LOYOLA
UNIVERSITY MARYLAND

Dear Colleague,

Welcome to the Loyola University Maryland community. Loyola University Maryland, anchored in Baltimore, strives to be a leading national liberal arts university in the Jesuit, Catholic tradition. Our community of faculty, staff, administrators, students, and alumni are a diverse set of gifted individuals who collaborate with and challenge each other. We encourage each other to realize Loyola's vision for the future and to live by our core values. You are strongly encouraged to join the University in exploring and pursuing opportunities to serve the Loyola community and to grow personally and professionally.

This Staff and Administrators Policy Manual provides information about the terms and conditions of your employment, your responsibilities as a member of the Loyola community, important policies and procedures, and general information about the services, benefits, programs, and facilities related to your employment. However, this manual is not a contract. Please consult with your supervisor/department chair or with the human resources office if you have questions about information in this manual or about matters related to your employment. A more extensive description of these policies is available at ***www.loyola.edu/hr/policies***, which is updated as needed.

Sincerely,



Kristi Yowell

Chief People and Culture Officer and
Associate Vice President for Human Resources

Employment “At Will”

The policies and practices presented in this manual apply to all staff and administrators of Loyola University Maryland, unless stated otherwise, and reflect University policy revisions as of July 1, 2026. **THIS MANUAL IS PROVIDED AS A GUIDE AND IS NOT TO BE CONSIDERED A CONTRACT, EXPRESSED OR IMPLIED.**

The University reserves the right to make changes to the policies, procedures, and other statements made in this manual. Additionally, changes in federal and state law and the University’s needs may require portions of the manual be revised. Those changes are made to the electronic version of the manual as soon as possible and can be found on the human resources home page at ***www.loyola.edu/hr***. The electronic manual supersedes any previous manual, and the contents may be changed by the University unilaterally at any time. Significant changes will be announced to the community. In addition, the President and his designees may grant exceptions to any and all policies contained herein.

The Staff and Administrator Policy Manual does not guarantee employment for any employee for any period of time. Loyola University Maryland is an “at-will” employer, which means that employees have the right to resign their positions at any time and the University may terminate the employment relationship at any time for any lawful reason. In rare circumstances, written, fully executed employment contracts may be the exception to this at-will status. In those rare circumstances, a written contract spelling out the terms and conditions of employment will be signed by and issued to both parties.

Today's Loyola: Inspired by Achievement **14**

Mission **15**

History **15**

Commitment to Core Values **15**

I. Employment Policies and Procedures ***18***

1.1 Equal Employment Opportunity **19**

1.2 Reasonable Job Accommodations **19**

1.3 Diversity Statement **19**

1.4 Freedom of Speech and Expression **20**

1.5 Requests for New Employees **20**

1.6 Job Listings **20**

1.6.1 Internal Job Listings 20

1.6.2 External Job Listings 20

1.6.3 Internet Web sites and Blogs 21

1.7 Recruitment of Personnel **21**

1.7.1 Authorized Employment Locations 21

1.8 Screening of Applications and Hiring **21**

1.9 Filling Vacancies without a Job Search **22**

1.10 Employment Application **22**

1.11 Reference Checks and Background Checks **22**

1.11.1 Reference Checks 23

1.11.2 Background Screens 23

1.12 Falsifying the Application and the Reporting of Convictions **24**

1.13 Providing References for Others **24**

1.14 Selection **24**

1.14.1 Interview Expenses 24

1.14.2 Offer of Employment 25

1.14.3 Appointment 25

1.14.4 Acting Appointments 25

1.15 Use of Temporary Agencies and Search Firms **25**

1.15.1 Temporary Agencies 25

1.15.2 Search Firms 25

1.16 Direct Employment of Temporary and Contract Employees **26**

1.17 Required Federal and State Forms **26**

1.18 Confidentiality Agreement **26**

1.19 University Identification Cards and Parking Passes **27**

1.20 Keys and Access Cards **27**

1.21 Uniforms and Dress **27**

1.22 Relocation Reimbursement **27**

1.23 Orientation **28**

1.23.1 Human Resources Orientation 28

1.23.2 Loyola University Maryland New Employee Orientation 28

1.23.3 Office Orientation 28

1.24 Introductory Provisional Period **28**

1.24.1 Staff Employees 28

1.24.2 Administrators 29

1.25 Promotions **29**

1.26 Transfers **29**

1.27 Demotion **29**

1.28 Discipline **29**

1.29 Suspension **30**

1.30 Tenure **30**

1.31 Unemployment Insurance **30**

1.32 Unemployment Compensation **30**

1.33 Employment of Minors **30**

1.34 Employment of Relatives **30**

1.35 Additional Internal or External Employment **31**

1.36 Employee Personnel Files **31**

1.37 Chosen Name/Legal Name/Address Changes **31**

1.37.1 Standards for Chosen Name 31

1.37.2 Use of Chosen Name 31

1.37.3 Required Use of Legal Name: 32

1.37.4 How to Make Changes to Chosen Name/Legal Name/Address 32

II. Separation ***34***

2.1 Employee Initiated Separation **35**

2.1.1 Job Abandonment 35

2.1.2 Resignation 35

2.1.3 Retirement 35

2.2 University Initiated Separation **35**

2.2.1 Termination for Cause 36

2.3 Rehire **37**

2.4 Separation Checklist **38**

III. Compensation and Salary Administration ***39***

3.1 Compensation Philosophy **40**

3.2 Compensation Mission Statement **41**

3.3 Roles and Responsibilities 41
3.3.1 The Human Resources Office 41
3.3.2 Managers/Department Chairs 41
3.3.3 Senior Leadership 41
3.3.4 Payroll Office 41

3.4 Employment Categories 41
3.4.1 Regular, Full-time Employment 41
3.4.2 Part-time Employment 41
3.4.3 Core Employment 42
3.4.4 Half-time Employment 42
3.4.5 Temporary Employment 42
3.4.6 Contractual Employment 42

3.5 FLSA Employment Classification 42
3.5.1 Non-exempt Employees (Staff) 42
3.5.2 Exempt Employees (Full-time Administrators) 43

3.6 Pay Structures 43
3.6.1 Pay Grades and Ranges 43
3.6.2 Pay Grade Position Assignment 44
3.6.3 Pay Adjustment within Pay Grade 44
3.6.4 Salaries above the Maximum Grade 44
3.6.5 Equity and Market Pay Adjustments 44

3.7 Position Management 45
3.7.1 Job Descriptions 45
3.7.2 Job Titles 45
3.7.3 Position Reclassification 45
3.7.4 Appeals to Job Description 45

3.8 Annual Performance Review 46
3.8.1 Performance-based Merit Increases 46

3.9 Pay Adjustments 46
3.9.1 Structural Adjustments 46
3.9.2 Promotion 47
3.9.3 Voluntary Change to a Lower Pay Grade 47
3.9.4 Change to a Lower Pay Grade as a Result of Reorganization/Restructure 47

3.10 Additional or Supplemental Pay 47
3.10.1 Overtime Pay 47
3.10.2 Exemption from Overtime for Administrative Employees 48
3.10.3 Emergency Overtime Pay 48
3.10.4 Compensatory Time Pay 48
3.10.5 Flex-time 48
3.10.6 Shift Differential 48
3.10.7 Interim Pay 49
3.10.8 Acting Assignment Pay 49
3.10.9 Discretionary Bonus Pay 49

3.11 Payroll Administration 49
3.11.1 Pay Schedules 49
3.11.2 Mandatory Deductions 50
3.11.3 Direct Deposit of Paychecks 50

3.12 Reporting Time 50
3.12.1 Staff Employees 50
3.12.2 Administrative Employees 51
3.13 Agreements and Contracts 51
3.14 Remote Work 53
3.14.1 Remote Work Definition 54
3.14.2 Eligibility 54
3.14.3 Criteria 55
3.14.4 Remote Work Arrangement Agreement (Agreement) 56
3.14.5 Compensation and Benefits 57
3.14.6 Tax and other legal implications. 57
3.14.7 Hours of Work 57
3.14.8 Travel 57
3.14.9 Use of Leave 57
3.14.10 Equipment 57
3.14.11 Office Supplies 58
3.14.12 Workspace and Work Environment 58
3.14.13 Conditions of Employment: 59
3.14.14 Termination of the Remote Work Arrangement 59
3.15 Volunteer Policy 59
3.15.1 Volunteer Engagements 59
3.15.2 Volunteer Screening and On-boarding: 60
3.15.3 Volunteer Conduct 61
IV. Work Schedule 63
4.1 Work Schedule 64
4.2 Rest Period 64
4.3 Lunch Period 64
4.4 Attendance at University Functions 64
4.5 Inclement Weather and Unscheduled Close Policy 64
4.5.1 Essential Employees 65
4.5.2 Inclement Weather and Unscheduled Close Pay 65
4.6 Emergency Closings/Early Release 66
V. Benefits and Wellness 67
5.1 Benefits Administration 68
5.1.1 Patient Protection and Affordable Care Act (PPACA) 68
5.2 Benefits Plans 69
5.2.1 Eligibility 69
5.3 Flex Dollars 70
5.4 Health Insurance 71
5.5 Flexible Spending Accounts (FSA) 71
5.5.1 Flexible Spending Account Election 71
5.5.2 Flexible Spending Accounts and Claims Processing 71
5.5.3 Flexible Spending Account Restrictions 72

5.6 Term Life Insurance 72
5.6.1 Core Term Life Insurance 72
5.6.2 Supplemental Term Life Insurance 72

5.7 Disability Insurance 72
5.7.1 Core Long-term Disability Insurance 73
5.7.2 Long-term Disability Insurance Enhancement 73

5.8 Continuation of Coverage (COBRA) 73
5.8.1 Eligibility for Continuation of Coverage 73
5.8.2 Separate Elections 74
5.8.3 Employer and Employee Responsibilities Under COBRA 74
5.8.4 Length of Coverage 75

5.9 Employee Assistance Program (EAP) 75

5.10 Live Near Your Work Program (LNYW) 76

5.11 Workers' Compensation 76
5.11.1 Supervisor/Department Chair Responsibilities 76
5.11.2 Human Resources Office Responsibilities 76
5.11.3 Employee Responsibilities 76
5.11.4 Workers' Compensation Payment Options 77

5.12 Retirement Program 78
5.12.1 Loyola University Maryland Retirement Plan 78
5.12.2 Social Security (FICA – FICM) 78

5.13 Tuition Remission and Tuition Exchange Benefits 78
5.13.1 Full-time Employee Eligibility 79
5.13.2 Part-time Employee Eligibility 79
5.13.3 Course and Credit Guidelines for Employees 79
5.13.4 Flex Schedule for Staff Employees 79
5.13.5 Taxation of Tuition Remission Benefits for Employees 80
5.13.6 Employee Separation from the University 80
5.13.7 Application Process 80
5.13.8 Spouse 80
5.13.9 Dependent Children 81
5.13.10 Faculty, Administrators and Staff Exchange (FACHEX) Program 83
5.13.11 Tuition Exchange (TE), Inc. Program 84
5.13.12 High School Tuition Remission 85

5.14 Child Care Voucher Program 86
5.14.1 Employee Eligibility 86
5.14.2 Qualifying Children and Child Care Providers 87
5.14.3 Amount of Financial Assistance 87
5.14.4 Application Process 87
5.14.5 Reimbursement Process 88
5.14.6 Taxation of Child Care Voucher Benefit 88

5.15 Health Insurance Portability and Accountability Act (HIPAA) 88

VI. Leave 89

6.1 Vacation 90
6.1.1 Computation 90
6.1.2 Scheduling 90

6.1.3 Accumulation 90
6.1.4 Payout of Unused Vacation Leave 91
6.1.5 Faculty Transfers 91

6.2 Sick Leave 91
6.2.1 Eligibility 92
6.2.2 Notifying Your Supervisor/ Department Chair 93
6.2.3 Computing Sick Leave Accrual 93
6.2.4 Accumulation 93
6.2.5 Faculty Transfer 94

6.3 Attendance Policy 94
6.3.1 Repeated Absenteeism 95
6.3.2 Counseling Guidelines 95
6.3.3 Lateness 96
6.3.4 Patterns of Undocumented and Unscheduled Leave 96
6.3.5 Counseling Guidelines for Suspected Alcohol or Drug Use 96

6.4 Bereavement 98

6.5 Holidays 98
6.5.1 Holiday Pay 98

6.6 Personal Leave Days 99

6.7 Mission/Religious Observance Leave 99
6.7.1 Purpose 99
6.7.2 Eligibility 99
6.7.3 Policy 99
6.7.4 Approval Process 100

6.8 Community Service Leave 100
6.8.1 Eligibility 100
6.8.2 Policy 100
6.8.3 Approval Process 101

6.9 Family and Medical Leave Policy 101
6.9.1 Eligibility for Family Medical Leave 101
6.9.2 Requesting Family Medical Leave 102
6.9.3 FMLA Definitions of Serious Health Conditions 102
6.9.4 Intermittent Leave 103
6.9.5 Definition of Family Member 103
6.9.6 Definition of Healthcare Provider 103
6.9.7 Designating Leave 103
6.9.8 Medical Certification 103
6.9.9 Paid Leave 104
6.9.10 Health Benefits 104
6.9.11 Reinstatement 104
6.9.12 FMLA, ADA and Workers' Compensation 104
6.9.13 Medical Confidentiality 105
6.9.14 Non-FML for Legally Domiciled Adults (LDAs) 105

6.10 Parental Leave 105

6.11 Unpaid Medical Leave of Absence 106

6.12 Professional Leave 106

6.13 Military Leaves of Absence 106
6.13.1 Military Leave – Active Duty 106
6.13.2 Military Training 107
6.14 Jury Duty 107
6.15 Sabbatical Leave Policy for Faculty Serving as Administrators 107
6.15.1 Purpose 107
6.15.2 Eligibility 107
6.15.3 Leave Periods and Compensation 108
6.15.4 Effect of Taking Leave under this Policy on Previous Years Earned Towards Sabbatical 108
6.15.5 Return Following Sabbatical 108
6.15.6 Effective Date of this Policy: April 25, 2023 109
VII. Employee Relations, Groups, Services, Facilities and Awards 110
7.1 Employee & Employer Relations 111
7.2 Employee Professional and Personal Development 111
7.3 McGuire Scholars Program 111
7.4 Faculty/Staff Development Assistance Program 111
7.5 Loyola University Maryland Financial Crisis Assistance Programs 111
7.5.1 Govans Ecumenical Development Corporation's CARES Program 111
7.5.2 Loyola University Maryland Crisis Assistance Grant Program 112
7.6 Service Awards 113
7.7 AMDG Community Award 113
7.8 Association of Black Faculty, Administrators and Staff 113
7.9 OUTLoyola 113
7.10 Athletics 114
7.11 Banking Services 114
7.11.1 Procurement Card 114
7.11.2 Automated Teller Machines (ATM) 114
7.11.3 Credit Union 114
7.12 Board of Trustees 114
7.13 Bookstore 114
7.14 Campus Ministry 115
7.15 Center for Community Service and Justice (CCSJ) 115
7.16 Child Care 115
7.16.1 LOCATE 115
7.16.2 A Child's Place 116
7.17 Chorale and Madrigal Groups 116
7.18 Computer Hardware and Software Purchases 116
7.19 Hearing Evaluations and Hearing Aid Purchases 116
7.20 Computer Support 117

7.21 Cultural Events 117
7.22 Dining Services 117
7.23 Emergency Blue Light Telephones 118
7.24 Escort Services 118
7.25 Office of Human Resources 119
7.26 Library 119
7.27 The Loyola Conference 119
7.27.1 Budget Committee and Budget Cycle 119
7.27.2 University Diversity Committee 119
7.27.3 Commencement and Convocation Planning Committee 120
7.27.4 Compensation and Benefits Committee 120
7.27.5 Facilities Use Committee 120
7.27.6 Grievance Panel 120
7.27.7 Technology Governance Committee 120
7.27.8 Disabilities Support Services Committee 120
7.27.9 Education for Life Committee 120
7.27.10 Employee Parking Appeals Committee 120
7.27.11 Environmental Health and Safety Committee 121
7.27.12 Recreational Sports Advisory Committee 121
7.28 Public Notaries 121
7.29 Parking 121
7.30 Payroll Office 121
7.31 Post Office 121
7.32 Public Relations and Creative Services 122
7.32.1 Media Relations 122
7.33 Gifts to the University 122
7.34 Recreational Sports/Fitness and Aquatic Center (FAC) 122
7.34.1 Facility Features 122
7.34.2 Hours of Operation (during full academic session): 122
7.35 Safety Notices 123
7.36 Shuttle Service 123
7.37 Speech and Hearing Center 123
7.38 Women's Center 123
7.39 Lactation Accommodation Policy 123
7.39.1 Lactation Space Requirements 124
7.39.2 Lactation Accommodation Requests 124
7.39.3 Employer Records 124
7.39.4 Retaliation 124
VIII. Code of Conduct 126
8.1 Professional Standards and Business Conduct 127

8.2 Conflict of Interest 127
8.2.1 Gifts 127
8.2.2 Endorsement for University Use 127
8.2.3 Endorsement for Non-University Use 127
8.3 Copyright Policy 127
8.4 Electronic Communications 127
8.5 Employee Taxation of University Mobile Technology Devices 127
8.6 Harassment and Discrimination Policy and Procedures 128
8.6.1 Scope 128
8.6.2 Compliance 128
8.6.3 Retaliation 129
8.6.4 Knowingly Filing False Complaints 129
8.6.5 Intentional Breaches of Confidentiality 129
8.6.6 Procedures for Resolution of Complaints Against Employees under the Harassment and Discrimination Policy 129
8.6.7 Appeals 136
8.7 Sex-based Harassment and Discrimination Policy 138
8.8 Workplace Violence 138
8.9 Interaction with Students 140
8.10 Consensual Relationships Policy 140
8.11 Drug-free Workplace 140
8.11.1 Alcohol 141
8.12 Smoke Free Campus Policy 141
8.12.1 Education and Cessation 142
8.12.2 Enforcement and Compliance 142
8.13 Children in the Workplace 143
8.13.1 Safety of Children in University Programs and Reporting Abuse 143
8.14 Animals on Campus 149
8.14.1 Service Animal Guidelines 153
8.14.2 Assistance Animal Guidelines 154
8.15 Political Activity 155
8.15.1 On-campus 155
8.15.2 Off-campus 155
8.16 No Solicitation Policy 155
8.17 Grievance Policy and Hearing Procedures 155
8.17.1 Purpose and Principles 155
8.17.2 Scope of Review 156
8.17.3 Who May Bring a Grievance 157
8.17.4 Informal Resolution Procedure 157
8.17.5 Hearing Procedure Definitions 158
8.17.6 Initiating the Hearing Procedure 159
8.18 Reporting Ethics and Policy Violations 164

8.19 Information Security Policy 165

IX. Environmental Health and Safety 176

9.1 Accident Prevention and General Workplace Safety 177

9.2 Environmental Health and Safety Committee 177

9.3 Hazard Communication 177

9.4 Fire, Evacuation and Life Safety Policy 177

9.5 Laboratory Safety 178
9.5.1 Chemical Hygiene 178
9.5.2 Hazardous Waste 178

9.6 Firearms and Weapons 179
9.6.1 Definitions 179
9.6.2 Policy 179
9.6.3 Exceptions 179

9.7 Safety Standards 180
9.7.1 Personal Protective Equipment 180
9.7.2 Forklifts, Heavy Equipment and Aerial Platforms 180
9.7.3 Hand and Powered Tools 180
9.7.4 Machine Guarding 181
9.7.5 Hazardous Energy and Lockout/Tagout 181
9.7.6 Confined Space 181
9.7.7 Asbestos and Lead 181
9.7.8 Bloodborne Pathogens 182
9.7.9 Record-keeping (OSHA 300 Log) 182

9.8 Hazardous Waste 182

9.9 Ergonomics 182

9.10 Motor Fleet Safety 182

9.11 Idling Policy 183
9.11.1 Applicability 184
9.11.2 Implementation 184
9.11.3 Conflict Resolutions 184
9.11.4 Enforcement 184
9.11.5 Special Situations/Exceptions 184

9.12 Loyola Emergency Notification System (LENS) 185

Today's Loyola: Inspired by Achievement

More than 150 years of vision, values, commitment, and achievement have combined to create today's Loyola. As a Jesuit, Catholic institution of growing regional and national renown, we attract increasing numbers of distinguished undergraduate and graduate applicants, draw faculty trained at the world's leading colleges and universities, and are poised to launch a new School of Education. We also have just concluded the most ambitious and successful fundraising initiative in our history.

At the same time, Loyola faces a considerably more complex and competitive environment than its founders could have anticipated. Shifting demographics, changing economic factors, an increasingly global community, and heightened student expectations compel us to continually reexamine the value and the promise of the educational experience we provide. These circumstances pose great challenges, but also position us to enhance and excel in new ways. It is our responsibility to consider these realities and develop a living, dynamic framework to guide our response to them.

In order to thrive in the years to come, we must become even more engaged with our students and their needs and must be aware of the demands made by increasingly complex civic and business communities. Today's Loyola, profoundly transformed from its humble beginnings in two downtown Baltimore row houses, stands on a foundation of accomplishments attained through an enduring commitment to the fundamental values upon which it was founded. This remarkable legacy of achievement serves to inspire greater goals and to set new expectations for the role that the University can play in today's world. These new objectives include the overarching goal that now sets the tone for Loyola's next period of advancement and achievement:

Loyola will be the leading comprehensive Catholic university in the nation.

The pages that follow document the defining principles that have guided us to where we are now and provide a comprehensive outline of the strategies, concepts, and initiatives that will fuel Loyola's pursuit of this goal.

In light of our understanding of the increasingly complex and competitive environment in which Loyola pursues its mission, we realize that it is more important than ever to communicate the depth and breadth of our programs accurately and completely. Loyola has been a comprehensive university with a growing array of undergraduate and graduate programs for more than 25 years. However, the official designation, Loyola College in Maryland, did not reflect this identity fully. As we prepared to enter an even more ambitious period in Loyola's history, we believed it was critical to adopt a designation that embodied the institution we are today and the goals we have set for the future: Loyola University Maryland.

Our decision to move forward with this change, which took effect September 25, 2009, was not made lightly. It followed months of in-depth conversations with students, faculty members, staff, alumni, and others deeply invested in the outcome of the decision, and was supported by extensive, data-driven research on current perceptions of Loyola. This change, while significant, was not meant to signify a change in philosophy or direction, but rather a more accurate reflection of the institution we have already become.

Mission

Since its founding in 1852, Loyola has demonstrated a profound commitment to its mission as "a Jesuit, Catholic university committed to the educational and spiritual traditions of the Society of Jesus and to the ideals of liberal education and the development of the whole person. Accordingly, the University will inspire students to learn, lead and serve in a diverse and changing world." The Jesuit philosophy strives to educate men and women of competence, imbued with the desire to seek the greater glory of God in all things. At Loyola, this ideal is further underscored by our guiding belief that a Catholic university is truly Catholic only insofar as it is truly a university, committed to education that looks critically at the human condition, raises fundamental questions about meaning, and promotes a love for learning and discovery. The Catholic intellectual tradition we embrace asserts that faith and reason complement each other, and questions of faith are encouraged and examined as intellectual inquiries. This approach encourages the nourishment of a community committed to an examined life of intellectual, social, and spiritual discernment, as well as the understanding that leadership and service to the world are intimately connected.

History

Loyola has experienced a remarkable transformation from a small, male-only, local college to a diverse, dynamic, coeducational university providing undergraduate and graduate education to more than 6,000 students from across the nation and around the world. Our Jesuit, Catholic tradition has prompted the development and growth of student-centered education with undergraduate programs rooted in the liberal arts tradition as well as premier graduate programs. These graduate programs, grounded in the Jesuit, Catholic tradition, are distinguished by a focus on meaningful professional service and leadership and by an emphasis on academic achievement, excellence in teaching, and engaged, meaningful scholarship.

Loyola's expansion, development, and achievements have been particularly remarkable in the past two decades, due in large part to our most recent strategic plans. *Magis* (1996-2002) strove to make Loyola a Jesuit, Catholic university of national standing, while *Great Resolves, Great Desires* (2002-2007) aimed to provide students with the experiences, tools, and confidence needed to inspire a passion for intellectual inquiry and to produce students, and later professionals, prepared to transform the world. The successes attained through the pursuit of previous plans have carried us forward to a point where careful consideration of our potential and careful planning for our future development become essential.

Commitment to Core Values

In addition to its many other achievements, *Great Resolves, Great Desires* provided us with an important and enduring resource. As part of that planning process, focus groups representing the various constituencies of the campus community identified and articulated 10 core values that define and express Loyola's Jesuit, Catholic identity. The resulting Core Values statement, approved by the Loyola Conference during the 2001-2002 academic year, has been widely disseminated and embraced within the university as a standard for shaping programs and attitudes that are authentically grounded in our Jesuit, Catholic tradition, even as we look toward the future. Also shaping the curriculum of our undergraduate and graduate programs and providing a means for assessing student learning outcomes are our Undergraduate Educational Aims and Graduate Learning Goals, respectively. These address expectations of all Loyola graduates and include many of our Core Values.

We cannot fully achieve our potential of being the leading comprehensive Catholic university without reflecting upon and considering the role of these Core Values, which must continue to be the guiding force behind all our endeavors. Our success also relies on continued commitment to several particularly

significant and noteworthy ongoing initiatives begun under previous strategic plans.

These include:

Supporting Jesuit, Catholic Intellectual Life Across the Entire Campus.

We will continue to seek a strong Jesuit identity and encourage personal transformative development among all members of our community. The Catholic intellectual tradition, based in the Christian West, provides a valuable entryway to education and to learning about other faiths and cultures. We will welcome opportunities to engage in open dialogues to examine and develop intellect and character. We will renew the emphasis on the exploration of questions of faith, living an examined life, and added opportunities for participation in the Ignatian Spiritual Exercises. We will consider ways to deepen our commitment to justice, infusing it more profoundly into the educational life of the university.

Fostering Campus-wide Education, Cultivation, and Promotion of Diversity.

We recognize that expansion of diversity in all dimensions will significantly enhance our excellence in teaching, scholarship, and service. We have begun an institution-wide comprehensive diversity assessment, consistent with the Ignatian practice of discernment, and critical in ensuring that we move forward with initiatives that respect and welcome "the inherent value and dignity of each person." We will monitor our progress to this end, understanding that there is no point at which an institution can claim to have "achieved diversity." Rather, our goals in diversity will continue to evolve as we strive to meet our strategic goals. We will ensure that students, faculty members, administrators, and staff members are attracted to Loyola by its invigorating intellectual climate, with the understanding that our intellectual life is enriched by a diversity of origins, backgrounds, experiences, thoughts, and ideas, which we explore with one another as part of personal and institutional learning.

Cultivating the Whole Person to Succeed in a Diverse and Changing World.

We will continue to support life-long learning that promotes wellness, discernment, and spiritual growth as well as personal and professional development for all campus constituents. We will provide opportunities for all members of the campus community to reflect upon and apply more intentionally the Jesuit ideals and other congruent values to their lives. Community members will see themselves as life-long learners and teachers who, leading by lived example, contribute to the common good within the Loyola community and beyond. We will foster a campus climate that honors and encourages intellectual inquiry, facilitates meaningful interactions among all campus constituents, creates opportunities for continued professional development, and supports a culture of excellence and innovation.

Future

Today, guided by our Core Values, Loyola is poised to continue its growth and development and emerge as the leading comprehensive Catholic university in the United States, representing the best of a distinct educational niche that balances undergraduate and graduate curricula, rather than focusing primarily on baccalaureate or on research programs, as do many U.S. institutions of higher education. The pages that follow outline a carefully considered strategic plan that will guide us as we pursue our goal:

Loyola University Maryland will be the leading comprehensive
Catholic university in the nation.

An unstated aspect of our goal is that as we become the leading comprehensive Catholic university, we will also be recognized as such. Our strategic plan contains Key Indicators of Success that we will use to monitor our progress toward meeting our goal. These measures include external metrics, with which we can compare ourselves to other leading comprehensive Catholic universities, as well as internal metrics.

We will pursue and attain this overarching goal through a group of initiatives that address Loyola's responsibility to develop programs guided by the enduring principles that have shaped Jesuit education for centuries, but still responsive to the ever-shifting needs of its students and the communities of which they are a part. This obligation is further shaped by Loyola's unique identity as a university rooted in the City of Baltimore and the State of Maryland but embracing fully our increasingly global society. This identity is underscored by initiatives that celebrate diversity, enhance relationships with our neighbors, and highlight our Jesuit commitment to the pursuit of faith and justice.

In pursuing the plan, we will ensure that the Core Values underscore all of our endeavors and urge us to raise our expectations for students, faculty members, administrators, and staff members while committing us all to the goal we have set forth.

I. Employment Policies and Procedures

I. Employment Policies and Procedures

It is the policy of the University to be fair and impartial in all of its dealings and to recognize the dignity and worth of the individual. Further, the University maintains an environment that encourages the realization of the individual employee's potential and adequate reward for the individual employee's effort, achievement, and cooperation. Every employee is given an equal opportunity to advance within the University. Candidates for employment and promotion are selected on the basis of experience, education, ability, training and other job-related factors. The human resources office is responsible for monitoring and guiding the employment process for all staff and administrator positions. Administrators, designated search officials, and employment and promotion decision-makers are responsible for compliance with University, federal and state search and recruitment guidelines. The human resources office assists managers, department chairs, and chairs of search committees with the search and hiring process. The staff and administrators of the human resources office also provide consultation to employees and supervisors/department chairs in the interpretation and application of University hiring policies, procedures, and practices. All recruiting activities for all positions should be planned and coordinated with the employee engagement unit of the human resources office.

1.1 Equal Employment Opportunity

Loyola University Maryland does not discriminate on the basis of race, sex, color, national or ethnic origin, age, religion, disability, marital status, sexual orientation, gender identity, genetic information, military status, or any other legally protected classification in the administration of any of its educational programs and activities or with respect to admission or employment. The designated compliance officer to ensure compliance with Title IX of the Education Amendments of 1972, as Amended, is David Tiscione, Director Title IX Compliance and Assessment, 4501 N. Charles Street, Jenkins Rm 105B, 410-617-2763, dmtiscione@loyola.edu. The coordinator to ensure compliance with Section 504 of the Rehabilitation Act of 1973, as amended, is David Tiscione, Director Title IX Compliance and Assessment, 4501 N. Charles Street, Jenkins Rm 105B, 410-617-2763, dmtiscione@loyola.edu. Loyola University is authorized under Federal Law to enroll non-immigrant, alien students.

This publication does not constitute an express or implied contract. Loyola reserves the right to amend or rescind this publication at any time.

1.2 Reasonable Job Accommodations

The University is committed to providing an inclusive workplace and meeting the requirements of the Americans with Disabilities Act, as Amended (ADAAA), and all applicable federal, state and local laws that prohibit discrimination against persons with a disability or that promote equal access and equal opportunity. Disabilities caused by or contributed to by pregnancy or childbirth shall be treated as temporary disabilities for all job-related purposes, including the obligation to provide reasonable accommodations.

A qualified individual with a disability may request a reasonable accommodation by contacting the director of employee relations and organizational development (ext. 1345). Information about an employee's disability will be kept confidential to the extent allowed by law and necessary for coordinating reasonable accommodations. Supervisors/department chairs with reasonable cause to believe an individual's failure to perform essential job duties may be related to a disability or medical condition should contact the director of employee relations and organizational development (ext. 1345) for consultation.

1.3 Diversity Statement

Loyola University Maryland strongly values the benefits that diversity brings to the workplace. In accord

with its Ignatian values, the University is committed to creating and promoting a community that recognizes the inherent value and dignity of each person. Loyola University Maryland does not discriminate on the basis of race, sex, color, national or ethnic origin, age, religion, disability, marital status, sexual orientation, gender identity, genetic information, military status, or any other legally protected classification. The University recruits, hires, and promotes in accord with this policy and its Core Values.

1.4 Freedom of Speech and Expression

The University is committed to promoting speech and self-expression that fosters an open and productive exchange of ideas and opinions. The University encourages a balanced approach in all communications and the inclusion of contrary points of view. As is true with the society at large, the right of free speech and expression is subject to reasonable restrictions of time, place, and manner, and does not include unlawful activity. In all events, the use of the University forum shall not imply acceptance or endorsement by the University of the views expressed.

1.5 Requests for New Employees

Position Announcement Authorization (PAA) must be initiated through the Applicant Tracking System (ATS) by the hiring manager and coordinated with the employee engagement unit of the human resources office. Visa eligibility status should be determined before requesting authorization. The employee engagement unit will then advertise the approved position and work with the hiring manager to help fill the position. Following the ATS process will ensure requests for authorization of the vacant positions are routed to the appropriate department head, division vice president, or to the president for approval and signature. The employee engagement unit will then advertise the approved position.

1.6 Job Listings

1.6.1 Internal Job Listings

The University posts regular full-time and part-time openings online on the human resources office Web site at http://careers.loyola.edu. These position postings inform employees of openings and opportunities for advancement or transfer. Staff and administrator positions are posted until the positions are filled or until there is a sufficient candidate pool. Inquiries about posted positions are strongly encouraged from diverse and qualified internal candidates. Interested parties should contact the employee engagement unit (ext. 2354) for further information and consideration. All internal inquiries are treated confidentially; however, the applicant's current supervisor may be consulted as a reference. University employees are also encouraged to refer external applicants for appropriate job openings.

1.6.2 External Job Listings

When appropriate, certain positions are advertised in newspapers, professional journals, and/or online recruiting sources. All advertisements and postings should include a reference to the University Diversity Statement (see Section 1.3). Text for advertisements to fill vacant staff and administrator positions must be recorded electronically in the Applicant Tracking System (ATS), which is submitted through the authorizing designees of the employee engagement unit for final approval and activation. The advertisements are then submitted by the employee engagement unit to the agreed upon recruitment sources to ensure consistency and diversity of the qualified applicant pool. All costs for specialized advertising are the responsibility of the human resources office, which reserves the right to determine frequency of placement of advertisements based on available resources.

1.6.3 Internet Web sites and Blogs

Postings made on internet Web sites, blogs, and electronic networks must conform to the same standards described above for print and ATS postings. A member of the employee engagement unit must pre-approve the posting and be given access to monitor and document the activity.

1.7 Recruitment of Personnel

The employee engagement unit of the human resources office assists hiring managers and chairpersons of search committees with the search and hiring process and provides consultation to employees and managers in the interpretation and application of University, federal and state hiring policies, procedures, and regulations.

In order to hire for a vacant position, a Position Announcement Authorization (PAA) must be initiated through the Applicant Tracking System (ATS) (please see Section 1.5). The hiring manager will need to know if the position might require visa sponsorship, what the person's projected start date might be, and where the hiring manager would like the position advertised.

During this process, the human resources partner will work closely with the hiring manager on ATS training, building a recruitment plan, ad creation and placement, how best to effectively screen candidates, and managing the mandatory background screening. The employee engagement unit may also assist with interviewing candidates as needed.

Please know all candidates must apply online for positions in which they are interested and for which they are being considered. Internal or external candidates who do not meet minimum qualifications will not be given an interview. All offers of employment are contingent on a successful background screening. Loyola University Maryland is dedicated to pursuing a diverse and highly qualified candidate pool. Failure to follow proper employment procedures may require the search to be conducted again.

