehensive Policy and Procedures for Addressing Discrimination, Sexual Misconduct, and Retaliation

ALWAYS AVAILABLE @ WWW.LUC.EDU/COMPREHENSIVEPOLICY

BEING A GA, TA or RA



MULTIPLE ROLES

Graduate Assistants play unique roles on campus based on their dual nature as compensated graduate leader and enrolled student.

Referral Obligations at Loyola

Responsible Campus Partners must notify the OEC when they have information about any of the following conduct when it was within the University's Education Program or Activity:

- Discrimination or discriminatory harassment on the basis of sex (including sex stereotypes, sex characteristics, gender identity, sexual orientation, and Pregnancy or Related Conditions),
- Sexual harassment (including quid pro quo and hostile environment sexual harassment),
- Sexual assault,
- Dating and/or domestic violence, and/or
- Stalking

You must refer such incidents to the OEC within 24 hours of becoming aware of the incident.

GRADUATE ASSISTANTS

Expectation to Refer

Because students are generally exempt from reporting obligations, Graduate Assistants (teaching assistants, research assistants, and others) are technically not Responsible Campus Partners.

However, as critical partners in the University's education program and activities, graduate assistants who learn of sexual misconduct incidents are expected to refer such matters to their faculty or staff supervisor, who in turn will make the report as required.