In times of economic hardship, hiring managers in need of personnel may need to present their division vice president with an updated position description and completed criteria form, explaining why this position is needed and how the position potentially impacts areas such as revenue, safety and accreditation. The division vice president will bring that information before the President's Cabinet, where the position will be discussed, and a decision will be made regarding filling the position and when recruitment should begin. If the position is approved, the hiring manager will work with the employee engagement unit to fill the vacancy using the steps described above.

Please contact the employee engagement unit (ext. 2354) for assistance with recruiting personnel.

1.7.1 Authorized Employment Locations

Employment is currently authorized in the following states and jurisdictions: California, Delaware, District of Columbia, Florida, Illinois, Iowa, Maryland, Massachusetts, New Jersey, New York, North Carolina, Oregon, Pennsylvania, and Virginia. Requests to add additional states or jurisdictions must be submitted and approved prior to the initiation of a search.

1.8 Screening of Applications and Hiring

Applications for staff and administrator openings are screened by the hiring department first. Upon the hiring manager's request, the human resources office or search committee determines which applicants meet the stated minimum qualifications for the position. Following the initial screening of applications, the qualified candidates will enter the selection process, which may include telephone interviews, committee screenings, and/or other selection processes based on bona fide occupational qualifications. The applicants who are the most qualified and whose salary expectations are met by the offered

compensation are contacted for an interview with the appropriate department chair, administrator(s), supervisor(s) and/or constituents. The hiring manager and others who may be involved evaluate all interviewed applicants based on position description criteria and select the best qualified individual to fill the vacant position. The hiring department completes the employment recommendation section of the Applicant Tracking System process for the selected candidate and routes it to the appropriate department head, division vice president, or to the president to obtain approval and signature. All candidates are subject to a background check, including a criminal history background check, once a conditional offer of hire is made.

1.9 Filling Vacancies without a Job Search

Hiring managers may request a waiver of the standard job search process. Before taking any action to initiate a job search waiver, the hiring manager and the director of employee relations and organizational development evaluate the internal mobility and equal opportunity implications of the waiver action. A waiver of a job search is considered if (1) the preferred candidate meets the qualifications specified in the job description and (2) at least one of the following criteria apply:

- Internal selection: A regular full-time or part-time employee of the department is deemed qualified to fill the vacancy. "Department" is defined as a group of employees with the same immediate supervisor/department chair. The decision to support an internal-only selection would be based on an assessment that diversity initiatives would not be compromised by doing so.
- Return to work: An employee pending layoff, on layoff, or an employee returning from disability leave is qualified to fill the vacancy.
- Current/previous search: The nominated candidate is part of a current or previous applicant pool (within the past 60 days) resulting from a regular position with the same job title, minimum requirements, and pay grade.
- Special appointment: Any current employee or external applicant may be appointed to an open position if authorized by the president.

To initiate a waiver, the hiring manager must discuss the rationale for the request with the director of employee relations and organizational development. The division vice president and the president must approve of the request. After a decision is made, the requesting hiring manager will be notified.

1.10 Employment Application

All staff and administrator applicants are required to complete an online application, which may require the candidate to upload documents such as a résumé, cover letter, and/or references. Selection plans may also require additional documents (e.g., an essay). Position openings and online applications can be accessed at ***http://careers.loyola.edu***. Employment applications and documents such as résumés, cover letters and references are important because they can be used to verify employment history including past salary levels, provide authorization to check references, and obtain information on the candidate that may not have been covered during the interview.

Failure to submit the required documents for any position openings or failure to complete the background screening authorization, which is required for all positions, may result in an offer being withdrawn.

1.11 Reference Checks and Background Checks

Hiring the most qualified individuals contributes to the overall strategic success of Loyola University Maryland. Reference checks and background checks serve as an important part of the Loyola selection process. It is the policy of Loyola University Maryland to conduct reference checks on every candidate the University is considering for a final offer, regardless of the position for which they are applying. All offers are contingent upon results of a background check. This process is conducted to verify the accuracy

of the information provided by the applicant and to evaluate the applicant's suitability for the position.

1.11.1 Reference Checks

Because the best predictor of future performance is past performance, reference checks are essential for hiring managers. Past supervisors/department chairs, coworkers, and even clients and customers can provide useful references, because those individuals can attest to the candidate's work performance.
It is important to inform the candidate before contacting their references. This will provide the opportunity for the candidate to alert those who will speak on their behalf.

It is appropriate to honor a candidate's request to wait to contact the current employer until an offer is made. However, the hiring manager should clearly explain to the candidate that the offer of employment is contingent upon a positive reference, verifying employment, from the current employer.

Information that should be gathered during the reference checking process includes: the position held, dates of employment, salary history, reason for separation, duties and responsibilities, work performance, attendance, attitude, strengths/weaknesses, overall assessment of the candidate, and the candidate's eligibility for rehire.

1.11.2 Background Screens

As of August 1, 2007, Loyola University Maryland conducts various background screens on initial hires, rehired employees, and internal transfers/promotions whether part-time, full-time, regular, contractual, or temporary. Internal transfers/promotions that remain in the same pay grade or do not have a change in the type of required background screen are not subject to a background screen. Current employees as of the effective date of this policy are not subject to background screens unless they move (at their own initiative or the University's) into a different position within the University. Current employees who are registered with the transportation and parking office to operate University-owned vehicles will have a driving record check conducted every three years by the University's motor vehicle insurer to verify insurability.
All offers of employment (including applicable internal transfers and promotions) are contingent upon complete and satisfactory findings of all applicable background screens. Background screens may include: social security number search, previous employers, sex offender registry, credit report, criminal records search, verification of academic credentials, driver's license and driving record check, verification of occupational and professional licenses, drug/alcohol check, physical, and healthcare sanctions check. The human resources office coordinates the collection of all background screen information with a third-party vendor.

In most cases, the results of all applicable background screens should be received and evaluated before the individual begins to work. In urgent situations requiring a rapid employment action and with the approval of the human resources office or the dean, an individual may begin to work pending successful completion of the background screen, provided that professional references have been checked.

If the background screen is returned with questionable results, human resources, in consultation with the hiring manager and division vice president will determine whether the individual is suited for employment in the position for which they applied. If unsatisfactory results are reported, human resources is responsible for interacting with the applicant in these cases and ensuring that the University is in compliance with the Fair Credit Reporting Act. The Act requires the University to disclose to the employee or applicant that it intends to obtain a consumer report from a third party agency for employment purposes; obtain written authorization from the

employee or applicant to obtain such a report; and, if an adverse action is taken as a result of information contained in a consumer report, provide the applicant with both a copy of the report and a written description of the employee or applicant's rights under the FCRA.
For a more complete description of the background screen policy and the step-by-step process please go to:

https://www.loyola.edu/-/media/department/hr/documents/quick-links/background-screening-procedures.ashx?la=en

1.12 Falsifying the Application and the Reporting of Convictions

False application responses, false documentation, or failure to disclose felony criminal convictions are grounds for termination of employment or disqualification from employment. Applicants for employment, or individuals who have begun employment, who are convicted of a criminal violation after they have applied should contact the human resources office within five days of the conviction. Failure to report a conviction is grounds for discipline up to and including termination of employment or non-selection of an applicant. Supervisors/department chairs should notify the director of employee relations and organizational development (ext. 1345) immediately upon being informed of an employee conviction.

1.13 Providing References for Others

Loyola University Maryland and/or members of the Loyola community are frequently asked by other hiring organizations for reference information pertaining to past and current employees. It is the University's policy to respond to such requests when it has been authorized or requested by the employee in writing. This documentation should be sent to the human resources office to be filed in the employee's personnel file. It is also the University's policy to respond to reference requests with only factual documented information (e.g. dates of employment, positions held, salary, performance ratings and comments, commendations, etc). The employee's personnel file is available for review by the reference respondents if the reference check has been authorized or requested by the employee.

Reference respondents may be asked by the hiring party to make judgments about the employee's character or performance. If the reference respondent chooses to offer such judgments, they do so as individuals, not as representatives of the University. The respondent must make this clear to the party to whom the reference is given.

1.14 Selection

The University is committed to diversity and to filling all vacancies with the most qualified persons available. To be considered for a position, an applicant must first meet the minimum education and experience requirements (or equivalent) established for that position. Once these qualifications are satisfied, the academic or administrative unit with the vacancy will consider other job-related factors including but not limited to: the applicant's work history, customer service orientation, initiative, teamwork, general appraisal of previous work performance, reference checks and background screen results.

1.14.1 Interview Expenses

If travel expenses are greater than the cost of local travel, candidates who are interviewed may be reimbursed for their travel to and from the interview and for any necessary related expenses (e.g. hotel, meals, airfare, taxi, parking, and/or mileage). Reimbursement for travel expenses should be planned and approved by the hiring department prior to the interview. For a more complete description of the travel policy and to obtain a Travel Reimbursement Form please go to ***www.loyola.edu/disbursements/Travel.html***.

1.14.2 Offer of Employment

The hiring manager, department chair, or administrative supervisor of the vacant position shall consult with the compensation unit of the human resources office to set a competitive and equitable starting salary within their allotted budget. Prior to an offer of employment, the hiring manager completes the electronic employment recommendation section in the Applicant Tracking System. Their recommendation will be electronically routed to the appropriate department head, division vice president, and/or to the president for approval and signature. Upon receiving electronic notification of these approvals, the hiring manager, department chair, or administrative supervisor of the position will make a verbal offer that will include an agreed upon salary and start date. In emergency situations, offers of employment may be extended contingent upon a favorable background screen being received. When a contingent offer of employment is extended it should be stated in the offer letter.

1.14.3 Appointment

Once the selected candidate accepts the verbal offer of employment, the human resources partner will confirm the appointment in an offer letter specifying the employee's title and compensation. The new employee will report to the designated office on the date and time stated in the offer letter. The job description and University policies establish the terms and conditions of employment. The employee may not begin to work until the human resources office has the new employee's social security number. Additionally, the employee's tax forms must be received in the human resources office on or before the first day of employment (see Section 1.17).

1.14.4 Acting Appointments

From time to time, as a result of a vacancy in an authorized position, the president or his designee appoints an individual to that position on an "acting" basis. Persons serving in an "acting" capacity for temporary appointments are compensated with an additional stipend equal to the difference between their current salary (or hourly rate if non-exempt) and the minimum of the "acting" position or 5 percent of their current salary, whichever is greater. Individuals holding acting appointments return to their original position and salary without a stipend at the conclusion of their acting appointment, unless otherwise specified or unless terminated pursuant to the provisions of this manual. Acting capacity pay greater than 5 percent must be approved by the division vice president.

1.15 Use of Temporary Agencies and Search Firms

The use of temporary agencies, contracts to hire, and search firms should be coordinated with the director of employee relations and organizational development to ensure that the contracts include our standard language and to verify that the University is paying a fair market rate.

1.15.1 Temporary Agencies

When a substitute or additional staff or administrative help is needed and the employment of students is impractical or inappropriate, supervisors/department chairs may request assistance through the human resources office to contact an agency outside the University for assistance. No specific budget exists for these needs, and so the arrangement can only be made if funds exist through a vacant salary line of the requesting department or a budget transfer from an operating account is transacted. Temporary agency personnel are not employees of the University and are not eligible for compensation or benefits through the University.

1.15.2 Search Firms

Search firms should only be used:

- for executive positions;

- when a search has failed; or
- when a particular position has a history or a reasonable expectation of being difficult to fill.

Funding for the use of search firms should be identified before hiring the firm and the terms of the contract should be reviewed with the human resources office.

1.16 Direct Employment of Temporary and Contract Employees

In some circumstances, a department needs to increase staffing for a limited period of time. Hiring a contractual or temporary employee may be an appropriate solution to this situation.

Temporary personnel are regarded as at-will employees, are supervised by a regular University employee at all times and are eligible to receive statutory benefits such as unemployment insurance, Workers' Compensation and social security. Temporary personnel normally scheduled to work a minimum of 30 hours per week on a regular basis are eligible for medical coverage under any plan option determined by the University. The department head notifies the generalist services unit of the need and the location of the funding source for compensating the individual. Candidates are informed by the supervisor/department chair that, if hired, their status will be "temporary," that is, they may not work more than 950 hours in any 12-month period.

Contractual personnel sign a short-term contract that requires them to provide the tools, equipment, and other materials required to perform the job. Examples of contractual positions include but are not limited to: white water or hiking guides, nurses, and climbing instructors. Contractual personnel are not provided benefits. Contracts should be vetted by outside legal counsel and on file in the human resources office.

1.17 Required Federal and State Forms

Federal and state laws require employees to complete several forms when hired. These forms include the Maryland State tax form (MW 507) and the federal tax form (W-4). All new employees are also subject to the requirements of the Immigration Reform and Control Act of 1986. IRCA stipulates only American citizens, permanent resident aliens, and aliens who are authorized to work in the United States may be hired. Every new employee must provide evidence of identity and work eligibility required on the Form I-9. Completing the Form I-9 is a condition of employment. Internal Revenue Service regulations prohibit newly hired employees from starting work if they do not have a social security number. The employee may not begin to work until the human resources office has the new employee's social security number. Additionally, the I-9 documentation, Maryland State tax form (MW 507), and the federal tax form (W-4) must be received in the HRIS unit of the human resources office on or before the first day of employment. If the required forms are not received by the third day of employment, the employee shall be required to stop work until the forms are provided. Should an individual's status change with regard to the information reported on the forms, the individual must complete another form and send it to the human resources office. All forms are available on the human resources Web site at ***www.loyola.edu/hr/forms***.

1.18 Confidentiality Agreement

All University employees, including but not limited to, faculty, staff, administrators, student workers, temporary employees, and contractors are required to sign Loyola's Confidentiality Agreement upon hire. No form of Loyola access (e.g. computer, ID cards, etc.) will be given to the new employee until the agreement is completed. The agreement should be forwarded to the human resources office for inclusion in the employee's personnel file. The Confidentiality Agreement is available on the human resources Web site at ***www.loyola.edu/HR/Forms/Employment/ConfidentialityAgreement.pdf***.

1.19 University Identification Cards and Parking Passes

New employees must obtain a University Identification Card and may obtain a parking pass. The identification card is used for accessing buildings, discounted or free admission to events or facilities, borrowing materials from the library and for identification after hours or in an emergency. There is a fee for parking passes. Identification cards and parking passes may be obtained from the office of student administrative services. Upon separation from employment for any reason, employees are required to return their parking pass and identification card. Additional information and parking fees can be found on the student administrative services Web site at ***www.loyola.edu/sas***.

1.20 Keys and Access Cards

Employees may be issued University keys and/or access cards in the course of their employment. It is the employee's responsibility to safeguard the keys and access cards issued to them. The duplication of keys and/or access cards is prohibited. If a job requires an employee to have keys and/or access cards, they will be asked to sign for them by the key control manager or department head. If an employee transfers to another department or separates from the University, they will be required to return the keys and/or access cards. Employees may be charged the cost of replacing lost keys or access cards. Failure to safeguard the use of these keys or cards may result in disciplinary action, up to and including termination. Keys may be requested by e-mailing your request to ***keys@loyola.edu*** or by calling ext. 2239.

1.21 Uniforms and Dress

A uniform for an employee may be provided by the University to identify persons to the general public or guests of the University or to prevent injury to an employee while performing a hazardous job. Each employee provided a uniform shall take the necessary steps to protect it from excessive damage and wear. Uniforms issued by the University are to be worn only during working hours. When a uniform is provided, it must be worn by the employee. Employees who are required to wear uniforms should consult with their supervisor/department chair regarding their dress requirements. All University employees represent the University and therefore have a personal responsibility for presenting an appropriate appearance. Good grooming, personal cleanliness, and appropriate dress are essential at all times.

1.22 Relocation Reimbursement

Some new employees may be reimbursed for relocation expenses up to a specified maximum amount. The terms must be discussed prior to hire and agreed to in writing as a condition of hire. The payment of moving expenses is authorized under this policy only when the distance between the new place of work and the former residence is greater than fifty (50) miles one way. Receipts must be submitted to the payroll office and be accompanied by the Employee Certification Moving Expense Reimbursement Form and the Supervisor Certification of Employee Moving Expense Reimbursement Form. These reimbursements are payroll items and can only be processed after the employee is on Loyola's payroll. Reimbursement requests, within the specified amount, may be submitted for the following expenses only:

- Transporting household furnishings, clothing, etc., from the previous residence to the Baltimore area.
- Transportation may include up to two trips to the Baltimore area to locate housing, for a total of up to six days. This includes travel costs, lodging, and meals. Costs incurred using your personal vehicle will be reimbursed based on either the submission of valid gas purchase and toll receipts or the current IRS determined mileage rate for moving expenses. You can submit only those expenses that are reasonable for the circumstances of your move.

It is the employee's responsibility to identify and manage tax implications. For information on what expenses are taxable and non-taxable, please go to ***www.irs.gov/pub/irs-pdf//p521.pdf.*** Reimbursement forms may found on the payroll website under forms at

http://loyola.edu/financialservices/payroll/index.html. Contact the payroll office (ext. 1349 or ext. 2622) for additional information.

1.23 Orientation

1.23.1 Human Resources Orientation

New employees are required to attend an orientation on, or immediately following, their first day of employment. The orientation is conducted by the human resources office and is held every Monday. During this orientation, employees receive information regarding University policies, compensation, benefits, Loyola's performance management process, and other general information about employment at the University. Employees should use the human resources orientation as an opportunity to learn about applicable employment policies and benefits before enrolling. Employees must complete all employment forms to participate in University benefit plans. Employees who fail to complete benefit enrollment forms within 30 days after their start date must wait until the next annual open enrollment period to register for benefits. Open enrollment periods occur only once a year.

1.23.2 Loyola University Maryland New Employee Orientation

New employees are expected to attend the Loyola University Maryland New Employee Orientation sponsored by the human resources office. Loyola University Maryland orientations are scheduled quarterly or as needed throughout the year. The purpose of this orientation is to familiarize new employees with the University's history, mission, vision, values, strategic plan, campus layout, services, and to meet the University president and other key employees.

1.23.3 Office Orientation

Supervisors/department chairs are expected to provide their new employees with a specific orientation about their departmental policies and procedures and the employee's new position.

1.24 Introductory Provisional Period

All new employees are subject to a provisional employment period starting from the date of hire or change of position. A provisional period is a mutual evaluation time for the person in the position and the supervisor/department chair of the person's performance in the position. Employment may be terminated by either party at any time during this initial period without prior notice. Termination of administrative employees requires approval of the appropriate vice president. Leave time is accrued from the date of hire. Employees in their provisional period are eligible for bereavement leave; paid holidays, including a floating holiday if hired before August 1; paid leave for University closings; and vacation leave, personal leave, and sick leave, with prior supervisory/department chair approval. Employees who are terminated during their provisional period will not receive a payout of their unused vacation leave.

1.24.1 Staff Employees

The provisional period for staff employees is 90 calendar days. A designee from the human resources employee engagement unit will notify the supervisor/department chair before the provisional period expires to evaluate the employee's general productivity, dependability, cooperation, job knowledge and initiative. This evaluation determines whether or not the employee should be given regular status, be given an extended provisional period up to 30 calendar days or be terminated. Staff employees hired after February 1 may lose their personal leave if it is not taken by the end of the last full pay period in June.

1.24.2 Administrators

The provisional period for administrators is 180 calendar days. A designee from the human resources employee engagement unit will notify the supervisor/department chair before the provisional period expires to evaluate the employee's general productivity, dependability, cooperation, job knowledge and initiative. This evaluation determines whether or not the employee should be given regular status, be given an extended provisional period of up to 180 calendar days or be terminated.

1.25 Promotions

A promotion is defined as reclassifying a position and/or moving a person from a lower pay category to a higher pay category. This can occur as a result of a significant change in the nature and extent of job duties, resulting in a reclassification of a position and the incumbent in the position; or, it can result from an employee applying for and being selected to fill an available vacancy in a higher pay category. Promotions may also be initiated by the University or the supervisor/department chair in the same way as a transfer to meet changing resource needs. Promotions are arranged through the human resources office and may result in an increase in compensation if funding is available. If funding is available, pay will be increased by 5 percent or to the minimum of the new range, whichever is greater. All promotions are subject to a 90 calendar day provisional period for staff and 180 calendar day provisional period for administrators. During the provisional period, employees may take paid leave at the discretion of the supervisor/department chair. Promotions and the resulting pay increases should be coordinated with the human resources office.

1.26 Transfers

A transfer of an employee may occur when the employee is laterally reassigned from one position to another within the same pay category and scope of duties. Similarly, a transfer may occur when a position is reassigned from one department or office to another, with the incumbent remaining in the position. Transfers may occur at the request of the employee in response to a job posting. Transfers may occur at the request of the University or the individual's supervisor/department chair to reallocate resources to meet changing needs or priorities; in this situation positions need not be posted prior to the transfer. Transfers can occur to accommodate employees under the Family Medical Leave Act (FMLA) or the Americans with Disabilities Act (ADA) if the employee provides the required forms and medical documentation and meets the requirements of the position with reasonable accommodation; in this situation positions need not be posted prior to the transfer. A minimum of 10 days notice should be provided when possible for regular work shift changes. All transfers are subject to a 90 calendar day provisional period for staff and 180 calendar day provisional period for administrators. During the provisional period, employees may take paid leave at the discretion of the supervisor/department chair. Transfers are coordinated through the human resources office and may affect a person's rate of pay.

1.27 Demotion

A demotion is defined as the move of a position or a person from a higher pay category to a lower pay category. Demotions can be the result of disciplinary action, a request by the employee, reorganization or restructure. All demotions are subject to a 90 calendar day provisional period for staff and a 180 calendar day provisional period for administrators. During the provisional period, employees may take paid leave at the discretion of the supervisor/department chair. Demotions are arranged in concert with the human resources office and may result in a change in pay rate (see Section 3.14).

1.28 Discipline

Certain standards of performance and conduct are essential in any work setting. These standards are recognized and observed by all working persons without any need for supervisory intervention. In some

cases, however, oral or written reminders by the appropriate supervisor/department chair may be necessary. Where such measures are not effective in resolving the problem, or it is otherwise warranted, more formal action, to include probation, suspension or dismissal, may be indicated. The University reserves the right to summarily dismiss an employee when, in the judgment of the supervisor/department chair and in consultation with the director of employee relations and organizational development, such action is warranted. Supervisors/department chairs should consult with the director of employee relations and organizational development (ext. 1345) prior to taking disciplinary action.

1.29 Suspension

An employee may be suspended immediately if, in the sole discretion of the University, the employee's continued presence on campus would be detrimental to the employee, other persons, or to the University. Such suspension will continue until the employee is reinstated by the department head, with the approval of the division vice president and human resources, or until the effective date of termination. The University further reserves the right to suspend an employee for one or more days as a disciplinary action with or without pay.

1.30 Tenure

Award of faculty tenure is governed by the University's Rank and Tenure Policy Statement (RTPS). A faculty member with tenure who assumes a full-time administrative position retains their tenure and is classified as a tenured faculty member serving as an administrator under the RTPS. The only administrators who hold tenure are those who were awarded it in the course of faculty service at the University or who were hired with tenure. Faculty tenure status is not an assurance of administrative employment. Academic administrators share the same rights and responsibilities as other administrators.

1.31 Unemployment Insurance

Each employee of the University is protected by the unemployment insurance laws of the State of Maryland. Income protection is provided as determined by the State's Department of Labor, Licensing, and Regulation. By statute, employees of educational institutions who have reasonable assurance of re-employment in the next term or semester are not eligible to collect benefits during breaks between terms or semesters.

1.32 Unemployment Compensation

Employees whose employment ends may be eligible for unemployment compensation as long as they are available for and actively seeking employment and meet other state requirements. To apply for unemployment compensation benefits, an individual may personally visit, telephone, or apply online to the State of Maryland's Department of Labor, Licensing, and Regulation where it will be determined whether or not they qualify for benefits. In cases where the employee was terminated for cause, the University may appeal the state's decision to award unemployment compensation.

1.33 Employment of Minors

The employment of minors under age 16 is prohibited by the University. Minors between the ages of 16-18 who furnish the human resources office a completed work permit issued by the State of Maryland may be hired. Because minors are restricted from performing certain types of work, the terms and conditions of employment must be approved by the human resources office. Special contractual arrangements may be made with The Cristo Rey School and other similar organizations for interns under the age of 16 to work in specific positions for limited periods and purposes.

1.34 Employment of Relatives

The University will not employ two or more members of the same family in such a way that one directly supervises or evaluates the performance of the other member(s) of the family. Immediate family includes:

spouse, parent, in-laws, sibling, child, step relatives, and foster child.

1.35 Additional Internal or External Employment

The University expects full-time personnel to regard the University as their primary employer, and that any outside employment will not conflict with their responsibilities to the University. University employees may not engage in any outside employment that will adversely affect the University; nor may University employees use University resources for personal or non-University business. Any employee who holds a full-time position at the University may not hold a full-time position outside of the University. Employees must notify their immediate supervisor/department chair and the director of employee relations and organizational development of any outside employment activities. If other employment has a detrimental effect on job performance at the University, the employee will be asked to resign from the other position or will be terminated from employment with the University.

1.36 Employee Personnel Files

The human resources office maintains the official personnel files which contain all material relevant to employment and are the sole official repository of such materials. Employee records are University property. Employees, supervisors/department chairs, or hiring managers wishing to review the contents of their/a personnel file may do so by contacting the chief people and culture officer/associate vice president for human resources (ext. 2354) and scheduling an appointment. Items not related to performance may not be reviewed by supervisors/department chairs and will be removed before their review. The authorized human resources office designee will accompany the employee during the file review and may or may not approve any requests to make copies of any documents contained within the personnel file. The human resources office staff follows a records retention/destruction schedule for employee personnel files. Medical, H-1B, and employee relations investigation files are stored separately from other files in compliance with HIPAA regulations.

1.37 Chosen Name/Legal Name/Address Changes

Each employee is responsible for promptly informing their immediate supervisor/department chair and the human resources office of any status change(s) including citizenship, name, address and telephone number. For name changes, the employee must also file a name change with the Social Security Administration and receive a new card. The new original social security card is to be presented to the human resources office for verification. The human resources office will then update the employee's file and human resources record. Employees are also responsible for promptly notifying the human resources office of any change to their emergency contact information.

1.37.1 Standards for Chosen Name

Members of the campus community are generally free to determine the chosen first names they wish to be known by; however, inappropriate use of the chosen name policy (for example, misidentification, fraud, or misrepresentation) is prohibited. The chosen first name must comply with the University's standards, policies, and regulations including its harassment and discrimination policies and procedures (i.e. not profane, obscene, or derived from hate-speech; and it must conform to the following technical requirements; chosen names may be comprised of only alphabetical characters, a hyphen (-), an apostrophe (') and a space). Loyola reserves the right to deny a request or remove a chosen first name if it is used inappropriately.

1.37.2 Use of Chosen Name

Students, faculty, staff, and administrators are expected to facilitate the use of the chosen name. Generally, it is expected that members of the campus community will request no more than one chosen first name while enrolled or employed at Loyola. Members of the campus community may always revert to using their legal name instead of use of a chosen name.

The chosen name will be used across University systems where possible, including but not limited to the Email display, the Employee/Student Directory, and other systems where possible. Employee and student identification cards will display the chosen name if it has been updated in the University records systems.

Office identification signage, where appropriate, will use the chosen name and official university title. Allowed suffixes on signage include suffixes for generational titles (Jr., Sr., III, etc.) or to identify a religious order (e.g. M.S.M, S.J.).

1.37.2.1 Employee Records

The University generally refers to all employees by their chosen name in all records and communications, except for legal documents (such as transcripts, driver records, background screening records, payroll, tax records, public safety records, billing records, immigration records, unemployment and/or other employment verification) or other external records for which a legal name is required. Employees are required to provide their legal name to human resources for the University's human resources information systems. New employees may provide a chosen first name on their personal data form during the onboarding process. If there is no chosen first name indicated, the University will revert to the employee's legal name. The chief people and culture officer/associate vice president for human resources has final authority for determining approval of the use of a chosen name in employee records.

1.37.2.2 Student Records

Students may provide a chosen first name. The chosen name will generally be used in lieu of legal name anywhere that it is not required for the legal name to be used. The chosen name will be used across all University systems where possible. The dean of students has final authority to approve the chosen name for students.

1.37.2.3 Alumni Records

The University refers to alumni by their chosen name in all official records and communications, except for legal documents or other external records for which a legal name is required. The director of alumni engagement has final authority for determining approval of the use of a chosen name in alumni records.

1.37.3 Required Use of Legal Name:

The legal name will generally be used for official records, and other instances where a legal name is required by law or university policy. The University is obligated to use the legal name for many official records and reports, including but not limited to: certain employment and payroll records, billing records, financial aid documents, official and unofficial transcripts, enrollment verifications, medical records, employee benefits records, expense reimbursements, travel and purchasing authorizations, enrollment reporting, conduct hearing results, external reporting and federal immigration documents.

1.37.4 How to Make Changes to Chosen Name/Legal Name/Address

1.37.4.1 Employee Changes:

Legal and Chosen Name Change:
Employees may process legal name changes, chosen name changes or corrections with human resources by submitting a name change form found on the HR website at:

***https://www.loyola.edu/-/media/department/hr/documents/forms/name-change-form.ashx?la=en*.** The chief people and culture officer/associate vice president for human resources has final authority for determining approval of the use of a chosen name in employee records.

Each employee is responsible for promptly informing the human resources office of any status change(s) including citizenship, legal name, address, telephone number and emergency contact data. Employees must update their payroll tax forms upon moving to another state or changing their legal name. For legal name changes, the employee must also file a legal name change with the Social Security Administration and receive a new card. The new original social security card must be presented to the human resources office for verification, and then the employee's human resources record will be updated. Address changes, telephone number changes, and emergency contact changes may be processed through Web Advisor. For questions about making changes to employee records, call Ext. 2354 or email people-culture@loyola.edu.

1.37.4.2 Student Changes:

Legal Name Change:
Students may process legal name changes by submitting a Change Name/Address Form to the Records Office.

Chosen Name Change:
Information on how a student may request or change a chosen name can be found on the Records Office website. The dean of students has final authority to approve the chosen name for students.

1.37.4.3 Changes to Alumni Records:

Alumni may process legal name or chosen name by contacting the director alumni engagement at 410-617-1466. The director alumni engagement has final authority for determining approval of the use of a chosen name in alumni records.

II. Separation

II. Separation

2.1 Employee Initiated Separation

2.1.1 Job Abandonment

When an employee fails to report to work as scheduled for three consecutive workdays without notifying their immediate supervisor/department chair, the employee is deemed to have abandoned their job. If the employee provides the supervisor/department chair with medical documentation for the period, the absence may not be considered job abandonment. The University considers abandonment as a resignation and the employee is terminated. An employee may be reinstated if it is determined that notification was not possible for reasons beyond the employee's control. The director of employee relations and organizational development will be advised of such a recommendation.

2.1.2 Resignation

Resignation is a voluntary separation of employment initiated by the employee. A resignation must be submitted in writing to the supervisor/department chair, with a copy to the director of employee relations and organizational development. The resignation notification should include the effective date and the reason for the resignation. The supervisor/department chair of the resigning employee is responsible for notifying the director of employee relations and organizational development as soon as the effective date of resignation is known. Employees are expected to provide a minimum notice of ten working days. More advanced notice may be appropriate for senior level positions. Failure to give proper notice will be cited in references. Employees may not end employment on a Loyola paid holiday unless it is part of their regular work schedule. Accrued vacation leave may not be used during employee's last two weeks of employment. The University may, at its discretion, terminate the employee when a resignation is received, and pay the employee for the time remaining to the employee's resignation effective date.

2.1.3 Retirement

The University provides a generous 403b retirement plan to eligible employees. The Social Security Administration identifies age 65 as qualifying for full social security benefits. However, employees may choose to work beyond 65. Individuals may also make application to the Social Security Administration for early retirement benefits. For termination code purposes, normal retirement is defined as when an employee with 5 or more years of service and age 55 or older terminates their employment with the University for the expressed purpose of retiring. Upon request, retirees in good standing with the University may continue to hold an e-mail account for up to two months after their retirement date. The e-mail address may be changed or discontinued at the discretion of the University. Retirees in good standing with the University will retain Library and course enrollment privileges and are eligible to maintain their Fitness and Aquatic Center (FAC) membership at the employee rate.

2.2 University Initiated Separation

An involuntary termination of employment is considered a University initiated separation. Separation of an employee by the University may result from:

- dismissal for cause;
- layoff (reduction in the workforce, lack of work, or position elimination);
- involuntary but not for cause.

Separations are to be treated in a confidential, professional manner by all concerned. Employees

dismissed for cause, as determined in the sole discretion of the University, are not eligible for severance or advanced notification. Employees separated during their provisional period will not receive a payout of their unused vacation leave. Advanced written notification for layoff will be based on regular, full-time length of service and will be communicated to the employee according to the following schedule:

Length of Service	Period of Notice	Severance
< 1 year	10 business days	1 week per year of completed service (capped at 26 weeks)
≥ 1 year to < 5 years	15 business days	
≥ 5 years to < 10 years	20 business days	
≥ 10 years to < 15 years	25 business days	
≥ 15 years to < 20 years	30 business days	
≥ 20 years	40 business days	

During the period of notice, the divisional vice president or president may have the employee continue the duties of their regular position or assign the employee alternate duties and responsibilities.

Management may, at its discretion, provide severance pay equal to the employee's salary for the applicable notice period instead of requiring the employee to work during that time.
Employees accepting another regular position with Loyola within 30 days of the layoff are not eligible for severance pay.

Employees who accept another regular position with Loyola after 30 days of the layoff but while still receiving severance pay will have severance pay terminate effective as of the start date of their new position. As used in this policy, layoff does not include temporary furloughs. While employees will receive notice or pay in lieu of notice regardless of execution of a release agreement, receipt of severance is conditioned on execution of a release agreement satisfactory to the University.

This policy applies to all Loyola employees except for senior leadership (i.e., vice presidents and president) who will be addressed on a case-by-case basis. In addition, the period of notice and severance does not apply to sponsored programs or grant positions funded by outside sources.

2.2.1 Termination for Cause

Termination for cause by the University is generally the result of an employee's inability to attain the required level of performance on the job, failure to comply with required policies and procedures, failure to meet standards of professional behavior applicable to employment, or repeated failure to perform required duties. In the event of termination for cause, supervisors/department chairs should consult with the director of employee relations and organizational development (ext. 1345) prior to any termination actions. Cause for dismissal includes but is not limited to:

- insubordination;
- inability, failure, or refusal of the employee to maintain satisfactory performance of the responsibilities of their position;

- conduct which, in the judgment of their supervisor/department chair, directly and substantially impairs the effectiveness of the employee in the performance of their responsibilities;
- conduct which, in the judgment of the employee's supervisor/department chair, directly and substantially impairs the effectiveness of University operations;
- conduct which, in the judgment of the employee's supervisor/department chair, is harmful to persons or property or destroys goodwill or otherwise causes jeopardy or serious harm to the University.

It is impossible to list every single action which might cause harm to the University, its students or fellow employees. Following is a list of some, but not all, of the acts which will result in disciplinary action up to and including termination:

- Any act of dishonesty. This includes the theft of any University, student or employee property.
- Committing or attempting to commit deliberate damage to either University property or its facilities, or the unauthorized use of University facilities, tools or equipment.
- Disorderly conduct such as striking anyone, use of abusive language or cursing.
- Possessing, using, buying or selling alcohol or illegal drugs, or being under the influence of alcohol or illegal drugs while at work.
- Punching the time clock for another employee or allowing someone else to punch the time clock, falsifying time reports or making unauthorized changes on a time report.
- Excessive absences or tardiness.
- Removing, sending or furnishing to unauthorized persons University records or information.
- Breaches in security procedures and/or refusal to cooperate in a University investigation.
- Abandonment of job or failure to report to work without notifying one's immediate supervisor/department chair.
- Violating the University's anti-discrimination and harassment policy.
- Violating the University's technology use policies.
- Direct violation of University policies and procedures.
- Obtaining employment on the basis of false or misleading information or falsifying of job applications.
- Allowing unauthorized person(s) access to University facilities.
- Violating the University Firearms and Weapons Policy.
- Insubordination – the refusal to perform all job requirements on services as outlined by the University.
- Sleeping or dozing on the job.
- Falsification of any University records, reports, internal applications or documents.
- Knowingly violating any University, OSHA, or state regulation, guideline or rule governing workplace safety.
- Violating the University workplace violence policy.

Supervisors/department chairs shall consult with the director of employee relations and organizational development (ext. 1345) prior to any termination for cause.

2.3 Rehire

Employees terminated for cause are not eligible for rehire. An eligible former employee who is rehired within six months of their termination date will be given credit for prior years of service for vacation eligibility, service milestone recognition, retirement eligibility, and other pertinent benefits. If six or more

months have elapsed between separation and rehire, the rehired employee shall be treated as a new employee.

2.4 Separation Checklist

Upon voluntary or involuntary separation from employment, the terminated employee must return to the supervisor/department chair any property of the University. This includes but is not limited to:

- all tools, equipment, lap-tops, cell phones, and hand held devices;
- keys to desks, rooms and buildings;
- access cards;
- uniforms;
- parking cards and tags;
- University ID cards;
- credit cards;
- procurement cards; and
- any other University property in possession of the employee.

Failure to return University property may be revealed in future employment references. An exit interview may be held with a designee from the human resources employee engagement unit.

III. Compensation and Salary Administration

III. Compensation and Salary Administration

3.1 Compensation Philosophy

Loyola University Maryland values its employees and provides a competitive total compensation package which includes direct pay and fringe benefits. The Philosophy behind Loyola's Compensation program is to attract, retain, and engage highly qualified staff and administrators to achieve its mission and goals. The institution offers fair, equitable, and competitive compensation that takes into account the scope of the job responsibilities, employee performance against job expectations, the appropriate compensation comparison markets, and the budgetary constraints of the individual units and the overall institution.

Loyola's Compensation Program is designed to reflect the following:

Components of Compensation	• Loyola maintains a supporting, caring, and enriching environment where employees are attracted to the institution and retained because of fulfilling work, the University's values, mission, people, and culture • Base salary represents the value of the position in the market, the value to the University, and the capabilities and contributions of the individual • The compensation programs are subject to the University's financial resources
Internal/External Value	• Loyola's compensation will balance external competitiveness with internal institutional needs, including relative internal value among similar positions within the University • The salary structure and base salary ranges will be developed using external, competitive market data as a reference. Jobs will be assigned to salary ranges based on market information, taking into account the role of the job within the University and functional area
Comparison Markets	• Loyola compares administrator and staff salaries to the appropriate, relevant market (national, regional, local) and industry (higher education, general industry), depending upon the functional nature of the job and level of responsibilities • These markets will be refined as needed given any internal or external changes
Pay Positioning	• Loyola desires to maintain competitive compensation levels to ensure it has the talent needed to achieve its strategic mission • Loyola aims to target compensation levels, in aggregate, at the market median. At times, certain jobs and/or individuals may be positioned above or below this range for base salaries based on the value of the job to the University and the unique qualifications, time in position, and individual performance
Communication	• The University will be transparent about key tenets of the compensation program, engaging, and encouraging dialogue through the Loyola Conference and appropriate governing bodies to ensure understanding of the program • The rationale for all program changes will be clearly stated to all involved participants • Compensation information is shared through the Loyola Conference where employees have the opportunity to voice concerns
Pay for Performance	• Loyola supports a culture of performance and seeks to reward individuals accordingly • The University utilizes an annual appraisal process to evaluate employee performance. Ongoing conversations between supervisors and direct reports help to support a feedback culture and are encouraged to discuss development opportunities or performance issues

3.2 Compensation Mission Statement

The human resources department will strive to communicate openly about the design of the compensation program. The compensation process is intended to be fair, equitable, and transparent.

3.3 Roles and Responsibilities

All employees play an important role in maintaining the integrity of the compensation program to ensure that all aspects of the program are managed appropriately and according to policy.

3.3.1 The Human Resources Office

The human resources office oversees the compensation program, including the routine monitoring of its effectiveness, degree of competitiveness, and compliance with local, state, and federal regulations. The office will oversee all changes to the policies, ensuring continued fairness and on-going equity (market and internal).

3.3.2 Managers/Department Chairs

Managers/department chairs defines and outlines the job responsibilities and expectations for employees under their purview. They will work alongside the Human Resources Office to develop new and refine existing job descriptions to accurately reflect the duties, experience and qualifications required for the role.

3.3.3 Senior Leadership

Senior leadership ensures the compensation program aligns with the academic mission, strategy, and financial constraints of the University. Alongside the Human Resources Office and managers/department chairs, Senior Leadership will work to understand the compensation and performance of their staff and will have final approval of all compensation and performance actions.

3.3.4 Payroll Office

The payroll office processes faculty, staff, student and administrator pay and audits paper and electronic records to help ensure records are accurate and complete, and that all pay practices regarding federal, state and local regulations are being followed.

3.4 Employment Categories

Administrator, faculty, or staff employees may be employed in any one of a variety of different categories that determine pay, benefits, and other terms and conditions of employment. Those categories are defined by the following:

3.4.1 Regular, Full-time Employment

Full-time employees of the University are appointed by the President or a designee to authorized, budgeted, full-time positions for 9 (nine) or more months in a 12 (twelve) month period. Full-time employees are employed for a specific job description in a specific division and department of the University and are required to work at least 37.5 (thirty-seven and one half) hours each week.

3.4.2 Part-time Employment

A part-time member of the University is a person who is appointed by the President or a designee to an authorized, budgeted position in a specific department of the University. Part-time employment requires up to 22.5 (twenty-two and one half) hours of service each week, not exceeding a total of 950 (nine hundred fifty) hours for an entire 12 (twelve) -month period. All part-time employees will be paid on an hourly basis.

3.4.3 Core Employment

A Core member of the University is a person who is appointed by the President or their designee to an authorized budgeted position in a specific division and department of the University. Core employment is 30 (thirty) or more hours of service each week for 9 (nine) or more months in any 12 (twelve) -month period.

3.4.4 Half-time Employment

A half-time member of the University is a person who is appointed by the president or a designee to an authorized budgeted position in a specific department. Half-time employment requires at least 22.5 (twenty-two and one half) hours and less than 30 (thirty) hours of service each week for an entire 12 (twelve) -month period.

3.4.5 Temporary Employment

The president or a designee may, from time to time, employ individuals in a capacity other than those types defined above. Temporary employees may not exceed 950 hours of work over a 12-month period, and are eligible for statutory benefits, such as unemployment compensation, Workers' Compensation, and FICA-FICM. Temporary employees normally scheduled to work a minimum of 30 hours per week on a regular basis are eligible for medical coverage under any plan option determined by the University.

3.4.6 Contractual Employment

The president or a designee may, from time to time, employ individuals as contractual employees. The terms of the employment are defined by each employment contract.

3.5 FLSA Employment Classification

The Fair Labor Standards Act (FLSA) requires that employers classify employees as either exempt or nonexempt. Exempt or nonexempt status determines whether an employee is entitled to overtime pay under the FLSA.

The Fair Labor Standards Act (FLSA) and Maryland Employment Laws establish standards for the minimum wage, overtime compensation, and certain other conditions of employment. The FLSA also defines the criteria for determining which jobs are non-exempt and require pay for overtime hours worked, and which jobs are exempt and do not require compensation for overtime. Every University position is designated as non-exempt (hourly) or exempt (salaried).

3.5.1 Non-exempt Employees (Staff)

FLSA requires non-exempt employees to complete a time record in the form of a time sheet or electronic time keeping entries for each bi-weekly period. Electronic time keeping system entries or time sheets are required for non-exempt employees to meet the recordkeeping provisions mandated by the FLSA. Neither the employee nor the employer may waive the employee's right to be compensated for overtime if the job is classified as non-exempt. Therefore, each manager/department chair, director and administrator is responsible for ensuring the FLSA overtime requirements are observed for non-exempt employees. If an employee or manager/department chair has a question concerning whether a position is exempt or non-exempt, please contact the director of compensation.

A staff member in a non-exempt position who works part-time will be paid the regular hourly wage for the position, multiplied by the number of hours and weeks actually worked. Staff members in non-exempt positions are eligible for overtime in accordance with the FLSA and

University policy. Overtime is payable for hours worked or paid in excess of 40 hours per week.

3.5.2 Exempt Employees (Full-time Administrators)

FLSA defines the criteria for determining which jobs are exempt and do not require compensation for overtime. Exempt employees are paid an annual salary and are not compensated for overtime.

3.6 Pay Structures

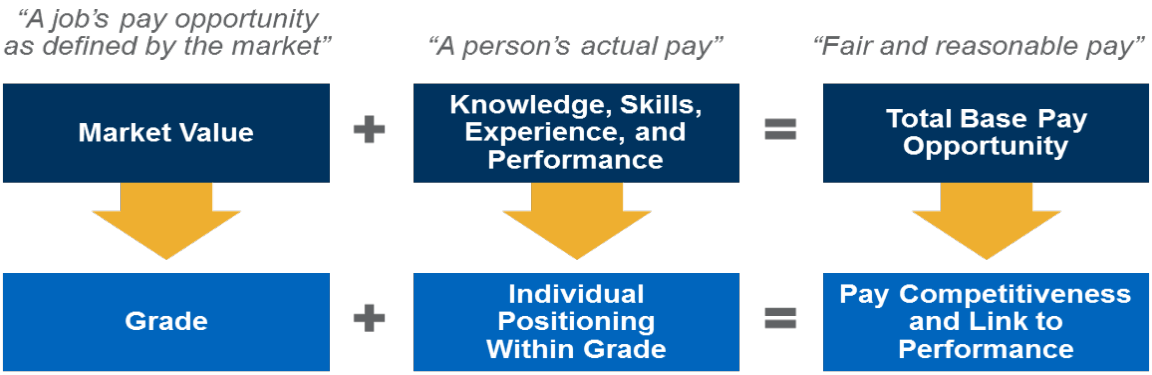
Structuring position pay is a way of standardizing compensation practices. Most pay structures include several grades with each grade containing a minimum salary/wage and either step increments or grade range.

3.6.1 Pay Grades and Ranges

Staff and administrator pay ranges are designed to allow considerable flexibility in managing pay, while maintaining equity within the University and a salary competitive with the relevant job markets. Pay ranges are reviewed on a fiscal year basis to determine their position within the job market. The director of compensation and the chief people and culture officer/associate vice president for human resources use salary surveys and other resources to develop the range structure and make recommendations to the cabinet and to the president. Final authority to approve salary ranges rests with the president and the board of trustees.

Salary grades are wide enough to facilitate an appropriate incumbent salary movement through the structure based on years of service, years in role, experience and skills, and performance. A salary structure requires two sets of decisions:

1. Determination of the value of the job (range)
2. Determination of salaries of individuals in that job



The salary structure balances external market information from published compensation surveys, with internal considerations. It consists of 14 grades, each with a minimum, midpoint, and maximum salary point (defined below). Multiple jobs exist within the grade.

Setting an appropriate starting pay for new employees is a critical part of attracting high quality candidates. Supervisors/department chairs setting a starting pay rate or salary should consider the salary range, market pay for the position, the candidate's skills and experience, equity within the work unit or department, and budget constraints.

- **A minimum**, the lowest salary for jobs in the grade. Generally, an employee will not be paid below the minimum of the grade, unless approved by the human resources office and the senior leader of the respective area

- **The midpoint**, the "middle" of the grade. The midpoint is the salary which is considered to be a fair and equitable rate of compensation for an employee who is fully proficient and well-seasoned in the role and performing at or above expectations.
- **A maximum**, the highest salary for jobs in the grade. Generally, an employee will not be paid above the maximum of the salary range associated with that employee's job, unless approved by human resources office and the senior leader of the respective area

The current pay ranges can be found at ***www.loyola.edu/hr/compensation.***

3.6.2 Pay Grade Position Assignment

Managing salaries within a grade generally follows these guidelines:

- **Minimum – Midpoint of Grade**: Employees who have demonstrated some to most of the skills, knowledge, and expertise to handle their job proficiently, but may need to build upon them through experience to handle them more independently and effectively (1st and 2nd Quartile).
- **Midpoint – Maximum of Grade**: This is appropriate for an employee who is fully proficient and well-seasoned in the role and performing at/above job expectations. The employee is experienced in the job and possesses not only the required knowledge and skills, but also depth and breadth necessary to tackle the more complex aspects of their role. Often, the employee serves as a resource and/or role model/mentor to others in similar jobs (3rd and 4th Quartile).

3.6.3 Pay Adjustment within Pay Grade

Pay decisions focus on bona fide occupational qualifications, experience, skills and performance. The level of approvals needed to adjust pay within a pay grade is an internal matter to be decided within a division and in consultation with the director of compensation. Pay decisions are made at the dean/vice president level, in consultation with the human resources office, to ensure internal consistency and equity, and to manage budgetary impact. The human resource office provides salary administration information, market data and guidance. Managers/department chairs are expected to consult with the director of compensation prior to seeking approval for pay action requests to ensure internal equity, funding is available, and to prevent compression ripple effects.

3.6.4 Salaries above the Maximum Grade

In rare instances, employee salaries may exceed the grade maximum. When annual merit increases are given, employees who are eligible for the increase but who are already compensated above the maximum may receive a lump-sum payment in lieu of a merit increase, if approved by the president's cabinet. Lump sum payments do not change an employee's base salary. Over time, an employee's salary may fall back within the structure as the salary structure is adjusted upward. (Once an employee reaches the maximum salary in their pay grade, no exceptions or accommodations will be made without express approval of the president.)

3.6.5 Equity and Market Pay Adjustments

The human resources office will routinely monitor external market conditions and employee salaries on an ongoing basis. Salaries may be adjusted, as appropriate, to ensure internal equity and/or respond to market shifts.

- **Equity Adjustment:** an adjustment that is made to ensure that an incumbent's salary appropriately reflects their skills, knowledge, experience, and performance.

- **Market Adjustment:** an adjustment that is made to recognize changes in the competitive market salary for a job. Occasionally, unusual market circumstances may warrant an adjustment.

3.7 Position Management

Position management is the process by which department managers, in consultation with the human resources office, determine how jobs are defined, how many positions are needed, and what the organizational structure should look like.

3.7.1 Job Descriptions

Job descriptions are a fundamental component for employee recruiting, staff planning, and job benchmarking and classification. Maintaining and updating current and accurate job descriptions is a shared responsibility between employees, managers/department chairs, with consultation from the human resources department. Job descriptions are a snapshot of key aspects of each unique position and although informative, they are not an exhaustive list of responsibilities. Well-written descriptions outline the essential functions of the role, education, experience, and skill requirements, and level of manager/decision-making responsibilities.

3.7.2 Job Titles

Job titles should be consistent within a department and across all departments of the University. Reviewing a job's primary duties, its function and responsibilities are essential to developing an accurate and appropriate title. Accuracy of job titles are critical for the following reasons:

- Ensure consistency of managerial, professional, administrative and technical job titles at Loyola.
- Facilitate consistency in institutional reporting to federal and professional agencies
- Facilitate matching of Loyola positions to the external market for job and salary benchmarking

Prior to creating or changing a job title, if must first be approved by the director of compensation.

3.7.3 Position Reclassification

Significant changes to the job's responsibilities, generally 25% or more, may require a reclassification of the position to another grade within the salary structure. Examples of situations that may warrant a job reclassification include:

- Department reorganization and job restructuring
- Addition of full-time staff reporting to the job
- Addition of new area(s) of responsibility
- Major change in level of authority and accountability

Small changes to a job would not warrant reclassification (e.g., different software to handle same job responsibilities, procedural changes to existing work, obtaining a higher education degree or certification, etc.) unless this results in significant changes in the job responsibilities, level of authority, and/or scope of responsibility.

3.7.4 Appeals to Job Description

If an employee and their manager/department chair disagree on the grade assigned to the employee's position, the issue should be discussed. Managers/department chairs may not change

the grade of a position or announce an adjustment in wages without requesting a job analysis and funding review from the human resources partner. If an agreement cannot be reached, either party may contact the director of compensation who will re-evaluate the job content and make a determination. If there is disagreement between the director of compensation and the manager/department chair, either party may contact the assistant vice president for human resources who will re-evaluate the job. If there is further disagreement, both parties will submit written rationales to the vice president for finance and administration for final resolution.

3.8 Annual Performance Review

The University's Annual Performance Management Program provides specific tools and guidance to managers/department chairs for planning, assessing performance, and making pay increase recommendations. The University's Performance Management Program is designed to help managers/department chairs communicate expectations, set goals, recognize accomplishments, and evaluate performance for employees. The performance management process also identifies the employee's developmental needs for the job and develops a performance improvement plan. Performance reviews are conducted annually. All University employees should be made aware of the expectations for their job performance as well as how they will be evaluated for the coming year.

3.8.1 Performance-based Merit Increases

The University's goal is to reward employees for their contributions to the University. One way managers/department chairs can do this is through performance-based pay increases. Each fiscal year, a budget is developed which establishes the total amount of money available for merit increases. The budget salary increase amount is expressed as a percentage of the total payroll; however, that increase percentage is not applied across the board to all employees. A merit increase matrix is collaboratively developed annually by the human resources office. The matrix uses the individual employee's performance contribution and position in the pay range to determine the appropriate pay increase for that fiscal year.

Each year, in preparation for merit increases, the human resources department will identify and communicate a “black-out” period, where no changes in position, salary, rank, etc., will take place to ensure the accuracy of budget reconciliation.

Department heads are responsible for developing recommendations for performance-based merit increases for employees that are within the parameters of their defined budget. Consistently high performers should be rewarded more generously than average performers. Poor performers should receive no increase. Performance Improvement Plans will be developed for employees who score below average on their evaluations. The human resources office is available to assist with developing appropriate merit pay recommendations.

3.9 Pay Adjustments

It is the University’s practice to award salary increases through the regular budget/merit cycles. As with all practices, however, some flexibility is needed to respond to exceptional circumstances. The intent of equity adjustments is to provide consideration to critical and/or unusual pay administration problems. With all requests for salary increases, a compelling argument must be made as to why to increase an employee's base salary. All adjustments must be approved by cabinet.

3.9.1 Structural Adjustments

On an annual basis, the human resources office may make a percentage adjustment to the structure, subject to external market conditions and financial constraints of the institution. Every few years, Loyola University of Maryland will conduct a comprehensive market assessment to

ensure the appropriateness and ongoing applicability of the structure.

3.9.2 Promotion

A promotion is the advancement of an employee's rank and/or position with significantly greater responsibilities. A promotion usually includes an increase in pay that is equitable and competitive. The human resources office set the pay level within the pay range assigned to that position. The selected pay is based on the employee's skills, knowledge and competencies. Since circumstances vary and each advancing employee has a different pay history, it is important to consider the employee's current level of performance compared to expectations, the employee's pay compared to peers in the new category with similar skills, knowledge and competencies, the criticality (and possible scarcity) of the employee's skills to the University, and the depth and breadth of the employee's skills when making pay decisions related to advancement. If the recommended pay increase is significant, it may be appropriate to phase the increase in over a period of time. The director of compensation is available to consult with managers/department chairs and to provide guidance about pay decisions related to advancement. Depending on market conditions, relevant experience, and education, a promotion can be anywhere from a 3% to 15% increase in pay.

3.9.3 Voluntary Change to a Lower Pay Grade

If an employee applies and is selected for a position in a lower pay grade, their pay in the lower graded position will be reviewed based on placement in the new pay range. If the employee's pay exceeds the range maximum, a reduction in the employee's pay rate may occur.

3.9.4 Change to a Lower Pay Grade as a Result of Reorganization/Restructure

If an employee is reclassified or moved to a lower grade as a result of departmental reorganization, the employee's pay will be reviewed in relation to the established pay range for the new grade. If an employee's salary falls within the pay range of the new position, a reduction will not be made. If the employee's pay exceeds the range maximum, a decrease in the employee's pay rate may occur.

3.10 Additional or Supplemental Pay

3.10.1 Overtime Pay

Overtime work is to be avoided if possible and must be justified by extenuating circumstances. Advance approval is required for overtime work and must be pre-authorized by the manager/department chair. Overtime work should not be performed before or after the normal workday, or during the lunch hour, except when authorized by the manager/department chair in advance.

Federal and state overtime laws generally require an employer to pay each non-exempt employee an overtime premium rate of one and a half times an employee's regular pay rate for all hours worked over 40 hours per pay week. Holidays, unscheduled closings, vacation, personal, and sick leaves do not count as time worked. The University's policy is based on Federal and state overtime laws; therefore, employees earn overtime pay at a time- and-a-half rate after working more than 40 hours in a pay week. Hours worked between 37.5 and 40 hours will be paid at the regular rate of pay. Overtime pay applies only to time worked. If there is a holiday or an employee uses paid leave in a pay week, overtime pay will only apply to actual time worked on the job beyond 40 hours. Individuals working up to 6 hours overtime beyond their normal workday will have the option to take a 30-minute unpaid meal break after the first 2 hours of overtime worked. Overtime hours worked by support staff employees are reported on appropriate

time sheets issued from the payroll office. The signed sheets are then processed with the regular bi-weekly time sheets. The signed sheets will gradually be replaced by the installation of an electronic time keeping reporting system. Employees who work overtime without prior manager authorization will be paid in accordance with FLSA but are subject to disciplinary action.

3.10.2 Exemption from Overtime for Administrative Employees

Administrators, by virtue of their administrative, managerial or professional responsibilities, generally are exempt from overtime provisions of federal and state wage and hour laws. Depending upon the requirements of the respective administrative offices, additional work time may be required beyond the normal schedule. It is expected that exempt employees will work when needed. In cases where excessive work time is required of an administrator beyond the normal schedule, the manager/department chair may, with approval from the division vice president, make adjustments to the regular work schedule at a later date as the flow of the work load permits.

3.10.3 Emergency Overtime Pay

Emergency overtime may be required to perform unforeseen services or repairs required for the University to carry out an academic program or activity. If an employee is called in to perform emergency service or repair during non-scheduled work hours, transportation time may be included in the calculation of overtime pay or a four-hour minimum may be paid, at the manager/department chair's discretion. If a resident staff employee is called to perform emergency service, payment will be for the actual hours worked. (See Section 4.5. for information on inclement weather and emergency overtime pay.)

3.10.4 Compensatory Time Pay

It is not the policy of the University to grant "comp" time or leave time granted in lieu of overtime pay. If a nonexempt staff employee works more than 40 hours in a given week, the employee is entitled to overtime pay.

3.10.5 Flex-time

Flex-time allows a department to temporarily alter work schedules to accommodate a special need (e.g., an expanded lunch hour to attend a class). This arrangement works only in offices with more than one employee, since at least one person must be available to keep the office open Monday through Friday, 8:30a.m. to 5:00 p.m. Flex-time may only be scheduled with supervisor approval and must be resolved in the same work week. The employee must work their full total number of hours for the week in which flex time is arranged, otherwise leave will be charged or time will be lost.

Flexible schedules are permitted in offices with two or more staff employees where the accommodation serves the best interest of the department. Requests for approval of flexible hours must be submitted to the division vice president with a recommended schedule. Accurate schedules should be reflected on timesheets and leave reports. The flexible schedule may be changed back to the original schedule as operations require with a one-week notice, or sooner if mutually agreeable.

3.10.6 Shift Differential

Shift differentials are premium rates of pay that are paid only to those eligible staff members who work from midnight to 8:00a.m. or between 4:00p.m. to midnight. Schedules may vary slightly from the start and finish times, as required by the manager/department chair.

Shift differentials are only paid for hours worked and are not paid for vacation, sick, holiday or

personal leave. Shift differential rates are recommended by the human resources office based on the Baltimore market and changes are subject to approval by the vice president for finance and administration.

Current shift differential rates are outlined below:

Shift	Timeframe	Hourly Premium Rate
S1 – Overnight	12:00 AM – 8:00 AM	**$1.10**
S3 – Evening	4:00 PM – 12:00 AM	**$1.00**

3.10.7 Interim Pay

Occasionally, an employee is asked to take on significant additional responsibilities on a temporary basis (typically 6 months or less), in addition to the employee's current role. Examples include: responsibilities due to an unexpected employee leave of absence or resignation, serving as chair of a committee or program, etc. In these cases, the manager will work with the human resources office and the vice president to ensure that employees are properly compensated for their work, given these additional items. Generally, a 5% to 10% increase in base salary is awarded via stipend for the duration of the assignment. It is the responsibility of the manager to communicate interim pay increase amount and assignment dates to the human resources office. During the interim assignment, the employee's base pay remains the same.

In lieu of interim assignment pay, if the assignment is short-term or under 6 (six) weeks in duration, a discretionary bonus may be awarded at the end of the assignment and should not exceed 5%, pro-rated, of employee's current base salary.

3.10.8 Acting Assignment Pay

An "Acting" position is awarded to any current, regular classified employee who assumes the full set of responsibilities, duties and authorities from an equal or higher-level position in place of their current position. An acting assignment applies to a vacant position, or an encumbered position whose incumbent is on an extended leave. The acting assignment must be for a minimum period of six (6) months or until further notice. Generally, the "Acting" incumbent will receive equitable pay based on current market data, experience and input from the vice president and the human resources department.

3.10.9 Discretionary Bonus Pay

From time to time, an employee who is performing above and beyond their job expectations may receive a discretionary, one-time bonus. Full-time, regular employees are eligible to receive a discretionary bonus and must have a performance rating of at least a 4. The manager must submit a rationale for why the employee should receive the bonus and the suggested amount. Given the availability of funds, the vice president and the human resources office will review the information presented and make a determination on whether the bonus is warranted, and if so, the amount. Past bonus payments do not guarantee a future bonus payment.

3.11 Payroll Administration

3.11.1 Pay Schedules

Payroll schedules for the current fiscal year are available on the payroll Web site at ***www.loyola.edu/department/financial-services/payroll*.**

Loyola currently has 3 (three) payroll schedules:

- **Semi-Monthly Payroll (Administrators)**: Administrators are paid on a salary basis. The distribution of an administrator's annual salary occurs on a semi-monthly pay frequency. Administrators will be paid twice each month, typically on the 15th and the 30th. If the actual payday is on a weekend or is a holiday, then the payday will be the preceding workday.
- **Staff Payroll**: Staff employees are paid on Friday based on a bi-weekly pay cycle for the prior two-weeks of work. The workweek runs from Saturday through Friday. If Friday is a holiday the payday will be the preceding workday.
- **Student Payroll**: Student employees are paid on Friday based on a bi-weekly pay cycle for the prior two-weeks of work. The workweek runs from Saturday through Friday. If Friday is a holiday the payday will be the preceding workday.

Refer to the Staff, Administrator, and Student payroll schedules for a full list of pay dates.

3.11.2 Mandatory Deductions

Mandatory deductions from pay include the employee paid portion of FICA-FICM (social security) tax, federal, state and local withholdings for income tax, court-ordered payments for child support and wage garnishments. Employees are required to complete the withholding tax forms (W-4 and MW 507) and keep them current and on file with the human resources office. Any payroll deductions other than these listed are optional, authorized in writing at the employees discretion, and may be arranged through the payroll office.

3.11.3 Direct Deposit of Paychecks

The University strongly encourages all employees to elect to have their net pay deposited directly into a bank account or onto a card. If your net pay is directly deposited, your pay advice statement is available online (see Payroll's page for instructions). Your direct deposit notification/earnings statement details your earnings, taxes, and deductions for the current pay period.

In order to enroll for direct deposit, go to the Self Service Banking Info link on WebAdvisor. Once the direct deposit enrollment is submitted and your account tested, the direct deposit of your net pay will begin with the pay cycle following the test period (typically within 2 weeks).

3.12 Reporting Time

Employees are required to report time. Non-exempt (staff) employees must report hourly detail of their work hours. Exempt employees (administrators) are required to report their leave time.

3.12.1 Staff Employees

It is the staff employee's responsibility to ensure hours reported in Time Clock Plus are accurate. Staff employees must first review and approve their own time so the Supervisor can know it is complete and ready for their review and approval. Supervisors or their designee will verify the hours worked by their staff by reviewing and approving the time reported by the end of each pay period. Supervisors or their designee will make any necessary corrections to hours worked by their staff and counsel the employee on any mistakes. All Staff time in Time Clock Plus must be approved by Supervisors or their designee by the deadline on the published payroll schedule. An employee failing to enter time or neglecting to approve time may result in the employee not being paid on the scheduled pay date.

3.12.2 Administrative Employees

Administrators are required to complete and submit an administrative leave report for each month whether or not any leave was used. The manager/department chair's or designee's signature on the leave report certifies its accuracy. Care should be taken in preparing leave reports as they are essential for payroll and benefit calculations. Administrative employees may not sign their manager/department chairs name or authorize their own time. Leave reports must be submitted to the human resources office by the end of the first week of the following month. This process may be replaced by electronic signatures when the electronic time keeping system is operational.

3.13 Agreements and Contracts

Purpose

To ensure timely and appropriate formulation and internal review of contracts and agreements entered into by Loyola University Maryland.

Types of Agreements and Contracts

Contracts or agreements can involve, but are not limited to, the following: licensing arrangements; clinical agreements; maintenance services; internships; property leases; research; event-related agreements with speakers, caterers or entertainers; software licensing; and agreements involving consultants or other "independent contractors".

In general, all types of contracts or agreements mentioned above will hereby be classified into three main types:

(1) Standard – Those entered into by Loyola University Maryland that will contain standard terms and conditions as developed by the University and previously approved by legal counsel and the office of facilities and campus services.

(2) Non-standard – Those entered into that do not contain standard terms and conditions as developed by Loyola University Maryland. These are typically agreements where the vendor selected presents their own terms and/or agreement to the University for review and approval.

(3) Software Licensing – These non-standard contracts must go directly to Gina Graffious in technology services for approval. Contracts can be e-mailed to ***ggraffious@loyola.edu*** with subject line "Software Licensing." Please contact Gina Graffious directly at ext. 2611 for more information.

(4) Sponsored Projects – All grants, contracts, and agreements that result in the University receiving a grant or funds must be sent to the office of research and sponsored programs for approval. Please contact the office of research and sponsored programs at ext. 2004 for more information.

Contracts and agreements will generally involve the University either obtaining or supplying goods or services. Only a University representative shall have authority to sign contracts or agreements.

Signing Authority

The amounts listed below are based on the signing authority levels posted by the disbursements office and are subject to change. Please check the disbursements signing policy before signing legal documents containing fees.

Contracts or agreements for goods or services totaling up to:
$5,000 must be approved by the Assistant Budget Officer
$10,000 must be approved by the Budget Officer
$50,000 must be approved by a Director/Assistant Dean
$100,000 must be approved by an Assistant or Associate Vice President/Dean
$500,000 must be approved by a Vice President
$5,000,000 must be approved by the President

All contracts or agreements totaling $5,000,000 or more must be approved by the Board of Trustees.

Loyola University Maryland does not recognize contracts signed by University employees as binding to the University unless the employee who signs the contract has signatory authority. Employees who sign contracts without authority, properly delegated under the Board of Trustees approved procedure, may be subject to University disciplinary action. Prior to signing legal documents containing fees, be sure to know the source of funds.

Background Checks
If the University is entering into a contract that requires a third party to:

- enter bathrooms, locker rooms, and/or residence halls *(where students or employees might be);* and
- deal with financial information such as credit card transactions and/or any other highly sensitive information.

The contract must have the following wording:
[Contractor] certifies that it has obtained satisfactory criminal history records checks and reference checks for all of its employees and agents who will be providing services under this agreement. [Contractor] further agrees that it shall verify its certification contained in this paragraph [x] in a signed writing delivered to [Loyola University] prior to the commencement of this agreement. [Contractor] further certifies that it shall obtain a criminal history records check and reference check before engaging any new employee(s) or agent(s) that [Contractor] wishes to hire or engage after the commencement of this agreement who will provide services under this agreement, and [Contractor] agrees to verify, in a writing forwarded or delivered to [Loyola University], that such investigations were completed and the findings satisfactory.

Insurance and Indemnification
The type(s) and levels of insurance coverage required for a given contract or lease will be determined based on discussion between the requesting department and the office of facilities and campus services. The University's risk manager is also available for technical assistance, in determining appropriate terms of insurance and indemnification.

The indemnification provision of a contract or agreement outlines the management and transfer of risk, by establishing the circumstances in which parties to the contract will hold each other harmless in the event of a claim or suit that results from the activities or transactions specified in the contract. Typically, each party to the contract or lease agrees to hold the other party harmless if it is determined that the issue that triggered the claim or suit was the result of the sole negligence of one or another signatory to the contract. The wording of an indemnification provision will be determined through discussion between the requesting department and the office of facilities and campus services, and, in turn, with the risk manager and/or the University's legal counsel.

Example of Indemnification:
**Below, "facility" pertains to the organization with which the University is entering into a contract.*

The University hereby agrees to indemnify, protect, and hold harmless [Name of Facility], its agents, officers, and employees from and against any and all claims, demands, actions or judgments for which [Name of Facility], its agents, officers or employees may become liable upon or arising out of any services performed under or pursuant to this agreement resulting from the negligence, actions, or omissions of the University, or any of its directors, officers, agents, or employees.

Specific Steps to Take Prior to Contract or Agreement Signing:

(1) If a non-standard agreement is entered into, a discussion concerning the intended business arrangement should take place with the office of facilities and campus services. The office of facilities and campus services will assist in reviewing contract language/format, and if required, clarify the contract review process.

    Any and all proposed non-standard contracts or agreements must be forwarded with a completed Contract Review Checklist to the manager of facilities and campus services via the office of facilities and campus services. The checklist assists in ensuring that all relevant and necessary contract provisions have been incorporated into the draft document. The manager of facilities and campus services will forward all non-standard contracts or leases to the University's legal counsel when necessary.

    The review process for a non-standard University contract or agreement, that may require legal counsel review, needs to be forwarded to the manager of facilities and campus services at least one month prior to the anticipated effective date of the contract for review.

(2) If a contract is to be entered into and it is a standard contract, the agreement should be forwarded to the manager of facilities and campus services for review and approval. Any and all standard contracts or agreements must be completed and forwarded**. Since the agreement is of standard format and it has been previously approved by legal counsel a Contract Review Checklist is not necessary.**

    The review process for a standard University contract or agreement should be forwarded to the manager of *facilities* and campus services at least two weeks prior to the anticipated effective date of the contract for review.

(3) Original signed contracts or agreements and pertaining documents are to be kept on file in the office of facilities and campus services and the requesting department.

3.14 Remote Work
Loyola University Maryland is a highly collaborative workplace and primarily a residential campus for our students. To best serve our students, staff and administrators are typically required to perform work at the University worksite. At times, however, a formal remote work arrangement may pose advantages for both the University and its employees, such as increased productivity and performance, relief of on-campus space constraints, and increased job satisfaction. Rarely some positions may require a remote work arrangement, however it is typically a voluntary work arrangement. The ability for remote work is a privilege and not an entitlement or University-wide benefit and is granted at the discretion of the University. The determination of whether an employee is eligible to participate and will be approved for a remote arrangement will be made in accordance with this policy and the department's business needs. The

supervisor, in consultation with the department head and human resources, will discuss decisions to start or discontinue a remote work arrangement.