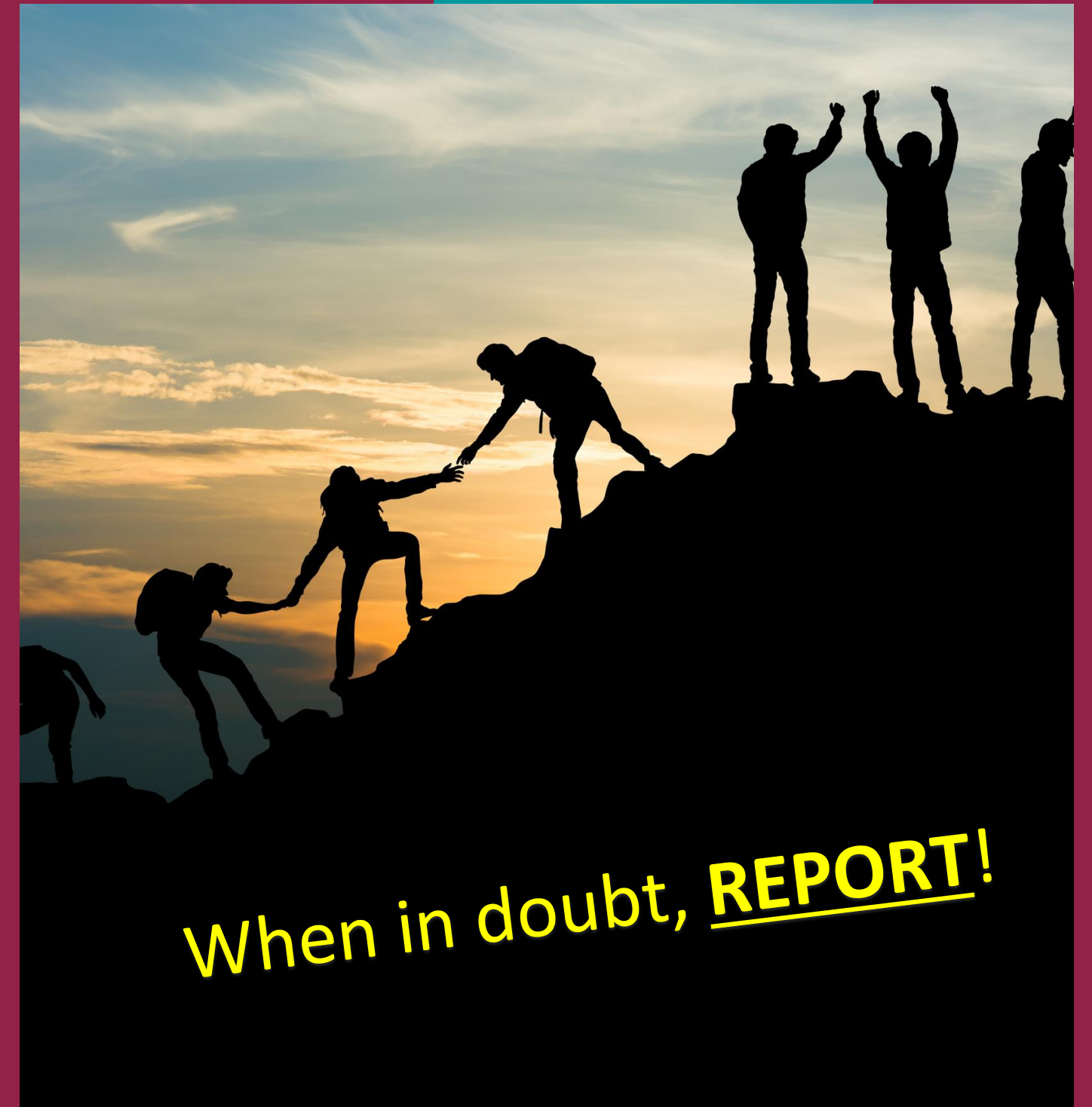
Referral Obligations at Loyola

All University employees to whom a pregnant student (or person authorized to act on their behalf) discloses a pregnancy must inform the student that they have rights related to their pregnancy under Title IX and must provide contact information for the Title IX Coordinator.

RESPONSIBLE CAMPUS PARTNERS

POP QUIZ!

- 1) Student >18 discloses in journal assignment that they experienced childhood sexual abuse
- 2) Employee confides that they are seeking a divorce from their partner due to domestic violence
- 3) Student >18 meets you in office hours and tells you that their roommate was recently sexually assaulted off-campus
- 4) Another graduate assistant complains to you that a faculty employee in their department is discriminating against them based on their religion.