In appropriate circumstances with authorized approvals, Loyola University allows a remote work arrangement when such arrangements are consistent with department goals and business operational requirements. Remote work arrangements should generally be managed on a consistent basis and must not adversely affect departmental operations or productivity.

Requests for a formal remote work arrangement may be initiated by the employee. A Remote Work Proposal should be submitted to the supervisor and human resources. Final approval is at the discretion of the supervisor and department head, with approval from human resources and the appropriate vice president or designee.

Any remote work arrangement made will be on a trial basis for the first three months and may be discontinued at will and at any time at the request of either the remote worker or the University. Every effort will be made to provide 30 days of notice of such change to accommodate commuting and other issues that may arise from the termination of a remote work arrangement. There may be instances, however, when no notice is possible.

3.14.1 Remote Work Definition

A formal remote work arrangement is an approved ongoing, regularly scheduled work arrangement that allows an employee to perform work during any part of the employee's regular work hours at an approved alternative worksite such as an employee's home or remote work center. This is also sometimes referred to as telecommuting or telework.

A formal remote work arrangement does not include any work done remotely for a day here or there while on official travel, or short-term work that is approved by the supervisor on a case-by-case basis, where the hours worked remotely were not part of a previously approved, ongoing, and regular remote work schedule (i.e., for inclement weather (see Section 4.5 for additional information on working remotely during a closure), or special work assignments on occasion). Informal short-term remote work may be approved by the supervisor without a formal process and there is no expectation of ongoing continuance. A formal remote work arrangement for ongoing remote work must be appropriately reflected in a remote work agreement.

The focus of the remote work arrangement must remain on job performance and meeting business demands. Prospective remote workers are encouraged to discuss expectations of remote work with household members prior to entering a trial period. The work must be done in a place free of distractions and appropriately confidential. A professional work setting must be maintained free of non-job-related interruptions during the regularly scheduled workday. Remote workers must maintain a distinct separation between work activities and personal activities. For example, remote work is not a substitute for childcare or adult care.

3.14.2 Eligibility

Current employees requesting a formal remote work arrangement ordinarily must be employed with Loyola University Maryland for a minimum of 6 months of continuous, regular employment and must have a satisfactory performance record. A remote work arrangement during the first six months is ordinarily not advisable because of the need to train the employee, clarify job responsibilities, establish relationships, and assess suitability for continued employment. Expenses for required travel to or from the University will be the responsibility of the employee and not the University.

Due to business needs the University may change certain jobs or work units to fully remote. In other cases, the University may request and post a new or vacant position as "Regularly Remote Work", such as when hiring embedded regional admission recruiters or embedded regional advancement officers. In such cases, the employee(s) may be exempted from the requirement to work on campus for 6 months prior to working remotely; and the supervisor would approve special arrangements for onboarding new employee(s), which may include some travel to the University or the Supervisor traveling to the employee's work location.

3.14.3 Criteria

Not all employees, positions or supervisors are suitable for remote work. Before considering a request for a remote work arrangement, the supervisor and department management, with the assistance of human resources, will evaluate the suitability of such an arrangement, reviewing the following areas:

3.14.3.1 Employee suitability.

The supervisor will assess the departmental needs, and the work habits of the employee, compared to traits customarily recognized as appropriate for successful remote workers:

- Employee has a clear understanding of the position and expectations
- Employee must demonstrate satisfactory or better performance, punctuality, and attendance. Employees who have demonstrated problems with punctuality, attendance, and/or performance, or who require close supervision should not be considered for this arrangement
- Employee should be able to demonstrate consistent ability to complete tasks and assignments timely and accurately
- The employee desires to work remotely
- The employer, due to business needs, is transitioning an incumbent's job to a "Regularly Remote" position
- Flexibility to come into the office as often as required by the supervisor for meetings, training, events, and other activities
- Evaluate whether close supervision is needed and whether the employee consistently works well independently
- The employee should possess a high degree of skill and knowledge for the position needs
- Employee should be computer literate and able to easily learn changing technology
- Employee should have a designated workspace at the remote location
- Employee's communication skills should be excellent
- Employee should not be using the arrangement to substitute for daycare of any kind

3.14.3.2 Position suitability

- Nature of the work and responsibilities to be performed are conducive to a remote work location without causing disruption to performance or service
- The work of the position is portable and can be performed away from the main worksite.
- The job does not require onsite employee supervision. Making a change to remote work requires direct reports to be highly skilled and independent workers
- The supervisor is able to monitor the work of the employee with quantifiable tasks, and quantity and quality measures
- There would be no negative impact on the department's operations and other

employees
- An excellent level of service can be maintained without hardship on customers and co-workers
- The employer, due to business needs, is transitioning a position or work unit to "Regularly Remote"
- There must be sufficient resources available for the work unit in order to support the request for remote work arrangements and cover the on-site business needs
- Consider if the core responsibilities require extensive face-to-face contact with supervisors, co-workers, customers, or the public, or require working on-site
- Consider if core responsibilities require face-to-face time in meetings or with visitors
- The remote work arrangement is generally fair to similarly situated employees in the work-unit

3.14.3.3 Supervisor suitability

Supervisors should evaluate whether they prefer "hands-on" supervision and if they prefer face-to-face communication with employees. They should also evaluate their ability and time needed to effectively monitor the work remotely, and accurately measure the employee's work performance and output remotely. Supervisors should consider if there is a backup to monitor the remote worker in their absence.

3.14.4 Remote Work Arrangement Agreement (Agreement)

Prior to documenting the remote work arrangement through an agreement, supervisors must check with the payroll office to ensure that payroll is set up to pay the remote worker in the state in which the employee worksite resides. Supervisors must check with the benefits unit at Ext. 1365 in HR to ensure that the University workers' compensation insurance can cover the new worksite location.

If the employee, supervisor, and department head agree, and the human resource department concurs, a Remote Work Agreement will be prepared and signed by all parties, and a three-month trial period will commence. The employee and supervisor must sign the agreement, and the divisional vice president and human resources must approve and sign the agreement. A copy will be placed in the employee file.

A signed Agreement is valid only for the employee, position, and remote work location noted in the Agreement. Should an employee choose to move into another position at the University, or move to a different state, county, or country, the Agreement becomes null and void. Employees contemplating a change to another University position or a move to another geographical location should explore the possibility of another Remote Work Arrangement Agreement prior to making a change. In some cases, an employee request for a new arrangement may not be possible.

3.14.4.1 Emergencies and Other Unexpected Contingencies

In the event of emergency such as natural catastrophe, fire or other significant disruption to facilities or the physical operations of departments, and in order to respond effectively to such disruptions and maintain critical functions, operations and services, supervisors are authorized to establish emergency remote work arrangements with essential, qualified employees for limited duration without strict regard for the guidelines and procedures contained in this policy. Safety at the work location, confidentiality of the work, cyber security, integrity of the work, and reporting of hours worked must always be maintained. Emergency arrangements are to be maintained only until normal operations can be restored at the University worksite. The divisional vice president and human resources

must be notified of this emergency arrangement at the time it begins and at the time it ends. Employees requesting arrangements on a regular basis must always go through the normal process.

3.14.5 Compensation and Benefits

An employee's compensation and benefits ordinarily will not change as a result of a request and approval for a remote work arrangement assuming that there are no changes to the position duties.

3.14.6 Tax and other legal implications.

The employee must determine any tax or legal implications under IRS, state, and local government laws, and/or restrictions of working out of a home-based office. Responsibility for fulfilling all obligations in this area rests solely with the employee.

3.14.7 Hours of Work

The total number of hours that employees are expected to work ordinarily will not change, regardless of work location. Employees agree to apply themselves to their work during regularly scheduled work hours as determined by the supervisor.

Supervisors must ensure that procedures are in place to document accurately the work hours of employees who work remotely, in particular ensuring compliance with the Fair Labor Standards Act.

3.14.8 Travel

Supervisors may require the employee to report to the University worksite or meeting places as needed for work-related meetings or other events, or supervisors may meet with the employee in the alternative work location as needed to discuss work progress or other work-related issues.

Employees required to or hired exclusively to work remotely to service different geographical locations (i.e., embedded regional positions) may expense business travel arrangements that are approved by their supervisor in line with the University travel policy.

Employees who request a move from their on-campus work location to an approved fully remote work location within normal commuting distance, ordinarily within 90 miles, will bear the cost of travel to and from the University campuses, as they would have done so prior to the remote work arrangement.

Employees with approved fully remote work arrangements who are required to travel for University business outside of a normal commuting distance, may be reimbursed for travel arrangements that are approved by their supervisor in line with the University travel policy.

3.14.9 Use of Leave

Remote work is not intended to be used in place of sick leave, Family and Medical Leave, leave used under the Maryland Health Family Working Act, Workers' Compensation leave, or other types of leave.

3.14.10 Equipment

Loyola University supplies every employee with a single standard configuration which includes a computer (laptop or desktop) and accessories appropriate for their job requirements and work schedule. The standard desktop configuration consists of the desktop, a single monitor, wired keyboard and mouse. A standard laptop configuration consists of the laptop, the laptop power cord, and a docking station. A monitor is not supplied with the standard laptop configuration.

Technology Services will not provide more than one configuration to either be used at the on-site office or at the home office. Employees approved to work a hybrid remote arrangement should select a laptop computer that they carry between both offices. Additional accessories above what is provided in the standard configuration will not be supplied. Internet connections, phone lines, subscriptions, printers, cell phones, or other technology hardware for home use are not provided by the University and are an expense of the employee. All technology purchases must be procured through Technology Services and follow the Technology Procurement and Disposal Policy

The University recommends that employees use a headset to reduce background noise and improve sound quality. Employees must maintain an internet connection that is stable and fast enough to support video conferencing, email, chat, file editing and other day-to-day work tasks. The employee assumes responsibility for the security of information, documents, and records in their possession or used while teleworking and may not remove highly sensitive data from the University workplace without the written consent of the supervisor.

Certain jobs and approved accommodations may require specialized hardware or software. If special equipment is supplied by Loyola, it will be maintained by the Loyola University. Equipment supplied by the employee for home use such as printers, monitors, etc., will be maintained by the employee. Loyola University accepts no responsibility for damage or repairs to employee-owned equipment. Loyola Technology Services reserves the right to make determinations as to appropriate equipment, subject to change at any time. Any equipment supplied by Loyola is to be used for business purposes only. The remote worker must sign an inventory of all Loyola University property received and agree to take appropriate action to protect the items from damage or theft. Upon termination of employment, all Loyola property will be returned to Loyola. For details on hardware and software requirements, contact OTS at OTS@loyola.edu.

3.14.11 Office Supplies

Loyola University will supply the employee with appropriate office supplies (pens, paper, etc.) as deemed necessary. The remote worker should order supplies using the normal department protocols, with supervisor approval, and should plan to periodically pick up the supplies. Loyola will reimburse the employee for supervisor approved business-related expenses, such as shipping costs that are reasonably incurred in carrying out the employee's job.

3.14.12 Workspace and Work Environment

The employee will establish an appropriate work environment within their home for work purposes. Loyola will not be responsible for costs associated with the setup of the employee's remote work office, such as remodeling, furniture, or lighting, nor for repairs or modifications to the home office space.

Employees who work remotely should ensure a safe and suitable workspace that is appropriately confidential and free of distractions and interruptions that may interfere with work. Employees are expected to maintain their home workspace in a safe manner, free from safety hazards, and must maintain homeowners or renter's liability insurance. Injuries sustained by the employee in a home office location in conjunction with their regular work duties may be considered by the University's workers' compensation policy. Employees are responsible for reporting work related injuries to the University's benefits office as soon as practicable, who will then report it to the University's workers' compensation carrier. The University workers' compensation carrier makes decisions about validity of or responsibility for of claims. The employee is liable for any injuries sustained by visitors to their home worksite and for non-work related injuries.

Remote workers will be expected to ensure the protection of proprietary University and customer information accessible from their home office. Steps include the use of locked file cabinets and desks, regular password maintenance, and any other measures appropriate for the job and the work environment.

The University reserves the right to inspect the remote work location designated in the remote work arrangement agreement.

3.14.13 Conditions of Employment:

Remote work arrangements do not change the conditions of employment or required compliance with all University policies.

To the extent possible, the supervisor and the employee should mutually agree to a remote work arrangement. However, the University may establish a remote work arrangement as a condition of employment, based on business needs. In such cases, this requirement should be included when the position is advertised and in correspondence offering employment. In the event that the University, for business reasons, needs to make a change to the work location, every effort will be made to provide 30 days of notice and in no instance, less than one full pay period of notice.

3.14.14 Termination of the Remote Work Arrangement

All remote work arrangements are subject to ongoing review and may be terminated at any time. The University may terminate the remote work arrangement at its discretion. Where possible, supervisors should give employees 30 days' advance notice if a decision is made to terminate the arrangement; however, advance notice is not required.

Questions about this policy should be directed to human resources at Ext. 2354.

3.15 Volunteer Policy

The talent and services of volunteers are important to Loyola University Maryland in accomplishing its religious and charitable mission of research, education, and outreach. Although volunteers are not employees of the University, it is important to establish standards and guidelines for volunteer services so that both the volunteer and the University understand the parameters of the volunteer relationship.

A Loyola University Maryland volunteer is an individual who of their own free will performs work or provides services to the University without receipt of, or expectation of, compensation or other benefits.

Excluded from the scope of this Policy are students currently enrolled at Loyola and volunteering for CCSJ as part of their service learning.

3.15.1 Volunteer Engagements

- A current Loyola employee may not volunteer to provide the same type of services that they are employed to provide, or for the same department in which they are regularly employed. volunteers may not displace regular employee positions.
- Volunteers may not perform work that otherwise would be performed by regular employees.
- The volunteer engagement may last for a few hours or up to several years.
    - A volunteer may end their engagement with the University at any time without fear of liability or reprisal.
    - A volunteer serves at the pleasure of the University. Accordingly, a volunteer assignment

can be terminated at the discretion of the University without notice or cause.

- Volunteers may perform a variety of functions in support of campus activities.
  - Examples of volunteer work could include (but are not limited to): assisting with teaching, research, working with Faculty, Student Health Services, or the Clinical Centers, working on campus activities, assisting with sporting events, or providing certain training to the University community.
  - Volunteers may not volunteer in connection with commercial activities of the University, such as serving in the University book store.
  - Guest lecturers, speakers, or visitors as part of the educational mission are not considered volunteers under this policy.
  - Interns who observe or perform duties for high school and/or college/university credit are not considered volunteers and are subject to internship protocols.
- Loyola volunteers must have the necessary training and/or supervision to safely and effectively carry out the volunteer tasks assigned to them. Supervisors of volunteers are responsible to ensure that all applicable training and PPE is provided to volunteers. This may include specialized training and PPE for those entering labs or for other specialized spaces and duties.
- Volunteers must be made aware of and comply with all applicable Loyola University Maryland policies and procedures, and departmental policies and protocols such as department specific general guidelines, NCAA regulations if applicable, and/or other departmental relevant policies.
- An individual who volunteers services in a field that requires a license or certificate must provide evidence of that credential to the University prior to performance of those duties.
- Individuals on temporary visas or pending visa applications may not serve as volunteers in positions where others may receive compensation to perform the same services, or in a position in which they intend to be employed upon visa approval.
- Volunteers donate their time and/or render their services of their own free will, without compensation of any kind, and do not need to complete a Form I-9.
- Volunteers are not covered under Loyola's Workers Compensation policy and are not eligible for participation in any other benefit policy.

3.15.2 Volunteer Screening and On-boarding:

When selecting and engaging a volunteer, it is the supervisor's responsibility to be certain the individual has adequate experience, qualifications, and training for the task(s) they will be expected to perform. The prospective volunteer should complete the Loyola Volunteer Application. In order to ensure a positive experience for Loyola volunteers and to protect the University from any potential liability, the screening and on-boarding process is as follows:

Before engaging the assistance of a volunteer, the department supervisor should draft a Volunteer Description of Services. This should include a preferred schedule of days and time allotments needed for the volunteer services, a list of those who will oversee the volunteer's services, and a list of the specific services the volunteer will be performing for the University. The department supervisor sends the completed Description of Services to the human resources partner for review.

Human resources will confirm that the work is appropriate for volunteers and will conduct background screening as applicable and will advise the department administrator of whether the Description of Services is approved, denied, or requires additional modification. The volunteer may not begin the assignment until the following steps are completed including a successful background screen (if required).

The department supervisor should have the volunteer complete the Volunteer Agreement, Volunteer Release Agreement, and a Confidentiality Agreement. A parent's signature on these agreements will be required for volunteers under the age of 18. The administrator should complete a non-employee access form. A copy of the signed forms should be given to human resources. The department supervisor provides the volunteer with a copy of the signed forms and a copy of the volunteer Policy. Volunteers should also be given a copy of the Equal Employment Opportunity Statement, the Harassment and Discrimination Policy, and they should be provided with access to the Staff and Administrator Policy Manual.

Human resources will conduct background screening for volunteers 18 years and older for many volunteer activities. To make certain a volunteer is eligible to volunteer when needed, the department supervisor must provide human resources with adequate time to run the screening. This may take anywhere from 48 hours to approximately one week. The supervisor should call or email the human resources partner in a timely manner to request the background screen and supply them with the signed volunteer Agreement, volunteer Release Agreement, and Confidentiality Agreement. HR will then email the volunteer an online link to authorize Loyola to begin the background screening process. The volunteer with read and sign the FCRA disclosure and authorization form online, and the background screening process will begin. Human resources will notify the department administrator when the volunteer is cleared to begin the assignment.

Before the volunteer starts their assignment, the department supervisor arranges for a workstation and/or supplies and/or systems needed for the assignment. Depending upon the assignment, supervisors may need to provide specific training related to the assignment and the department, including safety training. The volunteer must agree to any other departmental or University stipulations related to the assignment such as NCAA rules and regulations if applicable, department safety policies, general department policies and protocols, and/or any other relevant stipulations.

Once all of the steps above are completed, the volunteer can begin their assignment.

3.15.3 Volunteer Conduct

Volunteers are expected to conform to all University policies and procedures, including and not limited to those related to harassment and discrimination, security, safety, and ethical conduct. A link to Loyola's Staff and Administrator Policy Manual is included on the volunteer Services Agreement Form.

Either the volunteer or the University may terminate the volunteer Agreement and assignment at any time for any reason immediately upon notice, oral or written, to the other party.

Human resources and the sponsoring department should maintain copies of the documentation for each volunteer.

Questions about volunteer engagements should be directed to human resources at Ext. 2354.

IV. Work Schedule

IV. Work Schedule

4.1 Work Schedule

The workweek begins on Saturday and ends on Friday. All changes to regular work schedules must be approved by the supervisor/department chair in advance. Directors or supervisors/department chairs may vary the hours and days of employment consistent with operational demands, wage and hour laws and with reasonable notice to the employee.

- Office – The usual workday for administrative offices is 8:30 a.m. to 5:00 p.m., Monday through Friday. The nature of the work for some departments may require adherence to a different schedule and is approved by the supervisor/department chair.
- Facilities – The start and end of each workday is determined by the department. The usual workweek is five seven and one-half hour shifts.
- Public Safety – The usual workweek for campus police officers and public safety officers is either five eight-hour shifts or four ten-hour shifts.
- Transportation and Parking– The usual workweeks for transportation and parking are either five eight-hour shifts or four ten-hour shifts.

4.2 Rest Period

Paid rest periods, sometimes called "breaks," are scheduled by the supervisor/department chair. On a temporary basis, supervisors/department chairs may request that employees not take breaks during heavy or emergency work periods. Supervisors/department chairs should take steps to ensure that the cancellation of breaks is not necessary on a regular or frequent basis unless the employee is taking a one-hour lunch break.

4.3 Lunch Period

For most employees, the lunch period is one hour and is taken between the hours of 11:30 a.m. and 2:00 p.m. Offices remain open during the lunch period by determining a schedule of lunch hours which provide continuous office coverage. This arrangement can be flexible among employees provided someone is continuously available for visitors and telephone coverage from 8:30 a.m. to 5:00 p.m.

4.4 Attendance at University Functions

Certain divisions or departments may require their personnel to attend University functions not directly related to that unit's work. All employees are encouraged to attend the Mass of the Holy Spirit and Maryland Day Ceremonies as long as participation does not interfere with the ongoing work of the individual's unit. All administrators are encouraged to attend Commencement, Honors Convocation and the Baccalaureate Mass.

4.5 Inclement Weather and Unscheduled Close Policy

If there is a civil emergency or weather makes driving hazardous and/or parking difficult, the University's Emergency Committee will evaluate the situation to decide if the University will close and the timeframe of closing. Employees at work will be notified of any emergency closings or early releases during that work shift. See Section 4.5.2 for additional information on work schedules. These decisions are usually announced by 5:30 a.m. for day hours and by 3:00 p.m. for evening hours. Information regarding closings are announced on Loyola's website at loyola.edu, via a PM Evergreen email, on InsideLoyola at inside.loyola.edu, on a special LU weather-line (410-617-2223) and on the following radio and TV stations:

Radio	Television
WBAL (1090 AM)	WMAR – TV (Baltimore 2)

WIHT (99.5)	WBAL – TV (Baltimore 11)
WIYY-FM (98 Rock)	WJZ – TV (Baltimore 13)
WLIF-FM (Lite 101.9)	WBFF (Baltimore 45)
WWMX-FM (Mix 106.5)	WRC (Washington 4)

If there is a civil emergency or weather is severe ***and the University is open***, some employees may decide it is unsafe to come to work or remain at work. A civil emergency may include but is not limited to code red national defense alerts and epidemics. If the employee decides not to come to work or to leave early, they must ask their supervisor/department chair for approval. Employees with an approved absence or early departure due to inclement weather or other civil emergency may use vacation or personal leave, or, if such paid leave is exhausted, leave without pay for the absence. In the event that the University opens late or closes early due to inclement weather, any employee who does not report to work as scheduled will be required to use a full day's leave or the employee will be charged for a full day's leave without pay if the employee does not have leave time to use.

4.5.1 Essential Employees

Essential personnel are identified by the job duties of their position. If an employee's position description included duties that may be considered essential during an emergency, their position may be identified as essential. When essential personnel are needed during emergencies, they must make every reasonable effort to report to work. If the University is closed due to inclement weather or other emergency, essential employees may be expected to report for their regularly scheduled shift and may be asked to report early or continue working beyond their regularly scheduled shift.

If an essential employee is unable to report to work due to unforeseeable hardships, they will be required to notify their supervisor for approval and use their appropriate accrued leave. If an employee does not have sufficient accrued leave, missed work hours will be considered lost time and the employee will not be paid for those hours.

Supervisors must notify employees in advance if they are considered essential. A copy of the notification and Essential Personnel Acknowledgement Form should also be sent to the office of human resources for the employee's file. Essential employees must also ensure their contact information is up to date in the system (e.g., Colleague, Workday), should someone need to contact them when the University is closed due to inclement weather or other emergency.

4.5.2 Inclement Weather and Unscheduled Close Pay

a) Essential Employees

- Employees in designated essential non-exempt positions who are required to work during an unscheduled closing will be paid for the actual hours worked and will receive unscheduled close pay for hours equivalent to their assigned shift.
- If an essential employee is required to work during an unscheduled closing and works hours in excess of the assigned regular shift, they will be paid for the actual hours worked and will receive unscheduled close pay for the hours equivalent to their assigned shift. They will not receive the additional unscheduled close pay for hours worked in excess of their assigned shift.
- If an essential employee is called in to work during an unscheduled closing on a day they are not regularly scheduled to work, they will be paid for the actual hours worked and will receive unscheduled closing pay equivalent to the number of hours worked, not to exceed the number of hours in their assigned shift.
- If an essential employee is called in to work during an unscheduled closing on a holiday,

they will be paid for the actual hours worked and will receive holiday pay for the number of hours equivalent to their regularly assigned shift or a delayed paid holiday.

- Time worked in excess of 40 hours during a work week will be paid at the normal overtime rate of one-and-one half times the regular hourly rate regardless of whether the University is open or closed.

b) Non-Essential Employees Inclement Weather, Schedules, and Unscheduled Close Pay
Non-essential employees are not eligible to be paid for both hours worked and unscheduled close pay for the same hours. "Additional" pay is not authorized for non-essential employees who perform work during a closure. In no circumstance should a non-essential employee report to the physical work location upon notification of it being closed. Failure to adhere to this policy may result in discipline.

Non-essential employees in non-exempt positions who are requested to volunteer to work during an unscheduled closing by their supervisor/department chair will be treated as "essential employees" and paid for the actual hours worked and will receive unscheduled close pay for the hours equivalent to their assigned shift.

University Closure with No Remote Work
When the University fully closes (typically pertains to delayed openings and early closures) for inclement weather or another emergency, non-essential staff and administrators are not required to work on the physical campus or remotely and will receive unscheduled close pay at their regular rate for the hours they were scheduled to work during the closed period. Faculty should refer to section IX.A. of the Faculty Handbook for guidance on instructional continuity during University closures.

University Closure with Remote Work
In instances when the University is closed with instructions that remote work can be performed (typically pertains to full day closures), supervisors/department chairs will provide instruction to employees. This may include the expectation of remote work for employees who do not typically work a hybrid or remote schedule.

c) Pre-arranged Leave usage
Essential and non-essential employees who are not on an extended leave (e.g., FMLA) and previously arrange to take vacation, personal, or sick leave on a day or days on which the University is ultimately closed due to weather or other factors may rescind the pre-arranged leave for those days/hours and charge the time to the applicable leave code (i.e., unscheduled close) instead.

4.6 Emergency Closings/Early Release

All employees at work are notified of any emergency closings or early releases during that work shift. The time of closing will be determined by the University's Emergency Committee.

V. Benefits and Wellness

V. Benefits and Wellness

5.1 Benefits Administration

The benefit information that follows is a summary and is not intended to be all encompassing. If you need more specific information, please contact the benefits and wellness unit of the human resources office (ext. 1365) for documents containing details of coverage provided by the various insurance plans and other benefits. Eligibility for participation in any benefit plan is governed by the terms of the plan document in question. The University reserves the right to make changes to policies and benefits, including elimination of policies or benefits. Changes or amendments are widely communicated, and supersede the information provided in this book.

5.1.1 Patient Protection and Affordable Care Act (PPACA)

The Patient Protection and Affordable Care Act (PPACA), or Health Care Reform law, is a United States federal statute signed into law in 2010. The University is meeting the requirements of this law.

This policy manual does not cover all of the requirements of the law. You may wish to consult www.healthcare.gov for a full explanation of the law.

Employer impacts

The law requires that employers with 50 or more full-time employees—like the University—offer medical insurance to employees and their children up to age 26. Employers not offering medical insurance may have to pay a penalty to the government. The federal statute requires that the University:

- Offer medical insurance coverage to certain variable-hour employees.
- Establish and administer a measurement system and policies to determine which variable-hour employees are eligible.
- Notify employees of their medical insurance choices, including the federal Health Insurance Marketplace coverage availability.

The University already offers medical insurance to benefit-eligible employees, but the PPACA requires the University to also offer medical insurance to variable-hour employees—specifically those variable-hour employees who work an average of 30 hours or more per week over a measurement period. A variable-hour employee is defined as one who works for the university but is not fully benefit eligible because the employee is not regularly scheduled to work a minimum of 22.5 hours per week and therefore not reasonably expected to work at least 30 hours per week.

All newly-hired employees will receive the required marketplace notice.

Individual impacts

The PPACA requires that most Americans have medical insurance coverage, whether they get it from the University or another employer, a spouse's or partner's insurance, an insurance company, or the government. People who are not covered by medical insurance may have to pay a tax penalty. You can access information about the PPACA's requirements for individuals and families at www.healthcare.gov.

Measurement periods

Under the PPACA's requirements, variable-hour employees who work an average of 30 hours or more per week in all University jobs over a measurement period must be offered access to the University's medical plans, under any plan option determined by the University, although any employee may decline or waive the coverage. Measurement periods are determined by the University in compliance with PPACA regulations. For eligibility and enrollment information contact the benefits and wellness unit (ext. 1365).

There are two types of measurement periods:

New-hire measurement period

This is a 12-month measurement period that begins on the first day of the month after a newly hired, variable-hour employee begins work (unless hired on day one of a given month). For example, if your first day of work was June 16, 2016, your measurement period would run from July 1, 2016, to June 30, 2017.

The University measures an employee's work hours after this period to determine if they have averaged 30 hours or more per week. If yes, the University notifies the employee that they have become eligible for University medical insurance. The notification explains that the employee will be offered insurance for 12 months after eligibility.

Ongoing measurement period

The University offers medical insurance to eligible variable-hour employees for 12 months at a time, in accordance with the PPACA. The University re-measures variable-hour employees each year to be sure that these employees should continue to receive insurance in subsequent years.

The University's ongoing measurement period is the same for everyone, regardless of when each employee was first offered insurance. The period is May 1 of one year to April 30 of the next year (e.g., May 1, 2016, to April 30, 2017).

No longer eligible

If an employee becomes ineligible for coverage, they will receive notice indicating that they are eligible to be a COBRA participant for up to 18 months. The University's COBRA administrator, will then send an enrollment packet. More information on COBRA can be found in section 5.8 Continuation of Coverage (COBRA).

5.2 Benefits Plans

5.2.1 Eligibility

Employees working a minimum of 22.5 hours per week on a regular basis (not seasonal or temporary) are eligible to participate in benefits as described in this policy manual. Benefits for newly hired employees are effective on the first of the month following or coinciding with their date of hire. Temporary employees normally scheduled to work a minimum of 30 hours per week on a regular basis are eligible for medical coverage under any plan option determined by the University as of the first day of the month following 60 days of employment. Current employees' open enrollment benefit elections take effect on each July 1 and remain in effect until June 30 of

the following year. The employee's costs for elected benefits offered through the Cafeteria Flexible Benefits Plan are paid with pre-tax credits (before taxes are calculated). As required by Section 125 of the Internal Revenue Code, benefit elections generally are binding for the benefit year (July 1 - June 30).

The eligible employee's spouse and children to age 26 regardless of student, financial dependency or marital status are also eligible for medical, dental and vision insurance. This includes step-children, children legally placed for adoption and legally adopted children. Dependent children incapable of self-support because of a physical or mental disability are covered regardless of age.

To the extent that the eligibility rules in this policy manual do not address a specific eligibility issue, the University shall have discretion to make eligibility determinations consistent with applicable law and regulations, including special rules for changes in employment status and special unpaid leaves of absence.

Changing Elections

Employees enrolled in benefits can make certain benefit changes during the plan year only if they notify the benefits and wellness unit within 30 calendar days of a qualified IRS defined change-in-status event. Documentation supporting the change will be required. Examples of qualified change-in-status events include but are not limited to:

- Legal marital status, including marriage, death of a spouse, divorce and annulment.
- Number of covered dependents due to birth, death, adoption, granting of legal custodianship, reaching maximum age for coverage.
- Employment for you, your spouse or dependent, including commencement of or return from leave of absence, or change in employment status.
- Eligibility for other coverage, or loss thereof, due to spouse's open enrollment period, loss or gain of benefit eligibility.

The changes available as a result of each qualified change-in-status event vary by benefit. Any change must be directly related to the change-in-status event. For instance:

- Medical Coverage - Participation in Loyola's medical coverage may be waived as long as you certify you have other group coverage; or you can add or delete new spouse or dependents; and, if previously waived, you can elect coverage.
- Dental and Vision Coverage - You can add or delete new spouse or dependents or, if previously waived, you can elect coverage.
- Flexible Spending Accounts - You can increase, decrease or drop coverage as long as your new annual contribution is not less than reimbursements received to date.
- Supplemental Term Life Insurance - You can increase (with approval of the insurance carrier) or decrease coverage.

For further details about benefits changes, contact the benefits and wellness unit (ext. 1365).

5.3 Flex Dollars

The University provides 1,000 flex dollars to assist employees with their purchase and selection of core benefits. Employees belonging to the religious order of the Society of Jesus or Religious Sisters of Mercy receive 850 base flex dollars. In addition to the base amount of flex dollars, the University provides

additional dollars after completing five or more years of continuous service.

Extra Flex Dollars Earned for Core Benefits by Years of Completed Service		
Completed Years of Service	Extra Flex Dollars	Total Flex Dollars
0-5 years	$0	$1,000
6-10 years	$100	$1,100
11-15 years	$200	$1,200
16-20 years	$300	$1,300
21 or more years	$400	$1,400

Extra flex dollars referenced above are based on completed years of service as of July 1 of each plan year, not the employee's anniversary date.

5.4 Health Insurance

Regular full-time, core, and qualified half-time and non-temporary employees of the University who have satisfied the waiting period are eligible to participate in the University healthcare plans. If a new eligible employee's first day of work is the first of the month their coverage is in effect that day, otherwise they must wait for the next first day of the next month to be eligible for coverage. Temporary employees normally scheduled to work a minimum of 30 hours per week on a regular basis are eligible for medical coverage under any plan option determined by the University as of the first day of the month following 60 days of employment. Hours of service subsidized under a federal work-study program or substantially similar program of a state or political subdivision thereof are not counted as hours worked for this purpose. Health coverage is also available for eligible spouses and dependents. The University contributes a portion of the cost for individual and dependent coverage. Employees pay a portion of the cost with pre-tax dollars through payroll by means of a salary reduction plan. The employee portion is determined by the University. If an employee does not want medical insurance, they may waive the University's healthcare benefits. A waiver statement must be signed by the employee. Benefit options include medical coverage, dental coverage, vision coverage, term life insurance, long term disability, long term disability buy-up and flexible spending accounts. For further details about different benefits plans, refer to the Summary Plan Descriptions, Summary of Employee Benefits or contact the benefits and wellness unit (ext. 1365).

5.5 Flexible Spending Accounts (FSA)

Health Care and Dependent Care Flexible Spending Accounts provide a method to pay for expenses not covered or only partially covered by an employer's medical, dental or vision plans and for qualified dependent care expenses such as child day care. Each type of account is designed to serve different needs and accounts may not be combined. You may participate in either or both FSA accounts even if you choose to waive Loyola's medical coverage. FSA's reduce your total taxable income, which results in savings of Medicare, social security, federal and most state income taxes. Tax savings are based on the total contributions made into these accounts.

5.5.1 Flexible Spending Account Election

Participation begins when an employee decides, during open enrollment or when first becoming eligible for this benefit, how much money to deposit in either or both accounts for the plan year (July 1- June 30). Funds are directed into either or both accounts by authorizing money to be deducted from your paycheck on a pre-tax basis.

5.5.2 Flexible Spending Accounts and Claims Processing

As eligible expenses occur throughout the plan year, an employee submits a request for reimbursement to the University's third-party administrator. Reimbursement claims will not be

processed without receipts confirming the amount charged for service(s), the amount paid by you or your insurance carrier, dates of service, type of service rendered, name of eligible person and provider's name and full address. Attach insurance explanation of benefits statements whenever possible. Cancelled checks are not accepted as receipts. If a claim is for child care, receipts must provide amount charged for service, child's name, daycare provider's name, address, federal tax ID number (or social security number) and dates of service. All FSA reimbursements are reviewed for eligibility based on date of service not by date of payment. Reimbursements for claims will be made at regular intervals by the third-party administrator. Further information may be obtained from the benefits and wellness unit (ext. 1365).

5.5.3 Flexible Spending Account Restrictions

Changes in your contributions are permitted during the benefit year only if a qualified change-in-status event occurs. The maximum plan year contributions are set by the Internal Revenue Service and change from time to time. The latest regulations can be found on the Internal Revenue Service Web site at www.irs.gov. Claims for expenses incurred during the plan year will be accepted up to two- and one-half months after the plan year ends. That is, the last day to file claims for a plan year ending June 30 is September 15 of the same year. Contributions not claimed before the grace period expires are forfeited under the "use it or lose it" federal IRS requirement.

5.6 Term Life Insurance

5.6.1 Core Term Life Insurance

Core term life insurance with accidental death and dismemberment coverage is a benefit provided by the University at no cost to eligible employees. The benefit is equal to your base annual pay. The value of insurance in excess of $50,000 is considered a taxable benefit. Those who earn less than $50,000 but purchase supplemental term life insurance may be subject to this tax if the combined total insurance exceeds $50,000. Employees have the option to "cap" their core term life insurance to $50,000 in order to limit their tax liability. All eligible employees should receive the group life insurance benefits certificate when hired or on becoming eligible for the benefit. The appropriate form for designating beneficiaries may be obtained from the benefits and wellness unit.

5.6.2 Supplemental Term Life Insurance

Employees have the option of choosing supplemental term life insurance for themselves. This optional life insurance does not include Accidental Death & Dismemberment benefits. The cost of the supplemental term life insurance is based on your age. Supplemental insurance may be purchased in amounts of $25,000, $50,000, $100,000 or $150,000. During open enrollment, employees wishing to increase coverage or electing coverage for the first time must complete the life insurance application and a statement of health. Forward completed forms to the benefits and wellness unit. Once the carrier approves the application, pre-tax payroll deductions will begin. Newly hired or eligible employees electing $25,000 or $50,000 of supplemental insurance within 30 days of eligibility will not have to apply for medical approval. However, newly hired or eligible employees electing $100,000 or $150,000 of supplemental insurance must complete the life insurance application and a statement of health. Once the carrier approves the application, pre-tax payroll deductions will begin. The appropriate forms for enrolling may be obtained from the benefits and wellness unit.

5.7 Disability Insurance

The purpose of disability insurance is to replace a portion of your income if illness or accident prevents

you from working for an extended period of time. Typically, benefit payments are calculated as a percentage of monthly earnings and are paid after an employee has been absent from work due to a disability for a specific period of time. For the purpose of defining disability in the context of the benefits that are offered by the University, disability means the employee is sick or injured to the degree that they are unable to work in their regular occupation for six months. After six months, disabled means the employee is unable to engage in any occupation for which they are reasonably fitted by education, training, or experience.

5.7.1 Core Long-term Disability Insurance

The University provides core long-term disability insurance at no cost to eligible employees. If you become disabled, the plan provides a monthly income benefit, including any social security or Workers' Compensation payments, equal to 66 2/3 percent of your base monthly pay up to the plan maximum. The benefit begins following six months of continuous disability. Additionally, the plan provides for the continuation of University retirement contributions to your Loyola University Maryland Retirement Plan provided you are a member of the plan. All eligible employees should receive the group total disability benefits certificate when hired or on becoming eligible for the benefit.

5.7.2 Long-term Disability Insurance Enhancement

The University provides eligible employees the opportunity to purchase a buy-up for the long-term disability insurance with pre-tax payroll deductions. Newly hired or eligible employees must enroll in the plan within the first 30 days of hire or on becoming eligible for the benefit. If the employee becomes disabled, the plan provides a monthly income benefit, including any social security or Workers' Compensation payments, equal to 66 2/3 percent of your base monthly pay up to the plan maximum. Upon approval of the insurance carrier, the benefit begins following three months of continuous disability. Additionally, the plan provides for the continuation of University retirement contributions to the employee's Loyola University Maryland Retirement Plan provided the employee is a member of the plan. During open enrollment, current employees who wish to purchase a buy-up for the long-term disability insurance as a new benefit must complete a Medical History Statement. These forms can be obtained from the benefits and wellness unit. Please forward completed forms to the benefits and wellness unit. Once the carrier approves the application, payroll deductions will begin.

5.8 Continuation of Coverage (COBRA)

For eligible employees electing health insurance, COBRA (Consolidated Omnibus Budget Reconciliation Act) requires that most employers sponsoring group health plans offer employees and their families the opportunity for a temporary extension of health coverage. "Continuation of Coverage" is offered at group rates in certain instances where coverage under the plan would otherwise end (qualifying events). An employee does not have to show that they are insurable to choose continuation of coverage. However, under the law, an employee may have to pay all or part of the premium for the continuation of coverage including administrative fees. This notice serves to inform employees of the University, in a summary fashion, of their rights and obligations under the continuation of coverage provisions of the law, as well as other health coverage options that may be available to you, including coverage through the Health Insurance Marketplace at www.HealthCare.gov or call 1-800-318-2596. You may be able to get coverage through the Health Insurance Marketplace that costs less than COBRA continuation coverage.

5.8.1 Eligibility for Continuation of Coverage

a. Employees

An employee of the University covered by a group health plan may have a right to choose this continuation of coverage if they lose their group health coverage because of a reduction in hours

of employment or the termination of employment.

b. Spouses of Employees
The spouse of an employee covered by a group health plan may be a qualified beneficiary and may have the right to choose continuation of coverage, if they lose group health coverage under a group health plan for reasons such as:

- death of spouse;
- termination of spouse's employment or reduction in spouse's hours of employment;
- divorce or legal separation from spouse; or
- spouse becomes eligible for Medicare coverage.

c. Dependent Children
A dependent child (a child born to, or placed for adoption with, the covered employee during a period of continuation of coverage) of an employee covered by a group health plan is also a qualified beneficiary. Dependent children have a right to continuation of coverage if group health coverage is lost for any of the following reasons:

- death of a parent;
- termination of a parent's employment or reduction in a parent's hours of employment;
- parents' divorce or legal separation;
- a parent becoming entitled to Medicare; or
- dependent child ceases to meet their group health plan definition of a dependent.

5.8.2 Separate Elections
If there is a choice of types of coverage under a plan, an employee or former employee who is eligible for continuation of coverage is entitled to make a separate election from the types of coverage available. For example, a spouse or dependent child is entitled to elect continuation of coverage even if the covered employee does not make that election. Similarly, a spouse or dependent child may elect a different coverage from the coverage that the employee elects.

5.8.3 Employer and Employee Responsibilities Under COBRA
The employee or a family member has the responsibility to inform the benefits and wellness unit of a divorce, legal separation, or a child losing dependent status under a group health plan, within 60 days of the date of the event. In addition, the employee or a family member must inform the benefits and wellness unit of a determination by the Social Security Administration (SSA) that the employee or covered family member was disabled during the 60-day period after the employee's termination of employment or reduction in hours. This notification must be made within 60 days of SSA determination and before the end of the original 18-month continuation of coverage period (see Section 5.8.4). If, during continued coverage, the Social Security Administration determines that the employee or family member is no longer disabled, the individual must inform the benefits and wellness unit of this re-determination within 30 days of the date it is made. After notification that one of these events has happened, the employee will be notified that they have the right to choose continuation of coverage. An employee has 60 days from the date they would lose coverage because of one of the events described above to inform the benefits and wellness unit that they want continuation of coverage. If an employee does not choose continuation of coverage within the 60-day period, the employee's group health coverage will end. If the

employee chooses continuation of coverage, the plan will provide coverage identical to the coverage provided under the plan to similarly situated employees or family members. This means that if the coverage for similarly situated employees or family members is modified, the employee's coverage will be modified. Similarly situated refers to a current employee or dependent who has not had a qualifying event.

5.8.4 Length of Coverage

In compliance with COBRA, the opportunities for an employee to continue their health coverage vary according to the qualifying event(s).

- Employees terminated for reasons (see Section 5.8.1) whose hours are reduced may continue their coverage for 18 months.
- In the event of an employee death, divorce, legal separation, employee's Medicare entitlement, or loss of child dependent status, coverage may be continued for 36 months.
- If the employee or covered family member is disabled at any time during the first 60 days of their 18-month continued coverage, the period is extended to a total of 29 months. The 29-month extension applies to the disabled individual and to all other qualified beneficiaries. The disability status is determined by the Social Security Administration. The 29-month continuation period may be extended to 36 months if certain additional qualifying events occur during the 29-month period.
- In no event will coverage extend beyond 36 months from the date of the event that originally made the employee or a qualified beneficiary eligible to elect continuation of coverage. The benefits and wellness unit must be notified if a second qualifying event occurs during the continuation of coverage period.

a. Continuation of Coverage May Be Cut Short

An employee's continuation of coverage may be cut short prior to the expiration of the 18-, 29-, or 36-month period for any of the following reasons:

- The University no longer provides group health coverage to any of its employees.
- The premium for continuation of coverage is not paid within the applicable grace period.
- The individual becomes covered under any other group health plan, and the individual is not excluded or limited with respect to any preexisting condition, other than an exclusion or limitation that, after July 1, 1997, does not apply to, or is satisfied by, the individual under the provisions of the Health Insurance Portability and Accountability Act of 1996 (see Section 5.15 for more information).
- The individual becomes entitled to Medicare.
- The Social Security Administration makes a final determination that the individual is no longer disabled.

5.9 Employee Assistance Program (EAP)

All regular full-time employees, core employees, and their immediate family members are eligible for EAP services beginning the first of the month coinciding with or following their date of hire. The EAP provides short-term assistance in a confidential and professional manner to help with a variety of personal and career-related issues. The plan offers assistance with workplace conflicts, marital or family problems, emotional distress (depression, stress), alcohol abuse, drug abuse, legal issues, locating child and elder care, financial counseling and other personal difficulties. There is no cost to eligible employees for the services provided by the EAP. Up to five free counseling sessions are provided per issue. If outside referral services are recommended, fees charged by those professionals will be the responsibility of the employee in coordination with the employee's health insurance. To speak with an EAP professional or for

more information, call 1-800-765-0770. EAP services are available 24 hours a day, 7 days a week.

5.10 Live Near Your Work Program (LNYW)

Working as partners, the City and University will each contribute toward the down payment and closing costs associated with the purchase of a house near Loyola. An application for the $2,000 grant must be completed and approved. Eligible participants must be a core or full-time employee, who have worked at Loyola University Maryland for at least six months, and plan to purchase a home in the target area, receive mortgage approval, contribute a minimum of $1,000 toward the purchase, and agree to live in the home as a primary residence for three years. For more information contact the benefits and wellness unit (ext. 1368).

5.11 Workers' Compensation

If an accident or injury occurs on the job, the University and all its employees are covered by Workers' Compensation insurance.

5.11.1 Supervisor/Department Chair Responsibilities

All accidents are to be reported by the supervisor/department chair to human resources within 24 hours so that necessary insurance forms may be filed in a timely manner. Supervisors/department chairs are also required to investigate the incident and complete and forward the following three forms to human resources within the 24-hour period:

(1) Supervisor Accident Investigation Report;
(2) Employee Accident and Injury Report; and
(3) The First Report of Injury.

These forms can be found at ***www.loyola.edu/hr/forms.***

5.11.2 Human Resources Office Responsibilities

Once notified of an on the job injury, human resources will:

(1) file the claim with the insurance company;
(2) send an e-mail to the employee with a claim number and the telephone number and address of the insurance company;
(3) if necessary, provide the employee with a list of physicians/providers who accept Workers' Compensation patients; and
(4) send an e-mail to the employee notifying them of their FMLA rights if their absence is expected to last for more than three days or they are expected to be hospitalized for any duration of time.

5.11.3 Employee Responsibilities

(1) If the employee is going to be absent from work as a result of injury, immediately notify the benefits and wellness unit (ext. 1365).
(2) Provide human resources with your choice of the available payment options (see Section 5.11.4).
(3) Provide any health care provider or health care facility with the Workers' Compensation claim number and insurance company information.
(4) Mail all bills related to the work injury to the insurance company as soon as they are received. Retain copies of the cover letter and bills for your records.
(5) Contact the benefits and wellness unit weekly with an update on your prognosis and expected

return to work date. This will allow your supervisor/department chair to schedule coverage or your return in a timely manner.

(6) Submit a Return to Work Certification Form before returning to the job.

When it is necessary to see a physician or to go to a hospital with a work-related injury, tell the health care provider that this is a work-related injury and that Workers' Compensation is liable for any expenses, not personal or group insurance. All correspondence, including invoices for medical services or prescriptions should be forwarded to:

Travelers Insurance
Workers Compensation Unit
P.O. Box 17158
Baltimore, MD 21297
1-800-842-0091

You can reach the Travelers Insurance call center to inquire about your Workers' Compensation claims at 1-800-842-0091.

5.11.4 Workers' Compensation Payment Options

Employees who are absent due to work related injury may receive Workers' Compensation payments after the third day of injury/absence. The insurance company will determine if an injury is compensable under Maryland Workers' Compensation laws. During the first three days of absence, an employee may use their accrued vacation or sick leave, if any is available. Employees who expect to be absent from work for more than three days should immediately contact the benefits and wellness unit to decide which payment option will work best for them. The options are:

(1) Receive Workers' Compensation payments from the insurance company only. In this instance, employees will not use their accrued time. However, employees will be billed for benefit premiums, retirement contribution will cease, and there will be no accrual of sick/vacation leave during the absence if this option is elected.
(2) Continue receiving full salary from Loyola by using accrued leave. Checks/payments received from the insurance company must be signed over to Loyola University Maryland if this second option is elected.
(3) Supplement Workers' Compensation payments with accrued leave. In this instance employees will receive a weekly payment from the insurance company and a check from Loyola, not to exceed 100 percent of the regular salary when the two are combined. Benefits deductions continue, retirement contributions will be made on the Loyola payment, and accruals will be earned on a prorated basis using the reduced salary.

Absences due to a bona-fide Workers' Compensation injury that also qualify under the FMLA may not require the employee to exhaust their accrued leaves. If a use of accrued leave option is chosen, the supervisor/department chair must be immediately notified so the absence is recorded appropriately on the time sheet, administrative leave report, or the electronic time keeping system. No one under any circumstances may be paid in full by the University and receive Workers' Compensation payments at the same time. Further information may be obtained from the benefits and wellness unit (ext. 1365) or from:

The Maryland Workers' Compensation Commission
10 East Baltimore Street
Baltimore, MD 21202, (410) 864-5100

5.12 Retirement Program

The University provides two ways for eligible employees to save for a secure financial future in their retirement. In addition to social security, the University sponsors a 403(b) retirement plan. Eligible employees' contributions are placed directly into their retirement accounts on a tax-deferred basis. The tax liability is reduced because employees do not pay federal or state (in most states) taxes on their contributions until the contributions are withdrawn.

5.12.1 Loyola University Maryland Retirement Plan

The 403(b) Retirement Plan allows participants to make voluntary tax-deferred contributions to a tax-deferred retirement account. The tax-deferred status of the retirement contributions is governed by the Internal Revenue Code. To participate in this plan, an employee must complete a Salary Reduction Agreement and the necessary enrollment form(s). Investments are made at the direction of the participant into one of the University-approved investment companies. The University does not make plan contributions to a participant's retirement account during periods of unpaid leave. In order to receive the University retirement contribution, all of the following must apply:

- You are an eligible administrator or staff member,
- You are age 21 or older,
- You have completed one year of service at the University (at least 1,000 hours over 12 months); and
- You contribute at least 2 percent of base pay.

The one-year waiting period may be waived if you have worked at least 1,000 hours in an accredited four-year higher education institution in the immediate past twelve months. Both the University contribution and 2 percent employee contributions are directed into the participant's 403(b) retirement account. Full-time and part-time administrator or staff members are eligible to participate on a voluntary basis with no age or service requirement. Further details and information may be obtained from a member of the benefits and wellness unit. These terms are and must be consistent with the conditions defined by the 403(b) summary plan document.

5.12.2 Social Security (FICA – FICM)

Social security is a mandatory statutory benefit, which requires that all new employees present a social security card to the human resources office before they can begin to work. Social Security provides a retirement fund for individuals who have worked the number of years required for eligibility. Other social security benefits include disability income, survivor, dependent and medical benefits. The employee's compensation is matched by a University contribution. The employee and University contribution rates are determined by the federal government. Further information may be obtained from:

Social Security Administration
6401 Security Boulevard
Baltimore, MD 21235, (410) 965-1234

5.13 Tuition Remission and Tuition Exchange Benefits

Regular full-time employees, their legal spouses, dependent children, and part-time employees may apply for tuition remission benefits at Loyola University Maryland. The tuition remission benefit applies only to tuition charges. The employee is responsible for all other charges, such as books, fees, special charges, housing and independent studies. Programs to which this benefit does not apply include but are not limited to Ph.D. programs, Executive MBA program, Emerging Leaders program, Full Time Master of

Theological Studies program, Full Time Speech Pathology program, Full Time Montessori program, continuing education units, International Study Tours, courses that have not met minimum enrollment, and courses over maximum enrollment levels are not covered.

Loyola University Maryland reserves the right to determine, without notice, that other schools or programs are eligible or ineligible for purposes of this benefit. Prior to enrollment, eligible employees should check with Human Resources to confirm that the Tuition Remission benefit is applicable to the school and program in which they plan to enroll.

All prospective students must meet the criteria established by the University for admission. Specific information regarding admission criteria may be obtained from the admission office (ext. 5012 – undergraduate or ext. 5020 – graduate).

The provisions herein regarding the taxation of the various tuition remission and exchange benefits do not constitute and should not be construed as tax advice. The tax treatment of tuition benefits is subject to change and employees are advised to consult their tax advisors with respect to questions regarding individual tax obligations. Employees are solely responsible for tax liabilities incurred for remission or exchange benefits received under this Policy.

5.13.1 Full-time Employee Eligibility

Regular full-time employees receive 100 percent tuition remission effective the first full semester after hire. To continue in the tuition remission program, employees must remain in an eligible academic and employment status. This benefit is extended to retirees. For Employee Graduate Degree Program Tuition Remission, if full-time employment terminates (except in the case of layoff) prior to or less than one year after completion of the program, the employee will be required to reimburse* the University all of the tuition costs incurred up to that point. *The reimbursement provision applies to Employees entering a new Graduate Degree Program on or after July 1, 2023.

5.13.2 Part-time Employee Eligibility

Regular part-time employees receive tuition remission on a prorated basis effective the first full semester after hire. For example, someone working 40 percent of a regular full-time schedule would be eligible for 40 percent tuition remission. Spouses and children of part-time employees are not eligible for tuition remission benefits. For Employee Graduate Degree Program Tuition Remission, if part-time employment terminates (except in the case of layoff) prior to or less than one year after completion of the program, the employee will be required to reimburse* the University all of the tuition costs incurred up to that point. *The reimbursement provision applies to Employees entering a new Graduate Degree Program on or after July 1, 2023.

5.13.3 Course and Credit Guidelines for Employees

Tuition remission for eligible employees is limited to a maximum of two undergraduate or graduate courses or six credit hours per fall, spring and summer semesters, whichever is less. For purposes of this policy, the various summer sessions will be treated as one semester. There is no limit on the number of undergraduate and graduate degrees obtained by employees through tuition remission.

5.13.4 Flex Schedule for Staff Employees

The University encourages supervisors/department chairs to support the professional development of staff employees by allowing flexible work schedules, as long as the workflow of the department is not affected. Employees may attend one course per semester (fall/spring) during the normal workday without being required to use vacation or personal leave provided that:

• the course is not offered at a time outside regular working hours; and
• the employee obtains the supervisor/department chair's approval by completing a Flexible Schedule Form (for the employee to attach to the tuition remission application) prior to registration.

The Flexible Schedule Form may be obtained from the human resources office Web site at www.loyola.edu/hr/forms.

5.13.5 Taxation of Tuition Remission Benefits for Employees

Tuition remission benefits for employees for undergraduate courses should be excluded from the employee's income and non-taxable. Employee tuition remission benefits for graduate-level coursework up to $5,250 per year also should be excluded from the employee's income and non-taxable. Graduate tuition remission benefits received by an employee that exceed $5,250 in any given year will be added to the employee's taxable wages and subject to income and employment tax withholding unless the excess benefits qualify as a "working condition fringe" benefit. Among the requirements for "working condition fringe" treatment is a determination that a course enhances the employee's ability to perform their current job (i.e., does not qualify the employee for a new job or enable them to meet the minimum educational requirements for the employee's current position). The "working condition fringe" analysis will be conducted on a course-by-course basis by the human resources office.

5.13.6 Employee Separation from the University

If an employee separates from Loyola University Maryland prior to the end of the semester or summer session, payment of the prorated balance of the tuition is the employee's responsibility. The same is true of an employee who loses eligibility. In addition, if an employee separates from the University (except in the case of layoff) prior to or less than one year after completion of an Employee Graduate Tuition Remission program, the employee will be required to reimburse* the University all of the tuition costs incurred up to that point. *The reimbursement provision applies to Employees entering a new Graduate Degree Program on or after July 1, 2023.

5.13.7 Application Process

Applications for tuition remission benefits are available in Workday and must be completed, authorized and submitted prior to the beginning of the semester or summer session. Completed applications for tuition remission and an authorized Flexible Schedule Form, if applicable, are to be submitted to the human resources office for approval. Approval from human resources requires a 24 -hour turn-around time. It is the employee's responsibility to arrange adequate time to complete the application and approval process prior to the start of classes.

5.13.8 Spouse

Tuition remission benefits for a spouse apply to tuition charges for undergraduate and graduate level credit courses listed in the University catalogue, except as limited by Section 5.13.8.5. All prospective students must meet normal criteria for admission. Specific information regarding admission criteria may be obtained from the admissions office (ext. 5012 – undergraduate or ext. 5020 – graduate).

5.13.8.1 Eligibility

An eligible spouse of a regular full-time employee is entitled to 100 percent tuition remission benefits effective the first full semester following the employee's hire.

5.13.8.2 Taxation of Tuition Remission Benefits for Spouse

A tuition remission benefit for an eligible spouse taking undergraduate level courses should not be considered taxable. Currently, spousal tuition remission at the graduate level is taxable to the employee. Regulations are revised and published annually by the IRS. Please check the IRS criteria for taxation of tuition remission benefits with the IRS or your tax advisor annually.

5.13.8.3 Separation from the University

If an employee separates from Loyola University Maryland prior to the end of the semester or summer session, the prorated balance of the spouse's tuition will be the employee's responsibility. The same is true if an employee loses eligibility.

5.13.8.4 Application Process

Applications for tuition remission benefits are available in Workday. Completed applications for tuition remission are submitted to the human resources office for approval. Approval from the human resources office requires a 24-hour turn-around time. It is the applicant's responsibility to arrange adequate time to complete the application and the approval process prior to the start of classes. If the spouse is attending Loyola University Maryland on a full-time basis only one tuition remission application should be completed, and both fall and spring semesters should be checked on the application.

5.13.8.5 Charges

The tuition remission benefit for spouses only covers the cost of tuition; it is the employee's responsibility to pay for charges, such as books, fees, special charges, and independent studies. Ph.D. programs, Executive MBA program, Emerging Leaders program, Full Time Master of Theological Studies program, Full Time Speech Pathology program, Full Time Montessori program, continuing education units, International Study Tours, courses that have not met minimum enrollment, and courses over maximum enrollment levels are not covered.

5.13.9 Dependent Children

"Dependent child" is defined by the Internal Revenue Service. If for any reason the parents of the child requesting remission do not file a joint return for the year in which remission is granted, the child must be claimed as a dependent on the tax return of the regular full-time Loyola-employed parent or retiree. Stepchildren will also be granted remission if they are claimed as dependents for tax purposes. Regular full-time employees applying for tuition remission benefits for dependent children or stepchildren must provide a copy of their most recent federal tax return (Form 1040) for each year in which the child receives remission to verify dependency or a court order awarding full custody to the Loyola employee/parent for the school year covered. The employed person may be charged retroactively and required to pay the cost of the tuition to the University if tax returns or court documentation is not submitted on time or if the employee's tax returns do not claim the child as a dependent. Tuition remission benefits for a dependent child apply only to tuition charges for undergraduate level credit courses listed in the University catalogue as further limited by Section 5.13.9.5. All prospective students must meet normal criteria for admission. Specific information regarding admission criteria may be obtained from the admissions office (ext. 5012).

5.13.9.1 Eligibility

An eligible dependent child of a regular full-time employee is entitled to 100 percent tuition remission benefits effective the beginning of the first full academic year (not semester) following the employee's hire.

5.13.9.2 Taxation

The tuition remission benefit provided to dependent children under this section, Section 5.13.9, should not be taxable.

5.13.9.3 Course and Credit Guidelines

An eligible dependent child may take courses at Loyola University Maryland toward one undergraduate degree. The tuition benefit for dependent children is limited to 10 semesters (5 academic years) for an undergraduate degree. Therefore, dependent children are encouraged to attend Loyola University Maryland on a full-time basis. Dependent children may also take general undergraduate level courses during the academic year and/or summer sessions not related to obtaining a degree.

5.13.9.4 Separation from the University

If an employee separates from Loyola University Maryland prior to the end of the semester or summer session, payment of the prorated balance of the child's tuition will be the employee's responsibility. The same is true if an employee loses eligibility.

5.13.9.5 Application Process

Applications for tuition remission benefits are available in Workday. Forms for incoming full-time undergraduate students should be submitted by March 1 in advance of the next academic year. Part-time student forms must be completed and authorized prior to the beginning of the applicable term and must be completed and authorized prior to the beginning of the semester or summer session. Completed applications for tuition remission must be submitted to the human resources office for approval. Approval from the human resources office requires a 24-hour turn-around-time. It is the employee's responsibility to allow adequate time to complete the application and approval process prior to the start of classes. If the child is attending Loyola University Maryland on a full-time basis, one tuition remission application should be completed, and both fall and spring semesters should be checked on the application.

5.13.9.6 Charges

The tuition remission benefit only covers the cost of tuition; it is the employee's responsibility to pay for all other charges, such as books, fees, special charges, and independent studies. In addition, continuing education units, International Study Tours, courses that have not met minimum enrollment, and courses over maximum enrollment levels will not be covered.

5.13.9.7 Tuition Remission Death Benefits

The spouse and dependent children of a full-time employee who dies while employed by Loyola University Maryland will be granted prorated tuition remission benefits at Loyola University Maryland based on the employee's length of service. An eligible spouse may receive 10 percent of tuition remission for each completed year of the employee's continuous full-time service beyond the employee's qualifying period (up to 100 percent). Eligible dependent children also receive 10 percent of tuition remission for each completed year of the employee's continuous full-time service beyond the employee's

qualifying period. Dependent children's tuition remission death benefits are limited to undergraduate level course work at Loyola. The tuition remission death benefit does not apply to high school tuition, FACHEX or The Tuition Exchange, Inc. programs.

5.13.10 Faculty, Administrators and Staff Exchange (FACHEX) Program

The University participates in a Jesuit Faculty and Staff Children Exchange Program (FACHEX). FACHEX is an undergraduate tuition remission program for dependent children of eligible full-time employees. It permits a limited number of dependent children who are eligible for tuition remission at Loyola University Maryland to receive the same benefit from a majority of Jesuit colleges and universities. Benefits are subject to the individual student applying and meeting the full-time admission criteria at the given school. A list of participating schools may be obtained at https://tuitionexchange.org/**.** Specific information regarding admission procedures and criteria may also be obtained directly from the schools participating in the FACHEX program.

5.13.10.1 Eligibility

Eligibility for FACHEX tuition remission for dependent children of full-time employees is effective the first full academic year following the employee's hire. The employee must continue to meet Loyola's eligibility criteria to remain eligible.

5.13.10.2 Value of FACHEX Tuition Remission

The amount of the full FACHEX remission is defined by the terms and conditions set by the host institution.

5.13.10.3 Course and Credit Guidelines

FACHEX tuition remission pertains to full-time enrollment during the regular academic semesters. Summer courses, prerequisite courses, and mini-semester courses are not covered by this benefit. Loyola reserves the right to limit the number of FACHEX tuition scholarships it offers in order to maintain a balance between the number of exported students and imported students.

5.13.10.4 Taxation of FACHEX Tuition Remission Benefits

FACHEX tuition remission for a dependent child should not be taxable.

5.13.10.5 Application Process

The dependent child applies for admission to one or more of the FACHEX schools. At the same time, the eligible employee completes the Tuition Scholarship Preliminary Application. The Tuition Scholarship Preliminary Application may be obtained on the human resources office Web site at www.loyola.edu/hr/forms. The most recent 1040 tax form must be attached and forwarded with the completed Tuition Scholarship Preliminary Application to the Loyola human resources office. The human resources office contacts the individual school(s) to verify eligibility once the completed paperwork is received and approved. Each year it is the employee's responsibility to verify to the human resources office that the student will be returning to the school. The human resources office must submit a re-certification form each year to the school for returning students. If the human resources office does not receive notification each year, the re-certification will not be submitted, and the tuition remission benefit may be forfeited. There are no guarantees given to eligible employees that their dependent children will be received into the FACHEX program at the college or university of their choice. Each FACHEX school determines the maximum number of FACHEX awards available and sets its own criteria for deciding who is going to receive the benefit. Students should

contact the schools directly concerning the possibility of any openings that might be available.

5.13.10.6 Separation from the University

If an eligible employee separates from Loyola University Maryland or loses eligibility prior to the end of the semester, the student may be allowed to continue through the end of the semester but loses eligibility for the next term.

5.13.10.7 Charges

Students participating in the FACHEX program are expected to pay all fees assigned by the institution receiving the student. These fees may include but are not limited books, lab fees, and room and board charges.

5.13.11 Tuition Exchange (TE), Inc. Program

Loyola University Maryland belongs to Tuition Exchange, Inc., a national network of over 530 higher education institutions. Membership includes private as well as public institutions, liberal arts colleges and comprehensive institutions of higher education, and specialized schools. Dependent children of eligible employees may apply for undergraduate admission to one of the participating institutions. If the eligible dependent child is accepted, they are eligible for tuition remission subject to the terms and conditions set by the admitting institution. All prospective students must apply and meet the full-time criteria for admission. There are no guarantees given to eligible employees that their dependent children will be awarded a TE scholarship at the college or university of their choice. Each TE school determines the maximum number of awards available and sets its own criteria for deciding who is going to receive the benefit. Students should contact the schools directly concerning the possibility of available TE scholarships, admission procedures, and criteria.

5.13.11.1 Eligibility

Eligibility for TE remission for dependent children of full-time employees is effective the first full academic year following the employee's hire. The eligible employee whose employment conveyed eligibility for tuition remission must continue to also meet Loyola's eligibility criteria.

5.13.11.2 Value of TE Tuition Remission

Tuition Exchange, Inc. sets a minimum rate of tuition remission each year for participating schools. The host institution sets the amount of TE remission to award each year. Most member schools offer a basic award of full tuition or the minimum rate. Schools have the option to charge students the difference between their tuition and the minimum rate. Some schools with tuition less than the minimum set rate may offer more than basic tuition awards. Information regarding rates may be obtained from the human resources office.

5.13.11.3 Course and Credit Guidelines

Tuition remission pertains to full-time, undergraduate enrollment during regular academic semesters. No summer courses or prerequisite courses are included in this benefit. There is a limit of eight semesters to receive TE remission. Even dependents eligible for TE scholarships are not guaranteed an award. The fact that an institution belongs to TE only allows eligible employees the right to apply for a scholarship. Loyola may have to limit the number of TE scholarships it offers in order to maintain the required balance between the number of exported students and imported students.

5.13.11.4 Taxation of TE Tuition Remission Benefits

TE tuition remission scholarships received by a dependent child should not be taxable.

5.13.11.5 Application Process

When an eligible child begins thinking about applying to TE colleges, they should request that Loyola University Maryland send a notice of eligibility to those participating schools by completing the Tuition Scholarship Preliminary Application. This form may be obtained from the human resources Web site at www.loyola.edu/hr/forms. The completed form and the most recent 1040 tax form should be forwarded to the human resources office. It will be the responsibility of the human resources office to contact the individual schools to verify eligibility once the completed paperwork is received. Tuition Exchange scholarships are competitive. Applicants must first meet all regular admittance requirements of the college or university to which they have applied. Only then may an applicant be considered for a Tuition Exchange scholarship. More competitive institutions may receive a higher number of applications from qualified students than they can accept. These institutions take additional steps to select among qualified candidates, establishing a lottery system, higher academic standards, or a rolling acceptance policy. To avoid disappointment, applicants should apply early and apply to one or two less competitive institutions as well as to their first choice.

5.13.11.6 Retaining Scholarships

Tuition Exchange students must meet the institution's standards for academic performance and personal conduct to retain their scholarship. The employee related to the student must also continue to meet eligibility criteria. Each year it is the employee's responsibility to verify to the human resources office that the student will be returning to the school. The human resources office then submits a re-certification form to the TE school for the student returning that year. If the human resources office does not receive notification from the eligible employee each year, the re-certification will not be submitted, and the tuition remission benefit may be forfeited.

5.13.11.7 Separation from the University

If an eligible employee separates from Loyola University Maryland or loses their eligibility status prior to the end of the semester, the student may be allowed to continue through the end of the semester but loses eligibility for the next semester. The employee should contact the high school or importing college/university regarding tuition payments.

5.13.11.8 Charges

Students participating in the TE program are expected to pay for all books, fees and room and board charges assigned by the institution receiving the student, unless those items are specified as a part of the award. Questions about the TE and FACHEX benefits may be directed to the benefits and wellness unit (ext. 1368).

Employee and Dependent Higher Education Tuition Remission Policy Updated and Approved by vice presidents on 8/26/25. Revisions to this policy are effective fall semester 2025.

5.13.12 High School Tuition Remission

Eligible full-time employees may also request tuition remission for their dependent children to attend Mercy High School, Calvert Hall and/or Loyola Blakefield. To participate in the high school tuition remission benefit, dependent children must submit the appropriate admission

application and be accepted for admission as a full-time student at the respective high school. Specific information regarding admission procedures and criteria may be obtained directly from the high school.

5.13.12.1 Eligibility

Faculty, staff and administrators hired on or after February 1, 2004 are not eligible for the high school tuition remission benefit. However, full-time employees hired prior to February 1, 2004 are grandfathered and will continue to receive high school tuition benefits for their eligible dependent children. Tuition remission for dependent children of grandfathered full-time employees is effective the first full academic year (not semester) following the completion of five years of continuous service. Employees participating in the high school tuition remission benefit must continue to meet Loyola's eligibility criteria to continue in the program. If provisions of the contracts with the participating high school change, the University may also change, adjust or abolish the high school remission benefits at that same time.

5.13.12.2 Course and Credit Guidelines

High school tuition remission benefits are limited to four years per dependent child. This benefit covers only high school tuition for full-time enrollment during the regular academic semesters. Summer courses and prerequisite courses are not included in this benefit.

5.13.12.3 Taxation of Tuition Remission Benefits

The high school tuition remission benefit for a dependent child should not be taxable.

5.13.12.4 Application Process

To request high school tuition remission, a Dependency Certification Form must be completed and submitted to the human resources office. Each high school sets different deadlines for tuition remission benefits. This form and deadlines may be obtained on the human resources office Web site at www.loyola.edu/hr/forms**.** The employee is responsible for obtaining and completing a new Dependency Certification Form each year tuition remission is requested. After the form is completed, attach your most recent tax form, and forward both items to the human resources office before the appropriate deadline. The human resources office will then contact the individual high schools to verify eligibility each year. If the Dependency Certification Form or most recent tax form is not submitted on time, tuition remission may not be granted by the high schools.