REFERRALS



SUPPORTIVE MEASURES

Individualized options and resources made available

SAFETY

Preliminary review by OEC to assess risk to community

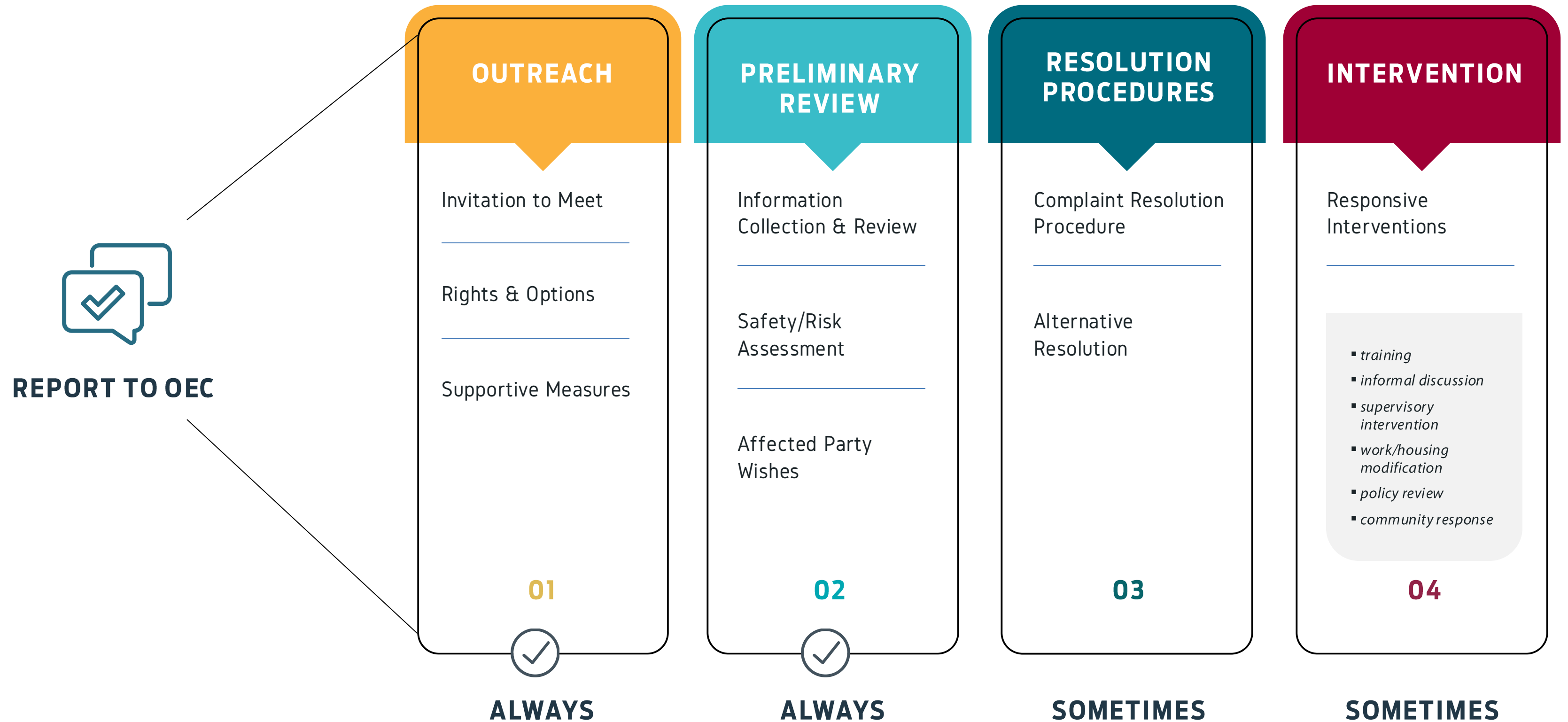
NOTICE

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

LUC'S COORDINATED RESPONSE TO REPORTS



SUPPORTIVE MEASURES



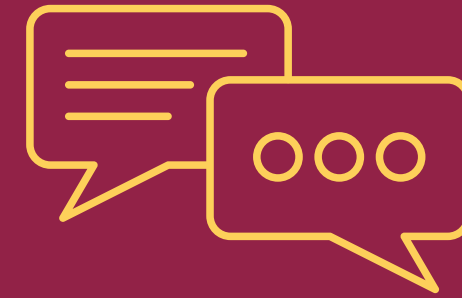
Schedule Changes



Academic
Supports



Housing
Adjustments



No Contact
Directives



Counseling &
Medical Care

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-judgemental. 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.

DISABILITY ACCOMMODATIONS

→ **Student Accessibility Center**

SUPPORT FOR PREGNANCY & RELATED CONDITIONS

→ **Office of the Dean of Students**



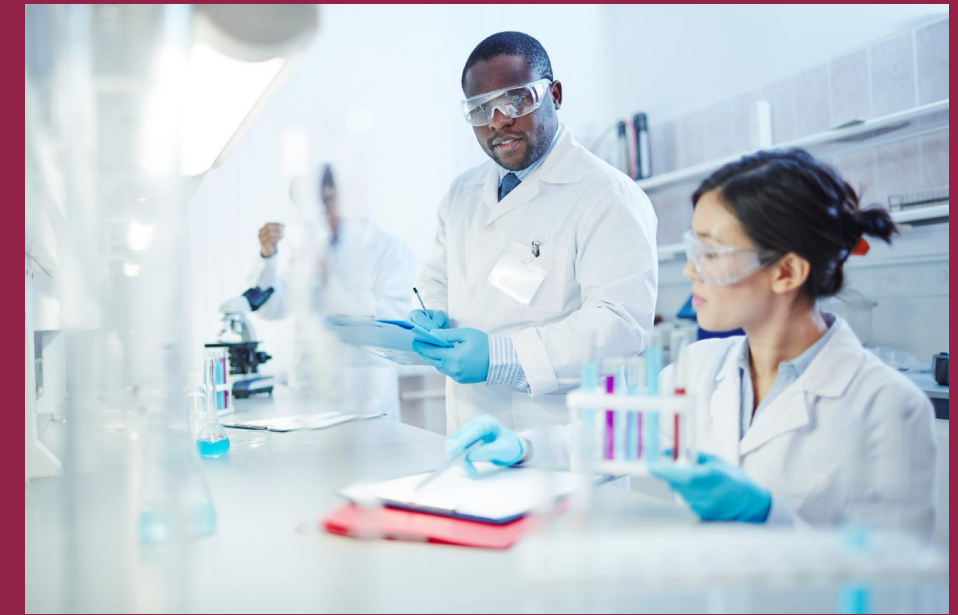
INCLUSION & BELONGING



WHO SPEAKS?



WORDS USED?

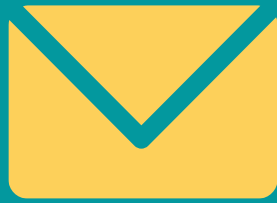


VALUES CENTERED?



What Questions Do You Have?

REACH OUT



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