5.13.12.5 Separation from the University

If an employee separates from Loyola University Maryland prior to the end of the semester, the student may be allowed to continue through the end of that semester but loses eligibility for the next term. The same is true if an employee loses eligibility.

5.14 Child Care Voucher Program

The Employee Child Care Voucher Program is designed specifically to help employees pay for qualifying, work-related child care occurring in Maryland.

5.14.1 Employee Eligibility

Employees must be benefits-eligible for the family medical plan and have child care costs directly related to the employee's work schedule. Additionally, the employee's spouse or partner must be

employed, enrolled in school, or have a documented disability that prevents full-time parenting.

5.14.2 Qualifying Children and Child Care Providers

Children, birth through age 12, are eligible under the following circumstances: by birth, adoption, foster child or stepchild living with the Loyola employee, or a child place by court order in an employee's household.

Qualifying child care providers must fall into the following categories:

- Either a USDA, DLLR or Baltimore City certified Family Child Care Provider; and
- Infant care (6 weeks to 18 months);
- Toddler care (18 to 24 months);
- Preschool (2years to 4years);
- Pre-kindergarten (4 to 5 years); or
- Before or after school.

Additionally:

- Multiple child care arrangements are often necessary and are eligible for reimbursement.
- Programs offering experiences as "camp" or "recreational" opportunities are not eligible for program submission.
- No assistance will be awarded when a public-school alternative is available.
- Assistance may not be used for optional classes offered at additional cost during regular child care hours.

5.14.3 Amount of Financial Assistance

- The total funds allocated, percentages and income levels are set by the University each year and may vary.
- Complete employee application packets will be accepted on a first come, first served basis until the annual allocated funds are exhausted.
- A contact list will be maintained throughout the fiscal year and as funds become available, additional completed employee applications will be awarded assistance in the order in which they were received.
- In the case of two Loyola employee parents, voucher monies will be awarded to one employee parent on behalf of the family.
- The reimbursed rate will not exceed the average rate of providers offering similar services in the area, as documented by the human resources office.
- If the child is removed from qualified child care and this results in a refund to the parent, that portion of costs previously reimbursed by the University is required to be returned to the human resources office within 30 days.
- If an overpayment is made, an adjustment will be made in the subsequent pay period. The amount of overpayment will be subtracted from the next reimbursement check or payroll check, whichever comes first.

5.14.4 Application Process

(1) Current blank application forms are available on the human resources Web site at www.loyola.edu/hr/forms. Application materials will be distributed at open enrollment or may be requested through the benefits and wellness unit (ext. 1368).
(2) Completed application forms with a completed Provider Enrollment Verification Form will be date and time stamped as they are received and processed on a first come, first served

basis.

(3) Incomplete forms will be returned to the employee and will be date stamped when they are completed and returned.
(4) Employee income, benefits eligibility and FTE status will be verified by the benefits and wellness unit.
(5) Child care providers will be contacted to verify state license or certification status, the child(ren)'s enrollment status and fees.
(6) Employees will be notified by the benefits and wellness unit via Loyola e-mail and will address eligibility, award and /or contact list status.

5.14.5 Reimbursement Process

(1) Employees with complete and approved applications on file must submit a completed Monthly Cost Verification Form to the benefits and wellness unit to initiate reimbursement:

Mail or Delivery: 5000 York Road, 2nd floor, Baltimore, Maryland 21212
Fax: 410.617.5072
E-mail: ccvp@loyola.edu

(1) Monthly Cost Verification Forms must be submitted within 30 days of the end of the month for which reimbursement is being requested (e.g. the Monthly Cost Verification Form for reimbursement of January costs must be submitted no later than February 28).
(2) Late Monthly Cost Verification Forms will not be processed.

5.14.6 Taxation of Child Care Voucher Benefit

Employees may receive up to $5,000 of non-taxable child care benefits. Regulations are revised and published annually by the IRS. Please check the IRS criteria for taxation of tuition remission benefits with the IRS or your tax advisor annually.

5.15 Health Insurance Portability and Accountability Act (HIPAA)

The Health Insurance Portability and Accountability Act of 1996 (HIPAA) is a federal law that established guidelines for protecting the privacy and security of personal health information (protected health information, or PHI). Employer-sponsored health plans, health care providers and health care clearinghouses must protect identifiable health information that is created, maintained or transmitted electronically, by paper or via verbal communication. These entities can only use or disclose protected health information for certain purposes, unless specifically authorized by the individual. The Notice of Privacy Practices provides specific information about the rights and protections available to individuals under HIPAA.

There are some records that are not covered by the HIPAA PHI guidelines. They are Workers' Compensation records, family medical leave records, sick leave doctor notes, fitness-for-duty notices, and occupational safety and health records.

VI. Leave

VI. Leave

Vacation and sick leave hours are accrued each pay period. These periodic accruals add to the number of hours or days available to take as paid vacation or sick leave.

6.1 Vacation

Employees are encouraged to use their accrued paid vacation leave. Vacation leave may also be used to attend to personal matters or, when necessary, be used to supplement sick leave. Your vacation leave begins to accrue on your hire date. Vacation leave does not accrue or accumulate during periods of unpaid leave.

6.1.1 Computation

a) Full-time Staff Employees

Full-time staff who work 12 months per year accrue 10 working days of vacation for each year of service. Following the completion of 4 years of continuous employment (at the beginning of the 5th year of continuous employment), staff begin to accrue at the rate of 15 vacation days per year. Following the completion of 9 years of continuous employment (at the beginning of the 10th year of continuous employment), staff begin to accrue at the rate of 20 vacation days per year. Staff earn accruals based on each hour paid during a normal bi-weekly pay period. Staff accrue vacation for regular hours worked; vacation hours are not accrued on overtime hours worked.

b) Full-time Administrative Employees

Full-time administrators who work 12 months per year accrue at the rate of 20 working days of vacation per year. Following the completion of 9 years (at the beginning of the 10th year of continuous employment), administrators begin to accrue at the rate of 25 vacation days per year.

c) Other

Employees who work less than full-time or full-time employees who work less than 12 months per year accrue vacation hours or days on a prorated basis using the appropriate administrator or staff annual total.

6.1.2 Scheduling

Use of vacation must be approved in advance by the individual's immediate supervisor/department chair. Supervisors/department chairs may deny, or limit requested vacation times that interfere with operations. Staff report their approved vacation hours on their time sheets or the electronic time keeping system, and administrators report the approved leave on their administrative leave reports each month or the electronic time keeping system.

6.1.3 Accumulation

Vacation leave does not accrue or accumulate beyond the maximum amount the employees are eligible to earn that year. Vacation leave automatically stops accruing once the balance has reached the maximum hours allowed. For example, an employee who is eligible to earn 10 working days of vacation per year may not accumulate a total of more than 10 days at any one point in time.

Full-time Support Staff			
Completed Years of Service	0-4	5-9	10 or more
Hours Accumulated Per Pay	2.89	4.33	5.77
Maximum Hours Allowed	75	112.5	150
Maximum Days Allowed	10	15	20
	*Part-time staff employees earn pro-rata vacation leave benefits		

Full-time Public Safety and Transportation Staff			
Completed Years of Service	0-4	5-9	10 or more
Hours Accumulated Per Pay	3.08	4.62	6.15
Maximum Hours Allowed	80	120	160
Maximum Days Allowed	10	15	20
	*Part-time staff employees earn pro-rata vacation leave benefits		

Full-time Administrator		
Completed Years of Service	0-9	10 or more
Hours Accumulated Per Pay	6.25	7.82
Maximum Hours Allowed	150	187.50
Maximum Days Allowed	20	25
	*Part-time administrators earn pro-rata vacation leave benefits	

6.1.4 Payout of Unused Vacation Leave

Upon termination of employment, staff employees are paid for any remaining vacation accrual if submitted for payment before the payroll deadline following the employee's last pay for hours worked. Administrators must have the most recent 12 months of signed administrative leave reports on file in human resources upon termination in order to receive a vacation payout. When the administrative leave reports are received in human resources, the vacation payout will be made in the next available payroll cycle. Employees terminated during their provisional period will not receive a payout of their unused vacation leave.

6.1.5 Faculty Transfers

Full-time faculty members who transition into a full-time administrator position begin to accrue vacation leave at a rate based on their total years of service. Full-time faculty members transferring into a part-time administrator position begin to accrue vacation leave on a prorated basis upon the transfer date. When faculty transfer to an administrator position, vacation is not provided in a lump sum based on years of service but begins to accrue each pay period. When an administrator (full-time or part-time) transfers to a faculty position, any unused vacation leave is paid upon the termination of their administrative employment. Payment will be made for unused vacation leave in the payroll cycle as soon as practical following the employee's last administrative pay, as described above. Administrators must have a minimum of 12 months of signed administrative leave reports on file in human resources upon termination, or they are not eligible to receive vacation payout. If any of the 12 required administrative leave reports were delayed, but are then received in HR, the vacation payout will be made in the next payroll cycle.

6.2 Sick Leave

Sick leave is paid leave granted on the terms described in this policy to employees who are absent from work due to illness, injury, impairment, medical or dental appointments. Sick leave may be taken for the

following reasons:

- Care or treatment of the employee's or a family member's mental or physical illness, injury, or conditions;
- Preventive medical care for the employee or family member;
- Maternity or paternity leave; and
- Absences that are necessary due to domestic violence, sexual assault, or stalking committed against the employee or the employee's family member, including obtaining medical or mental health attention, victim services, or legal assistance.

Family member means an employee's child, spouse, legally domiciled adult (LDA), parent, parent-in-law, siblings, grandchildren and grandparents. Biological, adopted, foster, step and in "loco parentis" (when someone stands in the place of a parent) relationships are recognized.

Notice Regarding Maryland Healthy Working Families Act
The Maryland Healthy Working Families Act (the "Act") requires Maryland businesses with at least fifteen (15) employees to provide paid sick leave to employees who regularly work twelve (12) or more hours each week. The sick leave may be used for the reasons set forth above. The University's sick leave accrual rate and accumulation maximum cap for regular employees exceeds the Act's requirement that employers provide up to forty (40) hours of sick leave per benefit year (July 1 to June 30 each year) for full-time employees, accrued at a rate of one (1) hour of leave for every thirty (30) hours worked. While the University's sick leave accrual rate and accumulation maximum cap for regular employees exceeds the Act's requirements, only the employee's first forty (40) hours of sick leave per benefit year will be considered "sick and safe leave" subject to the Act (or sixty four (64) hours if the employee has carried over unused "sick and safe leave"). The University's sick leave accrual rate and maximum cap for temporary employees is at the requirement for the Act. Maryland law prohibits an employer from taking an adverse action against an employee who exercises a right under the Act. Employees may report alleged violations of the Act to the Maryland Commissioner of Labor and may bring a civil action to enforce an order of the commissioner. Employees may not make a complaint, bring an action, or testify in bad faith before the Commissioner. Employees found to have done so are subject to a misdemeanor and fine not exceeding $1,000.

6.2.1 Eligibility

Sick leave begins to accrue on the first day of employment. Sick leave shall not be used for any other purpose other than that described above. A supervisor/department chair may require that an employee provide verification of the need for leave if an employee uses the leave for more than two consecutive shifts. Leave may be taken in 1-minute increments as established by the University. For additional information, contact the benefits and wellness unit (ext. 1365).

Improper use of sick leave, including a pattern of abuse of sick leave (including but not limited to repeatedly calling out the day before holidays or around weekends), is prohibited. Failing to follow proper supervisor/department chair notification procedures may also constitute a pattern of abuse.

Direct hire temporary employees are eligible for sick leave after 106 calendar days of employment

6.2.2 Notifying Your Supervisor/ Department Chair

An employee who wishes to take sick leave for a reason set forth above must contact the employee's supervisor/department chair at or before the beginning of the workday on each day of absence. Employees must use the telephone number or method specified by the employee's supervisor/department chair for this purpose. Failure to keep a supervisor/department chair informed of your absence for three consecutive days may be considered job abandonment, unless circumstances made it impossible to communicate with the supervisor/department chair. If the need for leave is foreseeable, such as to attend a prescheduled doctor's appointment, the employee must provide at least seven (7) days' notice of the leave, where possible. Sick leave hours must be reported in the electronic time keeping system.

6.2.3 Computing Sick Leave Accrual

a. Full-time Regular Staff Employees

Full-time regular staff who work 12 months per year accrue sick leave at the rate of 20 sick days per year. Staff employees earn prorated accruals based on each hour paid during a normal pay period.

b. Regular Administrative Employees

Administrators who work 12 months per year accrue sick leave at the rate of 20 working days of sick leave annually.

c. Other

Regular employees who work less than full-time or full-time employees who work less than 12 months per year accrue sick leave on a prorated basis.

d. Direct Hire Temporary Employees

Temporary employees who work over 24 hours in a pay period accrue sick leave at a rate of one hour for every 30 hours worked.

Sick leave is not included in the calculation of hours worked for overtime purposes.

The University provides notice to eligible employees of the amount of sick leave that is available for use via Loyola earnings statements.

6.2.4 Accumulation

a. Regular Employees

Regular employees may accumulate sick leave up to a maximum of 6 months (130 work days). Once the maximum amount of hours is accrued, sick leave hours are not added until the accumulated balance falls below 130 work days. Sick leave automatically stops accruing once the balance has reached the maximum hours allowed. Sick leave accrual is suspended during periods of unpaid leave. No payment will be made for unused sick leave upon termination of employment. If an employee leaves employment and is rehired within thirty-seven (37) weeks of leaving, any earned and unused sick leave that the employee had at the time of separation will be reinstated, up to a maximum of eight (8) days.

Full-time Support Staff	
Completed Years of Service	Begins date of hire
Hours Accumulated Per Pay	5.77
Maximum Hours Allowed	975

Maximum Days Allowed	130
	*Part-time staff employees earn pro-rata sick leave benefits

Full-time Public Safety and Transportation Staff	
Completed Years of Service	Begins date of hire
Hours Accumulated Per Pay	6.15
Maximum Hours Allowed	1040
Maximum Days Allowed	130
	*Part-time staff employees earn pro-rata sick leave benefits

Administrators	
Completed Years of Service	Begins date of hire
Hours Accumulated Per Pay	6.25
Maximum Hours Allowed	975
Maximum Days Allowed	130

b. Direct Hire Temporary Employees

Direct hire temporary employees are not entitled to earn more than 40 hours of sick leave in a year (July 1 – June 30) or accrue more than 64 hours of earned sick leave at any time. Once the maximum amount of hours is accrued, sick leave hours are not added until the accumulated balance falls below 64 hours. Sick leave automatically stops accruing once the balance has reached the maximum hours allowed. Sick leave accrual is suspended during periods of unpaid leave. No payment will be made for unused sick leave upon separation of employment. If an employee leaves employment and is rehired within thirty-seven (37) weeks of leaving, any earned and unused sick leave that the employee had at the time of separation will be reinstated, up to a maximum of eight (8) days.

Direct Hire Temporary Employees	
Completed Years of Service	Begins date of hire
Hours Accumulated Per Pay	1 hour for every 30 hours worked
Maximum Hours Allowed	40 in a benefit year, or up to 64 if unused accruals carry to the next benefit year

6.2.5 Faculty Transfer

A full-time faculty member transitioning into a full-time administrative position at the beginning of a benefit year receives 6 months (130 work days) of paid sick leave accruals upon the effective date of transfer; this includes 40 hours of sick and safe leave. If the faculty member transitions into a full-time administrative position at a time after the beginning of a benefit year, the paid sick leave accrual will be prorated. Payment is not made for unused sick leave if an administrator or staff employee transfers into a faculty position or separates from the university.

6.3 Attendance Policy

Employees are expected to be punctual and dependable. If an employee is unable to attend work, they must contact their supervisor/department chair within the timeframe and method established by the supervisor/department chair. All staff and administrator absences must be entered into the electronic time keeping system. Examples of the proper notation include: sick leave, vacation, personal time, holiday, FMLA (Family and Medical Leave Act), Maryland Healthy Working Families Act (MHWFA), mission

and community service leave, jury duty, bereavement and time without pay. Supervisors/department chairs should contact the director of employee relations and organizational development for advice pertaining to issues of employee attendance including excessive absenteeism and/or lateness or leaving early (ext. 1345).

6.3.1 Repeated Absenteeism

Any absence for hospitalization or for three or more days may qualify for Family Medical Leave (FMLA). FMLA requires supervisors/department chairs to notify the benefits unit in human resources on the third consecutive day of an employee's absence or if the employee is hospitalized (ext. 1368).

Frequent employee absences can create problems for the work units. A pattern of repeated or chronic absenteeism, other than legally protected leave, may be considered by the supervisor/department chair as excessive. Legally protected leave includes qualified Family Medical Leave, Maryland Flexible Leave Act leave, Maryland Healthy Working Families Leave ("sick and safe" leave), jury duty leave, military leave, leave as an approved accommodation for a disability, and any other leave legally protected by applicable federal, state or local law. Excessive absenteeism may result in discipline, up to and including termination.

For absences for non-protected leave, supervisor/department chairs reserve the right to require documentation, such as a doctor's certification, validating the employee's absence. For protected leave under FMLA, Maryland Flexible Leave Act and MHWFA, after more than two (2) consecutive shifts, supervisors/department chairs reserve the right to require documentation, such as a doctor's certification, validating the employee's absence. Documentation is required for all Jury Duty and Military Leave.

6.3.2 Counseling Guidelines

Other than legally protected leave, three unscheduled or unapproved absences of two hours or more during the benefit plan year (July 1 through June 30) may result in a discussion between the supervisor/department chair and employee; if the supervisor has requested documentation and the leave is not documented, the employee may also be counseled. Undocumented leave occurs when the employee cannot produce a required medical certification, jury duty summons, or other acceptable documentation for the absence. Unscheduled or unapproved absence is leave that is not approved by the employee's supervisor/department chair in advance. This is an opportunity for the supervisor/department chair to remind the employee of the policy, to inform the employee that their absences are approaching an excessive level and to request corrective action. The supervisor/department chair should advise the employee to contact the human resources office or the University's Employees' Assistance Program (EAP) for confidential assistance in addressing the cause of the absences. The supervisor/department chair may require the employee to produce medical documentation for any future non-protected medical leave.

Other than legally protected leave, four or more unscheduled or unapproved, absences of two hours or more during the benefits plan year (July 1 through June 30) may constitute a pattern of excessive absence and result in a written warning that the employee's absences are excessive and that additional absences may result in further disciplinary action up to and including termination. A copy of the warning should be forwarded to the human resources office for the employee's personnel file. The supervisor/department chair should advise the employee to contact the human resources office or the University's Employee Assistance Program (EAP) for confidential assistance in addressing the cause of the absences. Any employee who will not or cannot correct a chronic excessive absence problem is subject to further disciplinary action up to and including termination.

Supervisors/department chairs of employees with a pattern of excessive absences and/or issues with notifying the supervisor of the absences should contact the director of employee relations and organizational development (ext. 1345) to determine if a formal warning and/or disciplinary action is appropriate. Coordinating with this unit will help ensure that the actions taken are consistent throughout the University.

6.3.2.1 Essential Employee Attendance during Emergencies

When essential employees are needed during emergencies, they must make every reasonable effort to report to work. Unscheduled or unapproved leave during emergencies impedes the university's ability to respond to emergency operational needs. Other than legally protected leave, unscheduled or unapproved leave of two or more hours during emergencies and through the benefit plan year (July 1 through June 30) may constitute a pattern of excessive absence and result in a discussion between the supervisor/department chair and employee. Other than protected leave, further unscheduled or unapproved absences of two or more hours during emergencies and through the benefit plan year (July 1 through June 30) may constitute a pattern of excessive absence and result in a written warning that the employee's absences are excessive and that additional absences may result in further disciplinary action up to and including termination. For additional information about Essential Employee policy, refer to Policy 4.5.1 (Essential Employees) of the Staff and Administrator Policy

6.3.3 Lateness

Employees with a pattern of arriving late and/or leaving early, other than for legally protected leave, may be subject to discipline, up to and including termination. The supervisor/department chair may notify employees who have a pattern of arriving late and/or leaving early that their use of leave to cover these occurrences will not be approved. Any employee who will not or cannot correct their tardiness or early departure is subject to further disciplinary action up to and including termination.

Supervisors/department chairs of employees with a pattern of lateness and/or leaving early; and/or issues of notifying the supervisor of the lateness and/or leaving early should contact the director of employee relations and organizational development to determine if a formal warning and/or disciplinary action is appropriate (ext. 1345). Coordinating with this unit will help ensure that actions taken are consistent throughout the University.

6.3.4 Patterns of Undocumented and Unscheduled Leave

Patterns of undocumented and unscheduled absences, lateness, and early departure other than legally protected leave and/or issues with notifying the supervisor may result in progressive discipline, up to and including termination. Warnings and disciplinary action should be developed in consultation with the human resources employee engagement unit to ensure that actions taken are consistent throughout the University.

Final Revision 4.15.2019, Office of Human Resources

6.3.5 Counseling Guidelines for Suspected Alcohol or Drug Use

It is recommended for supervisors to follow these steps if there are patterns of behaviors that lead you to believe an employee may be abusing drugs or alcohol (for example, disheveled appearance; unsteady gait; slurred speech; bloodshot or glazed eyes; odor of alcohol on breath; Monday/Friday absence pattern; increased tardiness or failure to call in; frequent absences from

work area; missed deadlines; changes in performance; moodiness):

(1) Document the pattern of behaviors that led to the counseling. Provide specific examples to support your reasonable suspicion that substance abuse was involved. Note that alcoholism is considered a disability under ADA so in order to discipline an employee there must be either a violation of Loyola's policies (e.g., being under the influence or drinking at work) or an impact on job performance.

(2) Remind the employee of the policy related to alcohol and drug use (Section 8.12 of the Staff and Administrator Policy Manual).

(3) An employee may not be under the influence of a controlled substance, alcohol, over-the-counter medication or prescription drug which affects job performance or poses a hazard to the safety and welfare of the employee or other employees.

(4) Remind the employee that Loyola's Employee Assistance Program is available to provide assistance with problems of drug/alcohol abuse. Employees can call 800-765-0770 to speak with an EAP professional; the service is available 24 hours a day, seven days a week. Emphasize that this service is completely confidential.

(5) Tell the employee if any of the observed patterns of behaviors continue the employee could be subject to further discipline, up to and including dismissal. Document this conversation in your management file.

(6) If there are further incidents, contact Human Resources for advice on the appropriate progressive discipline and substance abuse testing.

Follow these steps if you observe behavior that indicates the employee is impaired by drugs or alcohol while at work:

(1) Document the behaviors you observe and ask another supervisor to observe the employee and to independently document the behavior they observe, if possible, so that there are at least two independent witnesses.

(2) Describe what you both have observed to the employee. Tell the employee their behavior causes you to believe they are impaired by drugs or alcohol.

(3) Ask the employee to submit to an immediate test at a certified laboratory to determine fitness for duty. The Benefits Unit of the Human Resources Office at ext. 1365 can assist with making arrangements with a Concentra medical site. (Any job-related testing for drugs or alcohol must be done at a certified lab in compliance with Maryland law; no breathalyzer or public safety-administered tests are acceptable for purposes of this policy). If the test indicates the employee is under the influence of drugs/alcohol and unfit for duty, they will be subject to discipline up to and including termination.

(4) If the employee agrees to the test, the employee should be escorted to a Concentra medical site. (Do not let the employee drive to the test site or drive home). Call Campus Police if the employee insists on driving while impaired.

(5) If the employee refuses to submit to a fitness for duty assessment, say that refusal will result in immediate dismissal.

6.4 Bereavement

When a death occurs in an employee's immediate family, they are eligible to take paid bereavement leave up to a maximum of three working days to attend viewings, the funeral and/or make funeral arrangements. Part-time employees receive one day of paid leave equal to the number of hours they work if the leave is taken on a regularly scheduled work day. For the purpose of this bereavement policy, immediate family includes parents, parents-in-law, step-parents, grandparents, step-grandparents, spouse, legally domiciled adult (LDA), children, step-children, siblings, step-siblings grandchildren and step-grandchildren. Bereavement leave may be granted for the death of a close relative or non-family member at the supervisor's/department chair's discretion on a case-by-case basis. In extenuating circumstances, the supervisor/department chair may grant an additional three days of paid leave to the employee.

In the event of an active employee's death, the supervisor/department chair should notify the human resources office as soon as possible. When appropriate, the human resources office will:

- initiate contact with the family to process benefits they may need;
- notify the president's office and public relations;
- notify Campus Ministry and the Loyola Clinical Center; and/or
- offer EAP support to the deceased employee's co-workers and colleagues.

6.5 Holidays

Observed holidays include New Year's Day, Martin Luther King Jr. Day, Good Friday, Easter Monday, Memorial Day and the Friday before, Independence Day and the day before or after, Labor Day, Thanksgiving Day and the Friday after, Christmas Holiday(s) and New Year's Day Holiday (vary by calendar year). Employees are also given one floating holiday to be scheduled at a time between Memorial Day and Labor Day. A current holiday schedule can be found at www.loyola.edu/hr/schedulesandcalendars.

6.5.1 Holiday Pay

a. Full-time Employees

Regular full-time employees are paid their regular rate for observed holidays which are published annually. The employee must work or take paid leave for the balance of their regular schedule for the pay week in which the holiday occurs. Failure to work all regular hours or receive paid leave means that the employee does not get paid for the holiday. Staff employees required to work on any given holiday will be paid for the actual hours worked and will receive holiday pay based on their regular schedule or are given a delayed paid holiday. This choice is made at the discretion of the supervisor/department chair. If a holiday falls on a day that is not part of a full-time employee's schedule, the employee may take a delayed holiday on another day agreed upon by the employee and their supervisor. If the employee has lost time during the week which a floating or delayed holiday is scheduled, they are not permitted to take the holiday. If an employee is not scheduled to work, but is asked to come in on a day that falls on a holiday, they will be paid for the hours worked and will receive holiday pay equivalent to the number of hours worked, not to exceed to the number of hours in their regularly scheduled shift, or are given a delayed paid holiday.

b. Part-time Employees

Part-time employees are paid for holidays at their regular rate for the number of work hours regularly scheduled on that day. In order for part-time employees to be eligible for holiday pay, the holiday must fall on a day they are regularly scheduled to work. The employee must work or take paid leave for the balance of their regular schedule for the pay week in which the holiday

occurs.

c. Evening Shift Employees
On official University holidays, evening shift employees receive holiday pay for the hours that would have been worked on the evening shift. The evening of an official University holiday, when administrative offices are closed during the day, is a paid holiday for evening shift employees. A Friday holiday would be a Friday evening holiday for evening employees.

6.6 Personal Leave Days

All regular full-time staff are given three paid personal leave days during each benefit year. The benefit year ends on the last pay period end date prior to July 1. The benefit year begins on the pay period start date in which the pay period extends after July 1. This date is generally late June. New employees are given personal leave days on a prorated basis. Whenever possible, personal leave days should be scheduled in advance. Personal leave is approved at the discretion of the supervisor/department chair. Personal leave days do not carry over from one benefit year to the next. Employees are not entitled to extra compensation in lieu of unused personal leave days. Personal leave does not convert to vacation benefits at termination, and are not paid out.

Personal Leave (Support Staff, Facilities and Public Safety)	
Days Allowed	Qualifying Hire Date
3	Hired in July, August, September, October
2	Hired in November, December, January, February
1	Hired between March 1 and March 15
0	Hired between March 16 and June 30
*Administrators and part-time staff do not receive personal leave	

6.7 Mission/Religious Observance Leave

6.7.1 Purpose

The purpose of the policy is to provide paid leave for staff and administrators to voluntarily participate in University-sponsored mission-related retreats or reflection activities that occur during regularly scheduled workdays and to take time off for religious holidays not observed by the University. Consistent with the vision of a Jesuit university, Loyola University Maryland encourages its employees to understand the University's mission. For additional information related to University-sponsored activities and programs, please contact the office of campus ministry at ext. 2222. For additional information related to requesting leave, please contact the benefits and wellness unit at ext. 1365.

6.7.2 Eligibility

In order to be eligible for Mission/Religious Observance Leave, employees must work in a full-time or part-time position of at least 20 hours per week (at least 1040 hours per benefit year). The eligible leave amount is prorated for part-time employees and new employees.

6.7.3 Policy

I. Subject to prior supervisory approval, eligible employees may take paid Mission/Religious Observance Leave for up to two days per benefit year (from July 1 to June 30) to participate in the following activities:

a. Programs, initiatives, and retreats related to Ignatian Formation to encounter, explore, engage, and enact our Ignatian Mission.

b. Discussions, days of reflection, or other activities/programs focused on the University's mission that are sponsored or conducted by the University's office of campus ministry or special assistant for mission.

c. With prior supervisory approval, observance of non-University sponsored religious holidays.

II. Time taken for these purposes will not be counted against the employee's vacation, personal leave or floating holiday time. Employees must apply for participation in the retreat or experience to the sponsoring Loyola department and be approved to participate. Individuals wishing to attend for a longer period of time for one trip, or participate more often, may do so with the prior approval of their supervisor, taking into consideration business needs and department priorities, and may use accrued vacation, personal leave, and/or floating holiday time for the additional time off.

Mission/Religious Observance Leave days do not carry over from one benefit year to the next. Employees are not entitled to extra compensation in lieu of unused Mission/Religious Observance Leave. Mission/Religious Observance Leave is not paid out at termination.

6.7.4 Approval Process

Mission/Religious Observance Leave requires written approval from the employee's supervisor or chair. The supervisor or chair will consult with the sponsoring department prior to approving the leave.

Employees are personally responsible for covering any program fees, travel, transportation and parking.

6.8 Community Service Leave

The purpose of the policy is to provide paid leave for staff and administrators to participate voluntarily in University-sponsored community service experiences that occur during regularly scheduled workdays. Consistent with the vision of a Jesuit university, Loyola University Maryland encourages its employees to live out its mission of leadership in the service of others and to reflect on ways to serve the community. For additional information related to activities and programs, please contact the center for community service and justice (CCSJ) at ext. 2380 or the benefits and wellness unit within the office of people and culture at ext. 1365.

6.8.1 Eligibility

In order to be eligible for Community Service Leave, employees must work in a full-time or part-time position of at least 20 hours per week (at least 1050 hours per benefit year). The eligible leave amount is prorated for part-time employees and new employees.

6.8.2 Policy

Subject to prior supervisory approval, taking into consideration business needs and department priorities, eligible employees may take paid Community Service Leave for up to two business days per benefit year (July 1 – June 30) to participate in activities for:

a. A community service organization, defined as a non-profit, non-partisan community organization and designated as an agency under the Internal Revenue Service (IRS)_ code

501(c)(3) or 501(c)(4).

b. A governmental agency/organization or human services organization licensed or accredited to serve citizens with special needs, including children, youth, and the elderly.

c. A primary or secondary public or private school in a childcare program, mentoring program, or tutoring or literacy program.

d. Religious organizations, including programs supporting the larger community (e.g., food pantries).

e. Loyola University Maryland, including but not limited to activities conducted by the office of campus ministry or center for community service and justice (CCSJ).

6.8.3 Approval Process

Community Service Leave requires advanced written approval from the employee's supervisor or chair.

6.9 Family and Medical Leave Policy

The Family and Medical Leave Act of 1993, as Amended (FMLA) ensures eligible employees for up to 12 weeks of unpaid, job-protected leave each year for qualified reasons. Under FMLA, the University may require eligible employees to substitute accrued paid time in lieu of unpaid time. The University chooses to require employees use all accrued paid leave before unpaid time may be taken. The benefits manager administers the FMLA program for the University, including determining employee eligibility, notification, required reporting, and any return-to-work issues.

6.9.1 Eligibility for Family Medical Leave

To be eligible for Family Medical Leave, an employee must:

- have worked at Loyola for a total of at least 12 consecutive months; and
- have worked at Loyola at least 1,250 hours over the previous 12 months prior to the day the leave commences or is to commence.

Employees may receive up to a total of 12 workweeks of leave during a rolling 12-month period for one or more of the following reasons:

- The birth of a child, or to care for a newborn child during the first year of life; placement of a child for adoption or foster care, or to care for an adopted child or child in foster care during the first year.
- Care of a spouse, parent (or person who stands in substantially the same relationship), dependent under age 18 with a serious health condition, and/or anyone for whom the employee is a foster parent or legal guardian.
- An employee's own serious health condition that renders the employee unable to perform the functions of the employee's job.

As of January 16, 2009 two military family leave entitlements for eligible specified family members were implemented:

- Up to 12 weeks of leave for certain qualifying exigencies arising out of a covered military member's active duty status, or notification of an impending call or order to active duty

status, in support of a contingency operation.
- Up to 26 weeks of leave in a single 12-month period to care for a covered service member recovering from a serious injury or illness incurred in the line of duty on active duty. Eligible employees are entitled to a combined total of up to 26 weeks of all types of FMLA leave during the single 12-month period.

Eligible spouses who work for the same employer, and are eligible for FML, are only entitled to a combined 12 workweeks of leave taken for birth, adoption, foster care, to care for a parent, and military leave. Both employees are entitled to the full 12 weeks for their own illness or to care for a sick child or spouse.

6.9.2 Requesting Family Medical Leave

Employees seeking to use family and medical leave are required to provide 30 days advance notice, when the need for the leave is foreseeable. A written request for leave, medical or other certification, and a return-to-duty statement may be required both prior to the leave and prior to reinstatement from the leave, when appropriate. When the leave is not foreseeable, notice should be given as soon as possible. In the case of medical emergencies, the employee or a family member should contact the department supervisor/department chair by telephone as soon as possible. The supervisor/department chair should then immediately contact the benefits and wellness unit (ext. 1368). In addition, when the leave is for planned medical treatment, the employee must make a reasonable effort to schedule the treatment so as not to unduly disrupt a department's operation and the employee should work with the supervisor/department chair to schedule the use of leave. All leave requests are to be directed to the benefits and wellness unit (ext. 1365).

6.9.3 FMLA Definitions of Serious Health Conditions

Serious health condition means an illness, injury, impairment, or physical or mental condition that involves either:

- any period of incapacity or treatment connected with inpatient care (i.e., an overnight stay) in a hospital, hospice, or residential medical-care facility, and any period of incapacity or subsequent treatment in connection with such inpatient care; or
- continuing treatment by a health care provider which includes any period of incapacity (i.e., inability to work, attend school or perform other regular daily activities) due to:
    - a health condition (including treatment or recovery) lasting more than three consecutive days, and any subsequent treatment or period of incapacity relating to the same condition, that also includes:
        - treatment two or more times by or under the supervision of a health care provider; or
        - one treatment by a health care provider with a continuing regimen of treatment; or
          pregnancy or prenatal care. A visit to the health care provider is not necessary for each absence; or
        - a chronic serious health condition which continues over an extended period of time, requires periodic visits to a health care provider, and may involve occasional episodes of incapacity (e.g., asthma, diabetes). A visit to a health care provider is not necessary for each absence; or
        - a permanent or long-term condition for which treatment may not be effective (e.g., Alzheimer's, a severe stroke, terminal cancer). Only supervision by a health care provider is required, rather than active treatment; or

- any absences to receive multiple treatments for restorative surgery or for a condition which would likely result in a period of incapacity of more than three days if not treated (e.g., chemotherapy or radiation treatments for cancer).

6.9.4 Intermittent Leave

An employee taking leave for personal illness or to care for a sick family member may take it on an intermittent basis, or by reducing scheduled work hours, if medical certification is provided that leave must be taken in that manner. Leave for birth or placement for adoption or foster care must conclude within 12 months of the birth or placement.

6.9.5 Definition of Family Member

Family member is defined as the employee's spouse, son, daughter or parent (but not a parent-in-law). A son or daughter is any child under 18 who is the biological child of the employee, who is adopted by the employee, or whom the employee supervises on a day-to-day basis and for whom the employee is financially responsible. A son or daughter is also defined as a child age 18 and over who is incapable of self-care because of a mental or physical disability. A parent is any individual who assumed day-to-day and financial responsibility for the employee when the employee was a child (in loco parentis).

6.9.6 Definition of Healthcare Provider

The definition of Healthcare Provider is a doctor of medicine or osteopathy authorized to practice medicine or surgery by the state in which the doctor practices; including physicians, podiatrists, dentists, clinical psychologists, optometrists, chiropractors (for certain treatments), Christian Science practitioners, nurse practitioners and nurse midwives performing within the scope of their practice as defined under state and federal regulations.

6.9.7 Designating Leave

It is the employer's responsibility to designate leave as FMLA leave. An employer may make such a designation even when an employee would rather not use any of their FMLA entitlement. An employer's designation must be based on information obtained from the employee or an employee spokesperson (e.g., spouse, parent, physician, etc., if the employee is incapacitated). In this regard, an employee must provide enough information to enable the employer to make a determination, or the employer must make further inquiry to obtain the additional information. It is the sole responsibility of the benefits manager to determine an employee's eligibility, provide notification, and to designate FMLA leave.

6.9.8 Medical Certification

For leaves involving serious health conditions, the University requires verification of necessity for family or medical leave by a healthcare provider. The information required shall include:

- the date on which the serious health condition commenced and the probable duration of the condition;
- the appropriate medical facts within the knowledge of the healthcare provider that would entitle the employee to take family or medical leave;
- an estimate of the amount of time that the employee is needed to care for a family member or a statement explaining the extent to which the employee is unable to perform the functions of their position; and
- an expected return-to-work date.

Employees must submit certifications to the benefits manager in the human resources office

within 15 calendar days of the date requested by the University. Failure to supply the required healthcare certification will result in leave not being designated as FMLA-qualifying and the time off could be deemed as excessive absenteeism. The University should request the medical certification at the time the employee requests leave or within two business days thereafter or, if leave was unforeseen, within two days of the leave commencing. During the leave, the University reserves the right to request re-certification of the medical condition that caused the employee to take the leave every 30 days and will inform the employee. The University may require the employee to report to the benefits manager on a pre-determined reporting schedule. These determinations are made by the benefits manager.

6.9.9 Paid Leave

The University requires employees to substitute any accrued sick, vacation and/or personal leave for any part of leave taken under this policy. The employer must notify an employee that paid leave will be counted as FMLA leave within two business days of making that determination. The notice must be confirmed in writing and given to the employee on or before the following payday.

6.9.10 Health Benefits

Employers are required to maintain group health insurance coverage for an employee on FMLA leave whenever such insurance was provided before the leave was taken and on the same terms as if the employee had continued to work. An employee may choose not to retain group health plan coverage during an unpaid FMLA leave. However, when an employee returns from leave, the employee is entitled to be reinstated on the same terms as prior to taking the leave. In some instances, the employer may recover premiums it paid to maintain health coverage for an employee who fails to return to work from FMLA leave. The University follows these requirements.

6.9.11 Reinstatement

An employee taking leave under FMLA will be returned to the employee's same position or to an equivalent position, unless there is a reduction in force, layoff, downsizing, or elimination of a position. Taking leave will not result in any loss of benefits or conditions of employment accrued prior to the beginning of the leave period. The University has the right, upon the employee returning from leave, to refuse to reinstate any benefits or condition of employment that has been discontinued for other employees similarly situated.

6.9.12 FMLA, ADA and Workers' Compensation

It is not uncommon for an employee injury or illness to be covered by FMLA, ADA, and Workers' Compensation laws. Under Workers' Compensation, an employee can be offered light duty. If the employee refuses light duty, this may result in the loss of Workers' Compensation benefits. Under the FMLA, an employer may offer light duty; however, it cannot compel or take any detrimental action if the employee declines light duty. The University runs leave for any Workers' Compensation injury, illness or impairment concurrent with FMLA if the employee is FMLA-eligible and the work-related absence is four or more days. When an employee is receiving Workers' Compensation, the employee may not elect, nor may the employer require the employee, to exhaust any form of accrued paid leave provided by the employer during any portion of the absence covered by the Workers' Compensation payments. A disability under the Americans with Disabilities Act (ADA) is not necessarily a serious health condition under the FMLA. Unlike the FMLA, the ADA requires an employer to make reasonable accommodations. Any questions involving the interaction of FMLA, ADA, and Workers' Compensation should be directed to the benefits and wellness unit (ext. 1365).

On occasion, an employee's illness or disability is severe enough to cause the employee to apply for disability benefits, because the condition cannot be reasonably accommodated to perform the essential duties of their position as required under ADA. If an employee:

- has exhausted their FMLA rights;
- does not have any leave left;
- does not qualify for an ADA accommodation; and
- has completed their application for disability;

The employee will be granted up to 30 days of paid leave for the processing of their disability retirement before their employment is terminated. The supervisor/department chair may begin recruitment for the position that the disabled employee is vacating, provided that the application for disability is completed and approved.

6.9.13 Medical Confidentiality

The University keeps all information relating to requests for family or medical leave confidential. This information will be used only to make decisions in regard to the provisions of the FMLA, ADA, HIPAA or Workers' Compensation policies, when applicable. Supervisors/department chairs must submit all FMLA and other medical records to the benefits manager in the human resources office and should not retain any copies in their files. For further information concerning the handling of FMLA records, please contact the benefits and wellness unit (ext. 1365).

6.9.14 Non-FML for Legally Domiciled Adults (LDAs)

The FMLA does not provide leave for care of a domestic partner as defined by the Legally Domiciled Adult (LDA) affidavit. However, employees who need extended leave to care for an LDA/domestic partner with a serious health condition, as defined under FMLA, may be eligible for up to 12 weeks of unpaid leave. If an employee has used FML in the preceding 12 months prior to requesting leave for care of a LDA, the employee's entitlement to leave for care of a LDA will be reduced by any FMLA previously used. Employees utilizing this leave are entitled to the same rights, benefits, and protections described under this policy.

6.10 Parental Leave

Parental leave is paid leave provided by Loyola University Maryland to an employee for the purpose of bonding with a newly-born, adopted, or newly-assigned foster child, and to make necessary arrangements for the care of the child. This policy is administered in compliance with the Family Medical Leave Act of 1993, as Amended, which requires supporting documentation. If employees qualify, parental leave runs concurrently with family medical leave.

If an employee has nine or more months of continuous service at the time of parental leave the University will provide six weeks of consecutive paid parental leave from the date of the baby's birth. Those employees whose continuous service is more than three months, but less than nine months, will qualify for one week of paid parental leave for each full month of continuous service, beginning with the fourth month. The leave must be taken consecutively and will begin on the date of the baby's birth. Please see the chart below:

4 months of employment	= 1 week of paid leave
5 months of employment	= 2 weeks of paid leave
6 months of employment	= 3 weeks of paid leave
7 months of employment	= 4 weeks of paid leave
8 months of employment	= 5 weeks of paid leave
9 months or more of employment	= 6 weeks of paid leave

Employees whose period of actual medical disability (as determined by a physician) exceeds six weeks will be able to use accumulated sick or vacation leave to extend the period of paid leave. Should an employee have insufficient sick or vacation leave to cover an extended medical disability, an employee would be entitled to unpaid parental leave up to 12 weeks with supporting documentation. The maximum amount of parental leave requested cannot exceed 12 weeks in any continuous 12-month period for any individual or married couple, if both are employed by the University. University paid benefits will continue for the duration of the leave.

Application for parental leave is made to the supervisor/department chair, and authority to grant the leave is shared by the supervisor/department chair in consultation with the director of benefits and wellness. The maximum amount of parental leave may not exceed 6 weeks of parental leave in any one 12-month period. These policies are administered in compliance with the Family and Medical Leave Act of 1993, as Amended, which requires supporting medical documentation. For more information, please contact the benefits and wellness unit (ext. 1365).

6.11 Unpaid Medical Leave of Absence

The employee's division vice president and the employee's immediate supervisor/department chair, in consultation with the benefits manager, may grant a requesting employee leave of absence without pay (beyond FMLA leave) for a specified period of time if it does not conflict with the needs of the University and the work load of the unit concerned. Benefits may continue while on an approved leave of absence, for up to six months, as long as the employee continues to pay their portion of the premium and continues to be eligible for benefits. The employee shall be returned to their same position upon the return from an unpaid personal leave of absence unless the position has been eliminated due to an approved reorganization or reduction-in-force. An unpaid personal leave of absence shall not be approved for more than six months.

6.12 Professional Leave

Administrators and staff employees who wish to enroll in courses, workshops, or other off-campus programs lasting three or fewer days may request professional leave for that period of time. Permission for such absence may be authorized by the requesting individual's immediate supervisor/department chair provided the operation of the unit is not adversely affected. The vice president decides upon requests for professional leave lasting more than three workdays, whether the days are consecutive or not. The status of compensation during a lengthy extended professional leave (two or more consecutive weeks) including salary and benefits will be governed by a written agreement signed by the chief people and culture officer/associate vice president for human resources, the appropriate vice president and the president. The employee shall be returned to their same position upon the return from an unpaid professional leave of absence unless the position has been eliminated due to an approved reorganization or reduction-in-force. For further information concerning professional leave, contact the benefits and wellness unit (ext. 1368).

6.13 Military Leaves of Absence

6.13.1 Military Leave – Active Duty

The University grants military leaves of absence to employees who volunteer or are called to serve on active duty in the armed forces of the United States. An employee taking a military leave must promptly notify their immediate supervisor/department chair of such leave and indicate, to the best of the employee's knowledge, the dates of such leave. Employees requesting military leave must provide their immediate supervisors/department chairs with a copy of their military orders. A copy of the military orders will be retained in the employee's personnel file housed in the human resources office. Eligible employees' benefits and salary will be continued as follows:

- Continued salary, leave accrual, and retirement contributions for the first 30 calendar days of call to active duty.
- Continued participation in insurance benefits at the employee rates for six months immediately following a call to active duty. At the end of the 6 months, if the employee chooses, they may elect COBRA for 18 months.
- Continued tuition remission benefits for spouse and dependents up to 24 months. If the length of military leave is greater than 24 months, a case-by-case review will be conducted by the chief people and culture officer/associate vice president for human resources with recommendations from the director of compensation and the director of benefits and wellness.
- Continue to make the Employee Assistance Program (EAP) available to activated reservists and their families for the duration of their service up to a maximum of five years.

The rules and guidelines for allowable length of absence, return to work notification, reinstatement and reemployment rights will be governed by the Uniformed Services Employment and Reemployment Right Act of 1999 (USERRA) and other applicable federal and state laws at the time of the veteran's return.

6.13.2 Military Training

Any regular employee called to active duty for National Guard or Reserve training duty receives up to 15 calendar days of paid leave during any calendar year. Full salary and benefits will be continued during this absence. A copy of the military orders are sent to human resources and retained in the employee's personnel file. Employees who are in their provisional period are given an unpaid leave of absence.

6.14 Jury Duty

A regular or provisional employee summoned for jury duty including grand jury duty or subpoenaed to testify is, upon presentation of the summons or subpoena, authorized to be absent from their work for the actual time required by such service. An employee so summoned must notify their immediate supervisor/department chair and the human resources office as soon as possible after receipt of the summons. Full salary and benefits will be continued during this absence. A copy of the summons will be placed in the employee's personnel file.

6.15 Sabbatical Leave Policy for Faculty Serving as Administrators

6.15.1 Purpose

The University recognizes that serving as a faculty administrator requires significant focus and effort such that faculty administrators typically must completely or substantially pause scholarship and research activities during full-time administrative appointments. Additionally, faculty administrators generally are able to participate in only very limited teaching roles. As a result, when a faculty member ceases serving as an administrator and "returns to the faculty" following a lengthy administrative appointment, a ramp up period is necessary to prepare the faculty member to return to teaching and to allow the faculty member to reengage with the faculty member's scholarship and research activities. This Policy creates a uniform standard applicable to faculty administrators, setting forth the period a faculty member must serve in an administrative role to earn a sabbatical, and the compensation a faculty member receives during such sabbatical.

6.15.2 Eligibility

Faculty administrators may take sabbatical leave only upon returning to the faculty.

In order to be eligible to receive a paid sabbatical pursuant to this Policy, a faculty administrator must serve as full-time administrator for at least three (3) continuous years. Faculty administrators serving less than three years may apply their administrator service to their faculty service under the Sabbatical Leaves policy set forth in the Faculty Handbook (eligibility and terms determined by the Faculty Handbook) after returning to the faculty.

Non-faculty administrators are not eligible to take sabbatical leave under this Policy. This Policy also does not apply to administrators serving in the role of Provost or President.

6.15.3 Leave Periods and Compensation

Faculty administrators who serve at least three (3) continuous years in a full-time administrator role may apply to take sabbatical leave for one-half year at their full faculty salary.

Faculty administrators who serve at least six (6) continuous years in a full-time administrator role may apply to take sabbatical leave for a full year at their full faculty salary.

Only years of service as a full-time administrator count towards the foregoing three (3) and six (6) year qualification periods.

Sabbaticals may not be taken during the course of an administrative appointment. As a result, sabbaticals under this policy are paid at the applicable faculty salary, not the faculty member's former administrator rate.

University-paid benefits, as part of compensation, continue at the University's expense for the duration of the leave. Life insurance and retirement benefits are based on the Loyola salary received during the sabbatical in accordance with benefits policies and official Plan documents; this excludes any external funds paid through Loyola to the sabbatical recipient. University benefits are governed by University benefits policies and official plan documents. If applicable, faculty members are responsible for paying their portion of benefit premiums. Faculty rank and other privileges of a person on sabbatical leave are continued in the same manner as though the person were teaching.

6.15.4 Effect of Taking Leave under this Policy on Previous Years Earned Towards Sabbatical

Taking a sabbatical earned pursuant to this Policy has the following impact on the sabbatical clock that had accumulated prior to serving as an administrator. A maximum of four years credited prior to beginning the administrative position will remain. The sabbatical earned from serving as an administrator is taken first, whether a semester or year-long. Then, as with all sabbaticals, the faculty member will return to teaching for a full year. The time on this sabbatical does not count towards the sabbatical clock. Once sufficient years have accumulated on the sabbatical clock, the faculty member is once again eligible for a sabbatical according to all the criteria outlined in the Faculty Handbook. If for any reason a sabbatical in the department needs to be postponed to abide by the maximum number of faculty in a department that can be on sabbatical in a given academic year, the faculty member who recently returned to the faculty from being an administrator will be the first to be postponed. As with all sabbaticals, this postponement will not negatively impact subsequent tenure clocks.

6.15.5 Return Following Sabbatical

Faculty administrators receiving sabbatical leave pursuant to this Policy are expected to return to the service of the University as faculty members for at least one year following the year of the

leave. Faculty administrators failing to return following sabbatical, absent good cause acceptable to the University, will be ineligible for rehire (including future adjunct or per course teaching opportunities), emeritus status, or other opportunities typically offered to former faculty.

6.15.6 Effective Date of this Policy: April 25, 2023

This Policy shall be effective for faculty administrator appointments immediately and thereafter, provided however, that if a faculty administrator received an offer or appointment letter prior to the effective date of this Policy containing different terms related to sabbatical leave, the offer or appointment letter terms shall control. Sabbatical leave taken according to a prior offer or appointment letter waives sabbatical leave otherwise earned under this Policy. Faculty administrators receiving different sabbatical leave under the terms of an offer or appointment letter understand they may receive only a single sabbatical and their sabbatical clock will be reset upon their return to the faculty.

VII. Employee Relations, Groups, Services, Facilities and Awards

VII. Employee Relations, Groups, Services, Facilities and Awards

7.1 Employee & Employer Relations

Employees with job-related issues or concerns, who need an interpretation of University employee policies, workplace mediation or conflict resolution services may request confidential assistance through the human resources office. The department also offers consultation to supervisors/department chairs on improving work climate, employee performance, and team performance. Contact the director of employee relations and organizational development (ext. 1345) for more information or a list of available resources.

7.2 Employee Professional and Personal Development

A variety of programs are offered throughout the year by the human resources employee engagement unit. Professional development programs are routinely communicated to employees via the NewsHound and employee mailings. An updated schedule of professional development programs may be viewed at www.loyola.edu/department/hr/development/training. More than 1100 online courses are offered via *SkillSoft*, the University's web-based training program. The human resources employee engagement unit also has videos, books, and other resources which may be borrowed by any University employee. The office also offers assistance in preparing development plans, individual coaching and referrals to external training and development resources. Contact the director of employee relations and organizational development for more information, *SkillSoft* access, or a list of available developmental opportunities (ext. 1345).

7.3 McGuire Scholars Program

McGuire Scholars is a program designed to help Loyola employees take advantage of Loyola's tuition remission benefit by helping them prepare for admission to Loyola University Maryland and become successful Loyola students. The program is named for Father Daniel McGuire, S.J. who provided financial assistance and other support to Loyola students to enable them to remain at Loyola when it would have been impossible otherwise.

Participants in McGuire Scholars will receive guidance to determine whether a Loyola degree will help them to realize their personal goals; assistance in navigating Loyola's admissions process; classroom training to sharpen reading, writing, math and computer skills necessary for University admission and academic success; workshops on time management and study skills; and mentoring and counseling designed especially for the employed adult student – during both the pre- and post-admission phases of the program. For further information, please contact the director of employee relations and organizational development (ext. 1345) or the dean of first-year students and academic services (ext. 5547).

7.4 Faculty/Staff Development Assistance Program

The University assists its faculty, staff and administrative employees with their professional development through remission of tuition for on-campus courses and other programs, through its management development and training program, and through University membership in professional organizations.

7.5 Loyola University Maryland Financial Crisis Assistance Programs

Loyola University Maryland provides employees with referrals for assistance for financial hardships. The referral may be to the Govans Ecumenical Development Corporation's CARES program or the Loyola University Maryland Crisis Assistance Grant Program.

7.5.1 Govans Ecumenical Development Corporation's CARES Program

The Govans Ecumenical Development Corporation (GEDCO) is a faith-based organization that helps meet the emergency needs of area residents, including members of the Loyola community.

Through GEDCO's CARES program, employees who are facing financial hardship may be eligible for financial assistance in the form of groceries; funds to assist with eviction prevention, utility cut-off and medical prescriptions; and social service referrals.

7.5.2 Loyola University Maryland Crisis Assistance Grant Program

The Loyola University Maryland Crisis Assistance Grant provides accepted employees with a taxed grant of up to $1,000 or no more than 10% of the crisis fund balance.

Any non-temporary faculty, staff or administrator of the University who has satisfactorily completed six months of continuous service is eligible to apply for a grant from the fund. The policy limits receipt of a grant to one time within a rolling 18- month period and twice within the duration of employment with Loyola.

To be considered for a Crisis Assistance grant, the employee must have insufficient resources to deal with immediate consequences of a disastrous, catastrophic or major life event. An event will be considered a disaster or catastrophe if it is sudden, unanticipated or accidental. Examples of emergency situations which could be considered for assistance include, but are not limited to:

- Fire
- Natural disaster, such as: flood, tornado, hurricane, etc.
- Theft or loss of essential property
- Unanticipated loss of spouse employment with short-term transitional financial need,
- Accident
- Illness/disability resulting in unexpected financial hardship.

Situations such as foreclosure on a home, delinquent bills, taxes or insurance premiums, tuition and bringing relatives to the US from overseas are not likely to be considered eligible for a grant. Employees applying for assistance must:

- Provide documentation that an actual crisis exists (police report, insurance claim, eviction notice, utility turn-off notice, lease agreement).
- Meet with a GEDCO CARES counselor before the Loyola Crisis Assistance Grant Panel can consider the request (see Section 7.5.1).
- Submit a completed application to the director of employee relations and organizational development in the human resources office.

Once the above steps are completed, the director of employee relations and organizational development will submit the application to the Loyola Crisis Assistance Grant Panel and the panel will determine whether a grant is appropriate. A copy of the application and additional information can be found at www.loyola.edu/department/hr/benefits/assistance/employeeincrisis.html.

Resources may also be available through the University's Employee Assistance Program (see Section 5.9 for more information). Retirement plan loans and hardship withdrawals may also be available.

Please contact the director of employee relations and organizational development with questions or for assistance with the application process (ext. 1345).

7.6 Service Awards

Part-time and full-time regular employees in non-academic administrator and support staff positions are recognized for their service to the University at each five-year milestone of service. If a non-tenured faculty member transfers to a non-academic position, they become eligible for an award based on their total years of service. Each employee receives a personalized letter and certificate of service from the president on the date of their anniversary, and is given a brochure of gift choices appropriate for their level of service. Each March, the presentation of the service award gifts occurs for all milestone recipients at a special breakfast on Maryland Day. If an employee resigns in the year that a 20, 25, 30, 35, or higher milestone is reached but prior to the Maryland Day breakfast, that former employee is entitled to select a gift appropriate to that milestone. Contact the employee engagement unit for additional information (ext. 2354).

7.7 AMDG Community Award

The Loyola University Maryland AMDG Community Award is named for the motto of the Society of Jesus: *Ad majorem Dei gloriam*, or For the Greater Glory of God. The AMDG Community Award recognizes staff and administrative employees who display extraordinary initiative and dedication to Loyola's mission, vision, and values.

The staff award recognizes staff employees who display extraordinary initiative and dedication in their day-to-day performance for:

- enhancing the University or greater community environment in keeping with Loyola's mission, vision, and values;
- developing and or implementing a practical and cost or time-saving strategy; or
- advancing safety awareness.

The administrator award recognizes administrators, whose extraordinary collaborative efforts enhance the University or greater community environment in keeping with:

- Loyola's strategic plan, mission, vision and values;
- practical and cost or time saving practices; or
- advancing safety awareness.

The awards are presented at the spring and fall Staff and Administrator's/Director's Luncheons. Nominations may be submitted online at www.loyola.edu/department/hr/compensation/recognition/amdg.

7.8 Association of Black Faculty, Administrators and Staff

This employee networking group of faculty, staff, and administrators strives to contribute to University objectives related to supporting an inclusive environment and to making a positive impact on the diversity of the Loyola community. This group assists the University with employee recruitment, employee retention, diversity education, student recruitment, student retention and mentoring. It also advocates for continuing diversity education and efforts in a manner that is consistent with Loyola's Core Values.

7.9 OUTLoyola

OUTLoyola is a group of faculty, staff, and administrators of all backgrounds who are interested in promoting equality for the lesbian, gay, bisexual, and transgender (LGBT) members of the University community and informed dialogue about LGBT issues at Loyola. The group meets regularly during the academic year to discuss issues of relevance for the LGBT community and to work on initiatives to enrich the experience of LGBT people and their allies at Loyola. For additional information, answers to questions or to be put on the OUTLoyola mailing list, send an e-mail to out@loyola.edu. Additional

information can also be obtained from the OUTLoyola Web site at www.loyola.edu/department/lgbtq-services/employees/outloyola.html.

7.10 Athletics

All faculty, staff and administrators are entitled to receive two free general admission tickets and up to four more at half price to all Loyola home athletic events. Tickets are required for men's and women's basketball and men's and women's lacrosse. This does not include MAAC or NCAA post-season events held at Loyola. Tickets can be picked up on the day of the event at the ticket booth. Further information may be obtained for the athletic department (ext. 5013).

7.11 Banking Services

7.11.1 Procurement Card

The University Procurement Card Program is a credit card that can be used for University business related purchases from any merchant that accepts that card as a form of payment. Procurement cards are assigned to individual employees and cannot be transferred to, assigned to, or used by anyone other than the designated employee. As the liability for the card resides with the University, and not the cardholder, use for personal purchases is strictly prohibited. In addition, the procurement card cannot be used for certain restricted items as indicated in the detailed section of the policy provided at the time of card issuance. Fraudulent and/or misuse of the card is grounds for revocation of all privileges associated with the use of the card and disciplinary action up to and including termination of employment. The disbursements coordinator manages all aspects of the program including auditing of all procurement card transactions.

7.11.2 Automated Teller Machines (ATM)

There is a SunTrust ATM located in the foyer outside of Primo's, a full-service Bank of America ATM is located at the post office, a Wachovia ATM is located in the lobby outside of Boulder Garden Café, a M&T Bank ATM is located in the lobby outside of Boulder Garden Café, and a First Financial Federal Credit Union ATM is located near Surf'N Joe.

7.11.3 Credit Union

The University is affiliated with First Financial Federal Credit Union. It offers savings, checking, loans and other banking services. The main office is located at 1215 York Road, Lutherville, MD 21093 and is open 9:00 a.m. to 4:30 p.m. Monday through Friday and 9:00 a.m. to 7:00 p.m. on Thursday. Drive-thru hours are 8:00 a.m. to 5:00 p.m. Monday through Friday and 8:00 a.m. to 7:00 p.m. on Thursday. This location offers a 24-hour drive-thru ATM and 2 lobby ATMs available during business hours. For further information, call the Credit Union at 410-321-6060, or visit their Web site at ***www.firstfinancial.org.***

7.12 Board of Trustees

All contact between University employees and the University's Board of Trustees shall be directed through the employee's supervisor/department chair, to the president or the vice president of administration.

7.13 Bookstore

The University has a full-service bookstore with locations on the Evergreen, Columbia and Timonium campuses. The bookstore is managed by Barnes & Noble. Features include new and used textbooks, a large selection of leisure reading, a wide assortment of University clothing, and gift items. Items can also be purchased on the bookstore Web site at ***loyola.bncollege.com***.

Employee Discounts
On-campus locations: Employees are offered a 10 percent discount on most non-sale items at all campus locations. Employees must present their Loyola identification card to receive the discount. Textbooks and online purchases do not qualify. Other exceptions may apply.

Employee discount cards: Employee discount cards entitle any Loyola employee to a 10 percent discount on purchases made at the Towson Barnes & Noble. Exceptions may apply. Employees can pick up their discount card from any campus bookstore location.

Regular Hours of Operation
Evergreen store: Monday – Thursday 8:30 a.m. to 6:00 p.m.; Friday 8:30 a.m. to 5:00 p.m.; Saturday 10:00 a.m. to 2:00 p.m.; Sunday (Closed)

Timonium and Columbia store: Monday – Friday 9:00 a.m. to 5:00 p.m.; Friday – Sunday (Closed)

Hours vary during University breaks – please visit the bookstore Web site for more details.

7.14 Campus Ministry

Campus Ministry serves the spiritual needs of the Loyola community. The office, located in Cohn Hall, is open daily. Members of the staff are available during regular business hours, as well as evenings and weekends when needed. Campus Ministry provides opportunities for spiritual growth through a coordinated program in which students play an integral part. This program includes Liturgical Ministry, Pastoral Music, Retreat Program, Ministry Internship Program, Rite of Christian Initiation of Adults (RCIA), Spiritual Development and Marriage Preparation. The Ignatian Retreat is offered to the University community in January and May each year. The worship schedule is: Daily Eucharist, Alumni Chapel, Monday through Friday, 12:10 p.m.; Sunday Eucharist, Alumni Chapel, 11:00 a.m., 6:00 p.m., 9:00 p.m.; Sunday Mass, Fava Chapel, 8:00 p.m.; Evening Prayer Service, Alumni Chapel, Thursday, 5:00 p.m. Opportunities for the Sacrament of Reconciliation and for exposition and adoration of the Blessed Sacrament are also scheduled regularly. The Sacrament of Reconciliation is also available by appointment. For more information and a current schedule of events visit the Campus Ministry Web site at www.loyola.edu/campusministry**.**

7.15 Center for Community Service and Justice (CCSJ)

The Center for Community Service and Justice seeks to engage all members of the University community in the promotion of justice through a wide variety of on- and off-campus service activities. The Center staff is always available to meet and talk with employees about their interest in service and finding the right "fit." Direct service opportunities are available for employees and their families throughout the year, and especially during holidays and the summer (when students are not as available). Those interested in working/being with persons who are materially poor will be given preferential placement. The Center is located in Cohn Hall (underneath the chapel). For more information visit the CCSJ Web site at www.loyola.edu/ccsj/.

7.16 Child Care

7.16.1 LOCATE

LOCATE is a service designed to help employees evaluate their child care needs and to find care that suits the child and family. Upon calling the LOCATE line at 1-800-999-0120, a specially trained counselor will assist the employee with obtaining information on all regulated family child care, center-based child care, infant care, part-day programs, school-age care, nursery

school, kindergarten, and Head Start programs throughout Maryland. Based on the employee's criteria, the LOCATE counselor will discuss child care concerns and refer the employee to only those programs which most closely fit requirements and have openings. The counselor will continue to work with the employee until child care needs are met. While LOCATE refers only regulated child care providers/programs, the employee should take the time to observe, interview, and check references before leaving the child in someone's care. To inquire about child care services or to learn more about this unique service, call 1-800-999-0120, Monday through Friday from 9 a.m. - 5 p.m. This is a public service provide by the State of Maryland. For more information on child care visit the Web site at www.marylandfamilynetwork.org/for-parents/locate-child-care.

7.16.2 A Child's Place

Through the College of Notre Dame ("CND"), members of the Loyola community have spaces, on a first-come-first-served basis, in A Child's Place. A Child's Place International Nursery School and Kindergarten is located in Le Clerc Hall at the College of Notre Dame of Maryland. The program is licensed by the State of Maryland Department of Human Resources and accredited by the Maryland Department of Education and the National Academy of Early Childhood Programs. A Child's Place serves 60 children from ages 3 years and 9 months through 6 years old. The program operates from 7:30 a.m. to 5:30 p.m., Monday through Friday. The children who attend are from the United States as well as Asia, Africa, Central America, South America and Europe. A Child's Place provides a diverse and comprehensive program to fulfill the needs of the children it serves. Each child's emotional, social, cognitive and physical development is promoted on an individual level. For more information, visit the Web site at www.ndm.edu/childs-place.

7.17 Chorale and Madrigal Groups

The Chorale performs two concerts per year with an instrumental ensemble. Rehearsals are held Monday and Wednesday evenings from 5:30 to 6:45 p.m. in the Fine Arts Building, Room #056. An audition is required. The Madrigal Group is a select group of 12-15 singers chosen through an audition. This group rehearses Thursday evenings from 4:30 to 6:00 p.m. in the Fine Arts Building, Room #040. This is a credited class. For additional information, contact the fine arts department (ext. 2031).

7.18 Computer Hardware and Software Purchases

The University offers a three-year payroll deducted interest free loan for the purchase of computer equipment, peripherals and/or software. Employees may purchase these items from a retail outlet or Internet site and bring the purchase or shipping receipt to the Technology Service Center (TSC) for verification of purchase. A form that will be filled out by TSC will be given back to the purchaser to take to student administrative services (SAS) for reimbursement. The form is available online to print and fill out and submit to the Technology Services Center for authorization. For more information, contact SAS (ext. 5806) or the TSC (ext. 5555 option 1). Technology Services does not support any hardware or software that is purchased through the interest free loan program. Only departmental equipment is supported. Employees must reimburse the University for any unpaid balance in full upon separation from the University. Payment arrangements can be made with SAS.

7.19 Hearing Evaluations and Hearing Aid Purchases

The University community is invited to The Loyola Clinical Centers for free hearing evaluations. The Audiology Division welcomes faculty, staff, and administrators for evaluations at no charge. We also offer hearing aid services, fittings, repairs, and evaluations at reasonable costs. We can now offer a payroll deduction option for hearing aids purchased through the Loyola Clinical Centers. To schedule hearing assessments or hearing aid services please call the Loyola Clinical Centers (ext. 1200).

7.20 Computer Support

Technology services is available for assistance with any technology-related issue, to reserve labs, to reserve audiovisual equipment, to assist with web initiatives, or to sign up for training classes. For additional information, contact technology services (ext. 5555).

7.21 Cultural Events

The fine arts department hosts a variety of events throughout the year including musical concerts, theatrical performances, art gallery displays, and special performances. For more information, contact the fine arts department (ext. 2031).

7.22 Dining Services

Money can be deposited into an Evergreen account, a pre-paid debit card that can be used to pay for meals in the facilities listed below and University vending machines. Your University ID card is used for this purpose. Contact student administrative services (ext. 5806) for further details.

Boulder Garden Café is located on the ground floor of the Andrew White Student Center. There are five restaurants that offer a variety of menus to accommodate a wide variety of tastes. These include:

- *WOW Café & Wingery* is a fun, casual, and appealing restaurant featuring 20 proprietary sauces and dressings. From wraps and over-sized salads to Angus burgers on Texas toast, you'll get a mouth watering meal at an affordable price.
- *Moe's Southwest Grill* is a growing national brand that offers Southwestern fare, with a special appreciation for the form and function of a tortilla. The Moe's experience centers on welcoming your hunger and then satisfying it with classics like fajitas, burritos, tacos, and quesadillas.
- *Il Piatto* or "the dish" is the choice for something saucy and buongusto! The authentic menu features plenty of old world classics along with some new world favorites. More than just pizza, Il Piatto is a full kitchen concept.
- *Cyclone Salads* allows you to choose one of their combinations or come up with your own. Each Cyclone Salad is tossed fresh while you wait.
- *Boar's Head Deli* is located in Newman Towers and offers premium meats, cheeses, and spreads. Order your meal as a sub, sandwich, wrap, or panini. Whichever way you choose, satisfaction is guaranteed.
- *Primo's* is located in the base of Newman Towers and is an upscale and contemporary all inclusive restaurant that offers students several options. Also located in Newman Towers are:
- *Jazzman's Café* composes a melody of tasty items to jazz its guests. Featuring lush coffees and espresso-based beverages served hot or cold, to match its fresh-baked muffins and pastries.
- *Newman Smart Market C-Store* is a convenience store offering items that you typically see at your local gas station, pharmacy or grocery store.
- *Global Market* is located next to Boulder Garden. This unique market features cuisines from India, as well as sushi.
- *Starbuck's Café* is located on the ground floor of the Andrew White Center and features coffee, mochas, lattes and cappuccinos.
- *The Refectory* is located in the Humanities Center and offers a daily lunch buffet for employees and their guests.

For more information and hours of operation, please visit the dining services Web site at

www.loyola.edu/department/dining.

7.23 Emergency Blue Light Telephones

Blue Light Emergency Phones are located across campus and are to be used in emergency situations. When the palm button is pressed, the phone will immediately connect with public safety.

Emergency Phone Type/Location of Emergency Phone

Blue Light Tower	Corner of Beatty between Beatty and Donnelly Science
Blue Light Tower	Corner of Enis Parallel and Millbrook behind Boulder
Blue Light Tower	Corner of Fitness & Aquatic Center - N. Charles Street Side
Blue Light Tower	Fitness & Aquatic Center Parking Lot Bus Stop
Blue Light Tower	Fitness & Aquatic Center Main Entrance to Building
Blue Light Tower	Fitness & Aquatic Center N. Charles Street Entrance
Blue Light Tower	Fitness & Aquatic Center Lower Parking Lot
Blue Light Tower	Fitness & Aquatic Center Upper Parking Lot
Blue Light Tower	SW side of Fitness & Aquatic Center by Bike Rack
Blue Light Tower	Fitness & Aquatic Center Wynnehurst Entrance
Blue Light Tower	Seton Court Walkway
Blue Light Tower	Gardens Parking Lot
Blue Light Tower	Control Gate located between Campion and Newman
Blue Light Tower	Hammerman by Access Gate
Blue Light Tower	Knott Hall and Donnelly Science
Blue Light Tower	Lange Court (Lower CY)
Blue Light Tower	Library Path
Blue Light Tower	Side Entrance to Sellinger Hall
Blue Light Tower	Between Maryland Hall and Theatre
Blue Light Tower	Newman Parking Lot
Blue Light Tower	Newman East Bus Stop
Blue Light Tower	Millbrook and Curly Field
Blue Light Tower	Upper Timonium Parking Lot
Blue Light Tower	Lower Timonium Parking Lot
Blue Light Tower	Sidewalk in front of Aquinas Hall
Blue Light Tower	Back of Aquinas Hall near Parking Lot
Blue Light Wallmount	Bus Stop behind College Center West
Blue Light Wallmount	Ahern North
Blue Light Wallmount	Ahern South
Blue Light Wallmount	Hammerman Entrance Callbox
Blue Light Wallmount	McAuley Entrance by Gate
Blue Light Wallmount	Back of Sellinger Hall
Blue Light Wallmount	Back of 5000 York Road Building
Blue Light Wallmount	Back of 5104 York Road Building
Blue Light Wallmount	Front of 5104 York Road Building
Emergency Phone	Cathedral Parking Lot

7.24 Escort Services

The University provides shuttle services from convenient points across the University campus during regular business hours. After hours student escort monitors are available, and provide safe and reliable escorts to locations on campus until 2:00 a.m. After 2:00 a.m. campus police are available to escort. Please call ext. 5566 for services.

7.25 Office of Human Resources

The office of human resources builds partnerships that will contribute service and leadership to the University. The human resources staff provides leadership, direction, and support for staff and administrator personnel policies and procedures, diversity initiatives, recruitment and employment, HR data management, employee relations, personal and professional development, including SkillSoft (the University's online learning program), employee assistance programs, University benefits, compliance issues related to recruitment, employment, and benefits, and workplace health and safety issues. The human resources office is responsible for staff and administrator recruitment and hiring and provides support and resources for faculty and academic administrator recruitment and hiring. Human resources is also responsible for temporary employment, student employment, staff, student, and administrative payroll processing, position vacancy announcements, immigration support, unemployment matters, the Maryland Day service award program, the AMDG Community Award program, and general program matters. Responsibilities related to compensation and benefits include the development, administration and evaluation of the University wage and salary compensation and benefits programs, payroll initiation and authorization, payroll processing for faculty, faculty contracts, personnel record keeping, retirement, managing FMLA, Workers' Compensation, tuition remission for high school and colleges and universities, the Live Near Your Work program, leave reports, flexible spending accounts, and claims processing.

7.26 Library

The Loyola/Notre Dame Library provides the information services and resources necessary for the educational programs and concerns of Loyola University Maryland and the College of Notre Dame. The Library is an independent corporation established by the University and the College of Notre Dame and has a collection of some 425,000 books and bound periodical volumes, as well as media in CD, DVD, and VHS formats. In addition, the Library's Web site (www.loyola.edu/library) is a gateway to a wide variety of electronic information resources. The Library is available to all students, staff, administrators, and faculty. A University Identification Card is needed to enter the Library and to borrow materials.

7.27 The Loyola Conference

The mandate of the Loyola Conference is to address University-wide issues, especially those dealing with mission, planning, resource allocation (human, physical and monetary), and the monitoring of progress towards goals. All faculty, administrators, staff, and students have legitimate interest in how University-wide issues are addressed and can contribute to their constructive resolution. All of these interests have representatives in the Conference.

7.27.1 Budget Committee and Budget Cycle

The Budget Committee assumes responsibility for establishing the annual budget assumptions and priorities, reviewing these assumptions and priorities in relation to the University's long-range strategic plan, and drafting the University's budget (including recommendations for tuition, employee compensation, and transfers to and from the endowment). This committee reports annually, in writing, to the Loyola Conference.

The annual budget cycle at the University begins on June 1 and concludes on May 31 each year. The budget request process begins in the fall of the prior year. Questions or information may be obtained by calling resource management (ext. 2349).

7.27.2 University Diversity Committee

The University Diversity Committee works with the assistant vice president for academic affairs and diversity to provide campus leadership on diversity issues. These issues include: diversity in

undergraduate and graduate student populations/curricular diversity in undergraduate and graduate programs; recruitment, mentoring, and retention of faculty of color; creating a campus climate that assumes, accepts, and engages diversity as necessary to the pursuit of the Jesuit education mission; creating mutually supportive linkages, and enhancing the University's reputation in Baltimore; creating mutually supportive relationships with other colleges and universities in the Greater Baltimore area; and other issues as they arise and complement the committee's charge. This committee reports annually, in writing, to the Conference.

7.27.3 Commencement and Convocation Planning Committee

The Commencement and Convocation Planning Committee sets goals and objectives, assists in planning, and reviews and evaluates Commencement and the Honors Convocation. The committee schedules, determines the logistics of, selects the speaker(s) for, and plans the order of events of the Honors Convocation. The committee reports annually, in writing, to the Conference.

7.27.4 Compensation and Benefits Committee

The Compensation and Benefits Committee advises the chief people and culture officer/associate vice president for human resources and the Loyola Conference from their respective constituents' perspective about compensation (for staff and administrators) and benefits goals (for all employees), the allocation of resources to meet those goals, and the monitoring of progress toward the achievement of goals. The committee reports annually, in writing, to the Conference.

7.27.5 Facilities Use Committee

The Facilities Use Committee reviews and makes recommendations for usage and conflicts of facilities, including parking, at all three campuses. The committee reports annually, in writing, to the Conference.

7.27.6 Grievance Panel

The Grievance Panel is a body elected in accordance with the grievance policy from which the members of the Hearing Committee are chosen. The panel includes twelve elected members (three administrators, three regular tenured faculty members, three staff members, and three students) who serve three-year staggered terms; one member from each group is elected each year. If a seat becomes vacant, there is a special election to complete the unexpired part of the term.

7.27.7 Technology Governance Committee

The Technology Governance Committee considers ways to encourage and facilitate use of technology for instruction, research, and administration, as well as informing the University community of the capabilities, limitations and changes in information technology. This committee monitors and reviews projects and advises the University on the priority of each project.

7.27.8 Disabilities Support Services Committee

The Disabilities Support Services Committee guides the University in providing services and accommodations for faculty, staff, administrators, and students with disabilities.

7.27.9 Education for Life Committee

The Education for Life Committee reviews requests and allocates funds in support of educational initiatives designed to promote student learning outside the classroom.

7.27.10 Employee Parking Appeals Committee

The Employee Parking Appeals Committee hears cases from employees appealing parking tickets

and fines and makes decisions on appeals of parking tickets and fines.

7.27.11 Environmental Health and Safety Committee

The Environmental Health and Safety Committee reviews issues and establishes procedures and policies of general concern with regard to the safety of persons and property. The committee makes recommendations to the Loyola Executive Committee or other appropriate authority to eliminate or minimize safety or environmental hazards incurred throughout the University community.

7.27.12 Recreational Sports Advisory Committee

The Recreational Sports Advisory Committee assesses and makes recommendations about programs in Outdoor Adventures, Lifetime Sports and Fitness Programs, Intramurals, and Club Sports. The committee advises the director of recreational sports regarding policy and procedures regarding all recreational facilities, including the Fitness and Aquatic Center.

7.28 Public Notaries

There are public notaries available at no fee on campus. A current listing of employees who are public notaries can be found in the Departmental Section of the Loyola Telephone Directory under Notary Public.

7.29 Parking

In general, all University parking areas both on-campus and off-campus are fee-based, and parking is authorized by permit only. Faculty, staff, administrators and contracted employees of the University who wish to park a motor vehicle on the campus at any time must register their vehicle with student administrative services. All parking registrations must be renewed annually. Permits are issued for the academic year. Unregistered employees may take advantage of available space during the summer by signing up for the FAS Butler lot for a $10 fee.

New employees must submit a copy of their current state vehicle registration and a completed Campus Parking Registration Form to the parking coordinator in student administrative services. At this time, hang tags will be issued for the appropriate lot. Satellite parking is available at the Cathedral of Mary Our Queen on Charles Street and at 5104 York Road. The annual fee for Satellite parking is a tiered fee based upon annual salary. Shuttle service is provided to these satellite lots and throughout the campus.

Faculty, administrators and staff may also purchase on campus convenience parking at the Butler/Hammerman lot or at the Campion garage for an annual fee of $350 through a pre-tax payroll deduction. Convenience parking spaces are allocated based on length of employment, and on a first come, first served basis. The registered permit holder is responsible for all traffic and parking violations and/or tickets incurred. If a parking violation issued to an employee is not paid within 10 calendar days of the date of issuance, the ticket will be processed for payment through payroll deduction. Appeal forms are available at student administrative services. Questions regarding parking registration and fees should be directed to the parking coordinator (ext. 2423). Additional rules on parking can be found in the annual Parking Rules and Regulations Pamphlet.

7.30 Payroll Office

For questions concerning your paycheck, direct deposit or tax withholdings and/or to request a duplicate W2, contact the payroll office (ext. 1349 or ext. 2622).

7.31 Post Office

Located in the Andrew White Student Center, the post office provides stamps, money orders, fax services,

and UPS service. Package pick-up is available Monday – Friday 8:30 a.m. to 4:30 p.m. The postal window is available Monday – Friday 8:30 a.m. to 4:00 p.m.

7.32 Public Relations and Creative Services

The public relations and creative services offices manage relationships with a wide variety of internal and external constituencies, and coordinates strategies for media relations, publications, Loyola Magazine, internal communications, events, advertising and the University's Web site. The public relations office manages an active "hometown" media relations program seeking to place news of student leaders in their local community newspapers. The University can take advantage of the office's expertise in promoting events, in particular events that are open to the public. The creative services office is responsible for managing the University's graphic identity and provides a wide variety of creative design services to the University, including logos, brochures, viewbooks, advertising, direct mail, environmental graphics, custom invitations, stationery, business cards, and promotional specialty items.

7.32.1 Media Relations

The public relations office represents the University in communicating with the media and contact with the media is coordinated through that office. Staff and administrators should not communicate independently with representatives of the print, broadcast, or electronic news media concerning University business; such communication is appropriate only once authorized by the public relations office. Calls from news media representatives should always be referred immediately to the public relations office.

7.33 Gifts to the University

The University's responsibility as a tax-exempt organization requires that the tax deductibility of gifts be accurately reported, both to donors and in the institution's records. Cultivation, solicitation, and stewardship of donors must be coordinated through the office of advancement. To ensure proper stewardship, all gifts, including significant gifts-in-kind, must be processed through the office of advancement. Acknowledgement and receipting of gifts may only be processed by the office of advancement.

7.34 Recreational Sports/Fitness and Aquatic Center (FAC)

The department of recreational sports supports the development and health of members of the University community. The department provides diverse educational, recreational programs, social programs, and a variety of quality opportunities through six main programming areas (Aquatics, Club Sports, Informal Recreation, Instructional Programs, Intramurals, and Outdoor Adventures). Faculty, staff, and administrators of the University are eligible to enroll as a member of the Fitness and Aquatic Center for a fee. Household memberships are also available. Faculty, staff and administrators may also choose to pay a daily guest fee per visit with their Loyola ID card upon entrance to the facility. For additional information, please call ext. 5453 or visit the Web site at www.loyola.edu/recsports.

7.34.1 Facility Features

Aquatic Center: 8 lane, 25-yard swim course, shallow lane, and diving well; on-deck sauna and hot tub; 6,000 square foot fitness center; 3-court gymnasium; multi-activity court; Equipment Check-out Center; Outdoor Adventure Center; indoor rock climbing wall; 4 Racquetball and 2 Squash courts; elevated walking/jogging track; 2 aerobic studios; outdoor grass fields; Fitness First Café; locker rooms; classrooms; conference room; administrative offices for recreational sports staff.

7.34.2 Hours of Operation (during full academic session):

Monday-Thursday 6:00 a.m. to 11:30 p.m.

Friday 6:00 a.m. to 9:00 p.m.
Saturday 9:00 a.m. to 9:00 p.m.
Sunday 1:00 p.m. to 11:30 p.m.

Hours will vary during University breaks and holidays. Any adjustments in hours of operation will be posted in the facility two weeks in advance.

7.35 Safety Notices

The University follows the Clery Act in posting and notifying the University community of all criminal offenses reportable under this act. The latest posted information may be obtained from the Communication Center or public safety. Additional information can be found on the public safety Web site at www.loyola.edu/department/public-safety/reporting/clery-act.html.

7.36 Shuttle Service

Cathedral and York Road routes run Monday – Friday 6:00 a.m. to 12:00 a.m. The compass route runs on Thursday and Friday 5:00 p.m. to 3:00 a.m. The weekend compass route runs Saturday and Sunday 9:00 a.m. to 3:00 a.m. The Web site (www.loyola.edu/department/parking-transportation/transportation/shuttle-service/) gives shuttle routes and stop prediction times. Hours are subject to change.

7.37 Speech and Hearing Center

The department of speech-language pathology and audiology operates two campus-based clinical programs within the Loyola Clinical Centers that are staffed by clinical faculty and by graduate students enrolled in the Master's Degree program. The following services are offered to full-time employees and their dependents:

- Complete hearing evaluations and follow up referral.
- Comprehensive speech and language evaluations (infant through adult).
- Treatment services for diagnosed speech and language disorders.
- Training for accent modification.
- Consultation and advocacy services.
- Payroll deductions for hearing aid purchases.

For more information please call the Loyola Clinical Centers (ext. 1200) or visit the Web site at www.loyola.edu/clinics.

7.38 Women's Center

The Women's Center is dedicated to empowering women and men by educating the University and its surrounding community on issues of gender that are of particular interest to women. The Center is a resource open to all members of the Loyola community, serving both as a haven where women's issues may be freely discussed and as a beacon that guides the community toward genuine gender equality. For more information visit the Women's Center Web site at ***www.loyola.edu/womenscenter/***.

7.39 Lactation Accommodation Policy

This policy establishes guidelines for promoting a breastfeeding-friendly work environment and supporting lactating employees at the University for as long as they desire to express breastmilk. The University supports the legal right and necessity of employees who choose to express milk in the workplace. This policy applies to all University employees working at all campus locations.

In accordance with the City of Baltimore's Lactation Accommodations in the Workplace Ordinance, breastfeeding employees have a legal right to request a lactation accommodation. The University will provide breastfeeding employees with reasonable break time and a suitable lactation location to express milk during working hours. Where providing such accommodation would impose an undue hardship to the University by causing significant expense or operational difficulty, the University may not be able to provide the requested accommodation and may seek a waiver or variance with the Baltimore City Community Relations Commission.

Please note that the lactation break time will run concurrently with any paid break time. If the time for an employee's lactation break does not run concurrently or when additional time is necessary, the lactation break time may be unpaid.

7.39.1 Lactation Space Requirements

The University will provide breastfeeding employees with space, other than a bathroom or closet, in close proximity to their work area that is shielded from view and from intrusion from colleagues or others, to express breastmilk. The room or location may be the place where the employee normally works if it otherwise meets the requirements for a lactation location. Questions or concerns should be directed to human resources at Ext. 2354.

7.39.2 Lactation Accommodation Requests

Breastfeeding employees who wish to express milk during working hours must submit a completed and signed Lactation Accommodation Request Form to the Human Resources Department. Employees are encouraged to submit the completed form as soon as they identify the need for a lactation accommodation. Employees should be aware that it may take the University up to five (5) business days to respond to the employee's request. Providing as much advance notice as possible will assist the University in ensuring that the accommodation can be reviewed and implemented prior to the employee's need arising (but in no event should the form be submitted less than five (5) business days in advance of the need for a lactation accommodation). The form must include signatures of the employee making the request and the employee's supervisor. Any additional breaks needed to express milk beyond the employee's regular breaks/lunch breaks, as well as the estimated period during which such accommodation will be needed, must be indicated on the form.

The University will respond to a lactation accommodation request within five (5) business days and will engage with the employee in an interactive process to determine appropriate break periods and a lactation location. If the University is unable to provide lactation break time and/or a suitable lactation location, and/or the University has obtained a waiver or variance from the Baltimore City Community Relations Commission with regard to the obligation to provide breaks or a suitable lactation location, the University will provide the employee who has requested a lactation accommodation with a written response that describes the specific bases for which the employee's request is denied.

7.39.3 Employer Records

The University will maintain a record of the written requests for lactation accommodations that include the name of the employee, the date of the initial request and any update to the initial request, a copy of all written or digital correspondence by or on behalf of the employee and employer, and a description of how the University resolved the request. Records will be maintained for three (3) years from the date of the request.

7.39.4 Retaliation

The University prohibits all discrimination or retaliation against any employee for exercising their

rights to a lactation accommodation or for alleging a violation under the Baltimore City ordinance or alleging a violation of any Loyola University Maryland policy. Any employee who believes there has been a violation of their right to a lactation accommodation should contact the director of employee relations and organizational development (ext. 2354 or ext. 1345) immediately so that their concerns may be addressed. Employees working in Baltimore City may also file a complaint with the Baltimore City Community Relations Commission.

VIII. Code of Conduct

VIII. Code of Conduct

8.1 Professional Standards and Business Conduct

In addition to the specific responsibilities enumerated in their job descriptions, all employees are expected to perform their assigned duties courteously, efficiently, and promptly, and to conduct themselves as responsible and cooperative members of the University and community. Failure to fulfill these responsibilities may result in discipline up to and including termination.

8.2 Conflict of Interest

8.2.1 Gifts

Employees may not solicit or accept, directly or indirectly, any gift, gratuity, or favor that has a substantial economic value that might reasonably be interpreted by others as potentially affecting their impartiality.

8.2.2 Endorsement for University Use

No employee of the University shall authorize for University use any product or service furnished by a firm in which the employee has a financial interest that would be enhanced as a result of such recommendation.

8.2.3 Endorsement for Non-University Use

When requested, University employees may provide references for products and services used by the University. The furnishing of such a reference is not to be construed and should not be presented as an official University endorsement, but rather as a statement of the personal opinion of the employee concerned. The approval of the appropriate vice president is required for any official University endorsement made in print, the media or any other communication medium.

8.3 Copyright Policy

It is the policy of the University to be in compliance with all laws and regulations governing the use of copyrighted materials. Copyright permission must be properly obtained in order to make copies of copyrighted material unless an exception applies. Departments and individuals acting within the scope of their authority as employees and faculty of the University may make "Fair Use" copies as defined in the University's copyright policy. The office of academic affairs is charged with the responsibility of enforcing this policy.

8.4 Electronic Communications

University e-mail, Internet and telephone systems are provided for University business. Employees do not have a personal privacy right in any matter created, received, or sent from these University systems. The University, in its discretion, reserves the right to monitor and access any matter created, received, or sent from these systems. No e-mail messages should be created or sent that may constitute intimidating, hostile, or offensive material. Interaction conducted through any Loyola electronic system shall comply with all Loyola policies and rules of conduct. Additional information about electronic communications responsibilities and policies can be viewed at https://inside.loyola.edu/site/techservices/pages/SecurityPolicies/Security-Policies.aspx**.**

8.5 Employee Taxation of University Mobile Technology Devices

University mobile technology devices such as cell phones, BlackBerries, and laptops are provided for University business and should not be used for personal use. Any personal use of University provided devices is deemed taxable and must be included in the employee's W-2. Employees are responsible for reporting the personal use of such equipment to payroll in financial services (ext. 1349). Reporting

personal use of mobile technology devices ensures that the University is complying with federal and state tax regulations.

8.6 Harassment and Discrimination Policy and Procedures

Policy

Loyola University Maryland does not discriminate on the basis of race, sex, color, national or ethnic origin, age, religion, disability, marital status, sexual orientation, gender identity, genetic information, military status, or any other legally protected classification in the administration of any of its educational programs and activities or with respect to admission or employment. Prohibited discrimination includes harassment on the basis of a protected classification and harassment based on participation in any "protected activity." Complaints of harassment and discrimination will be addressed pursuant to Section 8.7, except for complaints of sexual harassment, domestic violence, dating violence, stalking, sexual assault, and sexual exploitation, which will be addressed pursuant to Section 8.8.

Discrimination, harassment, domestic violence, dating violence, stalking, sexual assault, and sexual exploitation are inconsistent with Loyola's commitment to excellence and respect for all individuals. Loyola is also committed to protecting the academic freedom of all members of the University community, and this policy shall be applied in a manner that protects the academic freedom of all parties to a complaint.

8.6.1 Scope

This policy prohibits discrimination, including harassment, domestic violence, dating violence, stalking, sexual assault, and sexual exploitation of students, employees, or program participants of Loyola University Maryland by anyone on University property or at University-sponsored activities. This policy applies to situations in which the person alleging a violation (the "complainant"), or the person accused of a violation (the "respondent") is an employee, student, or program participant of Loyola University Maryland. Loyola students and employees who are studying or teaching off-campus (e.g., semester abroad) or are on a leave of absence (e.g., medical leave, sabbatical) may remain covered by this policy unless specified below. The University may also extend jurisdiction to off-campus and/or to online conduct when the conduct affects a substantial University interest.

Allegations against student employees in their capacity as employees are resolved through this policy. Allegations against students in their capacity as students are generally resolved through the student conduct process rather than under this policy with the exception of sexual harassment and other sexual misconduct as subject to 8.8 Sexual and Gender-Based Misconduct Policy. The Community Standards can be found at http://www.loyola.edu/department/student-conduct.

Allegations involving individuals who are not current employees or students of Loyola (e.g., applicants for admission or employment, alumni, independent contractors, vendors, recruiters) are addressed on a case-by-case basis using an appropriate procedure as determined by the vice president for student development’s office for students or by the human resources office for employees.

Harassment other than on the basis of a protected classification is also prohibited by University policy and may be the subject of a complaint using the Grievance Policy and Hearing Procedures (Section 8.18 of the Staff and Administrator Policy Manual) if the respondent is an employee or using the student conduct process if the respondent is a student.

8.6.2 Compliance

The designated compliance officer to ensure compliance with Title IX of the Education

Amendments of 1972, as amended, and Section 504 of the Rehabilitation Act of 1973, as amended, is David Tiscione, Director of Title IX, Compliance, and Assessment, 105 Jenkins Hall, 410-617-5171, dmtiscione@loyola.edu. Complaints may also be filed with the U.S. Department of Education, Office of Civil Rights (www.ed.gov).

8.6.3 Retaliation

It is a violation of Loyola's harassment and discrimination policy to retaliate against any person for making an allegation or participating in an investigation of an alleged violation of this policy. A complaint of retaliation may be pursued using the steps set forth in this policy. When necessary, the University will monitor student grading or faculty/staff reappointment, tenure, promotion, merit review, or other decisions in order to ensure that prohibited retaliation does not occur. The University reserves the right to take immediate measures to prevent violations pending the outcome of any proceedings under this policy. Retaliation related to the Sexual and Gender-Based Misconduct Policy will be addressed as defined in 8.8.

8.6.4 Knowingly Filing False Complaints

Knowingly filing a false complaint of harassment, discrimination, retaliation, or sexual misconduct is a violation of this policy. Employees who knowingly file a false complaint are subject to disciplinary action. Students who knowingly make false statements or knowingly submit false information violates section 8. *False Information/Obstruction* under the Student Code of Conduct and would be referred for disciplinary action accordingly.

8.6.5 Intentional Breaches of Confidentiality

Participants in this process, including the complainant and respondent, witnesses, investigators, supervisors/department chairs or their designees, and University officers may be directed to maintain appropriate confidentiality regarding the proceedings in order to protect the integrity of the investigation, to protect the privacy rights of the individuals involved, or for other valid reasons, provided that a complainant or respondent may not be required to maintain confidentiality as to the outcome of the investigation and any directions regarding confidentiality shall not be interpreted to prevent or impede the parties' ability to obtain and present evidence or otherwise support or defend their interests, to communicate with law enforcement, to communicate with legal counsel or another advisor under this Policy, or to seek counseling or support. Any questions regarding confidentiality in a particular case should be directed to human resources for employees or the vice president for student development's office for students.

A complaint alleging an intentional breach of confidentiality by an employee may be pursued using the procedures set forth below. Such a breach may also constitute an act of retaliation. A breach of confidentiality by an employee may void the outcome of any previously agreed-upon resolution to a complaint.

8.6.6 Procedures for Resolution of Complaints Against Employees under the Harassment and Discrimination Policy

The following procedures provide for prompt, fair and impartial investigation, and resolution of all reports of harassment and discrimination, whether or not a formal or informal complaint has been made. The procedures set forth in 8.7 apply to sexual harassment, sexual assault, domestic violence, dating violence, stalking, or sexual exploitation only with respect to alleged employee conduct that is not subject to the Title IX Grievance Procedures described in Section 8.8. Investigations will be conducted by officials who have received appropriate annual training. Loyola will undertake immediate and appropriate corrective action whenever it determines that a violation of this policy has occurred.

In considering a complaint under this policy, the following understandings shall apply:

- Harassment must be distinguished from behavior that, even though unpleasant or disconcerting, is appropriate to the carrying out of certain instructional, advisory, or supervisory responsibilities.

- The conduct alleged to violate this policy should be evaluated from both the complainant's and respondent's perspectives, but also the perspective of a reasonable person similarly situated to the complainant and respondent considering all the circumstances.

- Filing a complaint under this policy does not preclude an employee from filing a charge of employment discrimination with the EEOC, or Maryland Commission on Human Relations, within the time frames established by those agencies. Filing a complaint under this policy does not preclude a student from filing a written complaint with the Department of Education's Office of Civil Rights within 180 calendar days of the date of the alleged discrimination.

8.6.6.1 Reporting Options

8.6.6.1.1 Informal Reporting

Any member of the Loyola community who believes that they have experienced harassment, discrimination, sexual assault, domestic violence, dating violence, stalking, or sexual exploitation in violation of this policy is encouraged to report the incident(s) as soon as possible. A complainant may end the informal stage at any time and may initiate a formal complaint.

8.6.6.1.2 Options for Informal Resolutions

Human resources may assist an individual who does not wish to file a formal complaint but who seeks informal resolution to end conduct that the person believes violates this policy. **See Section 8.8 for informal resolution options involving conduct related to behavior prohibited in the Sex-based Harassment and Discrimination Policy**.

Human resources, or another person designated by human resources, may discuss the alleged conduct with the respondent, remind them of University policies, and seek a commitment by the respondent to comply with these policies. In addition, appropriate disciplinary action may be taken, up to and including termination, depending on the nature and severity of the conduct and the respondent's overall work history. In some cases, the complainant may choose to meet with the individual whose behavior is disturbing, discuss the situation, and make it clear that the behavior is unwanted. In some cases, the complainant may wish to contact the supervisor/department chair or dean of the person whose behavior is disturbing and request assistance to stop the behavior. The complainant may also choose to seek resolution through restorative practices such as a conversation with the other party facilitated by human resources, or with a mediation arranged by human resources. In these two cases, the parties must agree to participate. Such actions may be discussed with human resources in advance of the meeting.

Depending on the circumstances human resources may choose to utilize any

combination of interventions and remedies including but not limited to:

- Increased monitoring, supervision, and/or security at locations or activities where the alleged conduct occurred or is likely to recur;
- Targeted or broad-based educational programming or training for relevant individuals or groups;
- Recommend employment modifications;
- Completion of projects, programs, trainings, or other requirements designed to help the respondent manage behavior, refrain from engaging in prohibited conduct, and understand why the prohibited conduct is prohibited; and/or;
- No contact orders that limit access to specific college buildings or areas or forms of contact with particular persons

See section 8.7.3 for assistance with informal resolution.

After an informal intervention has concluded, human resources will collect and maintain all documentation concerning the complaint. Such a record will be kept in order to document that an informal complaint was made and that actions were taken in response to the complaint.

NOTE: Some forms of behavior that are disturbing to members of the Loyola community may not meet the definitions of behavior prohibited by this policy. Such behavior may, nonetheless, be prohibited by other policies, rules, or procedures. Questions about handling complaints under any other policies and procedures may be directed to deans and to human resources staff.

8.6.6.1.3 Assistance with Informal Resolutions

The complainant may discuss the situation with the chief people and culture officer/associate vice president for human resources (ext. 2354) or other designated individuals available through the following offices:

Undergraduate Students:
Office of Student Development
Dean of Admission
Dean of Undergraduate and Graduate Studies
Dean of Loyola College
Dean of the School of Education
Dean of the Sellinger School of Business and Management
Vice President for Student Development and Dean of Students
Associate VP Enrollment and Dean Undergraduate Admission
Assistant Vice President and Director Athletics
Associate Dean of Students for Student Success
Associate VP for Student Development Engagement & Operations
Associate VP for Undergraduate Academic Affairs and Faculty Development
Director Title IX, Compliance, and Assessment and Title IX Coordinator
Assistant Director Title IX, Compliance, and Assessment and Deputy Title IX Coordinator for Students
Chief People and Culture Officer/Associate Vice President Human Resources

Director of Employee Relations and Organizational Development and Deputy Title IX Coordinator for Faculty, Staff, and Administrators
Chief Equity and Inclusion Officer

Graduate and Professional Students:
Dean of Loyola College
Dean of the School of Education
Dean of the Sellinger School of Business and Management
Dean of Undergraduate and Graduate Studies
Director Graduate Admission Recruitment
Assistant Vice President and Director Athletics
Director Title IX, Compliance and Assessment and Title IX Coordinator
Assistant Director Title IX, Compliance, and Assessment and Deputy Title IX Coordinator for Students
Chief People and Culture Officer/Associate Vice President Human Resources
Director of Employee Relations and Organizational Development and Deputy Title IX Coordinator for Faculty, Staff, and Administrators
Chief Equity and Inclusion Officer

Faculty:
Human Resources Office
Office of the Provost and Vice President for Academic Affairs
Dean of Loyola College
Dean of the School of Education
Dean of the Sellinger School of Business and Management
Chief People and Culture Officer/Associate Vice President Human Resources
Director Title IX, Compliance and Assessment and Title IX Coordinator
Assistant Director Title IX, Compliance, and Assessment and Deputy Title IX Coordinator for Students
Director of Employee Relations and Organizational Development and Deputy Title IX Coordinator for Faculty, Staff and Administrators
Chief Equity and Inclusion Officer

Staff and Administrators:
Human Resources Office
Division Vice Presidents
Chief People and Culture Officer/Associate Vice President Human Resources
Director Title IX, Compliance, and Assessment and Title IX Coordinator
Assistant Director Title IX, Compliance, and Assessment and Deputy Title IX Coordinator for Students
Director of Employee Relations and Organizational Development and Deputy Title IX Coordinator for Faculty, Staff and Administrators
Chief Equity and Inclusion Officer

The University also has anonymous reporting methods:

- Anonymous Reporting Form, found at https://www.loyola.edu/department/public-safety/anonymous-information-form
- EthicsPoint, found at https://secure.ethicspoint.com/domain/media/en/gui/18799/index.html
- Bias Related Behaviors Report, found at www.loyola.edu/reportbias

- Sexual Violence, Relationship Violence or Stalking Report found at https://cm.maxient.com/reportingform.php?LoyolaUnivMD&layout_id=4

8.6.6.2 Formal Reporting

8.6.6.2.1 Timeframe for Filing

Formal complaints of, harassment or discrimination, should be filed with human resources as soon after the offending conduct as possible, but no later than 180 calendar days after the most recent conduct alleged to violate this policy. Human resources may grant a reasonable extension of any other time period established in these guidelines; however, the 180 calendar day time limit for filing a formal complaint shall not be extended. For formal complaints filed under section 8.8 Sexual and Gender-Based Misconduct Policy, there is no time limitation to file a formal complaint.

The 180-calendar-day statute of limitation on the filing of claims is intended to encourage complainants to come forward as soon as possible after the offending conduct and to protect respondents against complaints that are too old to be effectively investigated. There may, however, be sound reasons why a complainant does not come forward within 180 calendar days. In such cases, the complainant should contact human resources staff to discuss options.

Although such a complaint generally would not be pursued under the formal complaint procedures, there may still be options for responding to such complaints; for example, through counseling or informal intervention. If sufficient evidence is available, an investigation can be undertaken by appropriate authorities to determine if the behavior constitutes misconduct under other conduct processes.

8.6.6.2.2 Written Complaint and Response

A formal complaint must be submitted in writing to human resources and signed by the complainant. This written complaint shall include the names of the complainant and the respondent, and the details of the conduct alleged that violate this policy. Within five calendar days of receiving the written complaint, human resources will provide the respondent with a copy of the complaint. The respondent must submit to human resources a response to the charges within 14 calendar days. Upon receipt of the respondent's answer to the complaint, the human resources office shall forward a copy of the response to the complainant.

8.6.6.2.3 Investigation

Within five business days of receiving a copy of the response to the complaint, a designee of the human resources office, who has received appropriate training and does not have a conflict of interest or bias, will initiate an investigation to determine whether there is a reasonable basis for believing that the alleged violation of the policy occurred. During the investigation, the investigator will interview the complainant, the respondent, and any witnesses who may have direct relevant information to determine whether the conduct occurred and whether such conduct violated this policy. Both parties will have an opportunity to

provide evidence and to request that the investigator interview specific witnesses.

Further, the appropriate Title IX Coordinator will receive annual training on the issues related to dating violence, domestic violence, sexual assault, and stalking and how to conduct an investigation and hearing process that protects the safety of victims and promotes accountability. The parties will also be given an opportunity for timely and equal access to any information that will be used in making a determination of responsibility for an alleged conduct violation. In appropriate cases, including sexual misconduct investigations, supportive measures may be put in place such as no contact orders, changes to work schedules/situations, interim suspension for the respondent, and other measures for safety, as necessary.

8.6.6.2.4 Settlement Negotiation

Within seven calendar days of receiving a copy of the response to the complaint, the human resources office shall schedule a meeting with each of the parties, together or separately, to attempt to negotiate a settlement of the complaint; provided, however, that the parties will not be requested or permitted to meet together in cases addressed through the procedures in 8.8 Sexual and Gender-Based Misconduct Policy.

A settlement shall occur when the parties agree to a resolution of the complaint in writing. A resolution may include, but is not limited to, withdrawal of the complaint without the right to refile it; an agreement by the respondent to terminate or not repeat specific conduct; an apology; or participation in counseling. Human resources shall review all settlements to ensure that the parties fully understand the terms. If there is any sanction agreed to as part of the resolution, the responsible official for implementing any such sanction must also agree to the settlement.

8.6.6.2.5 Finding, Determination, and Sanction

If a settlement is not reached within 30 calendar days of this initial meeting, human resources shall make a written determination, using a “preponderance of evidence” standard, which includes a finding of whether the conduct alleged in the complaint occurred, the basis for that determination, and whether such conduct violated this policy. The written determination will be completed within five business days of the end of the settlement period, unless new information is brought forward during the negotiation period that requires further investigation. If human resources determines that the respondent violated this policy, human resources shall consult with the appropriate responsible official to determine the sanction to be imposed by the University. Taking into account the nature and severity of the violation and the respondent's employment record, sanctions may include: mandatory assessment and compliance with treatment recommendations; prohibition of the respondent from participating in grading, honors, recommendations, reappointment and promotion decisions, or other evaluations of the complainant; written warning, and a copy of the complaint and its disposition placed in the respondent's personnel file; restrictions on the respondent's access to University resources, such as merit pay or other salary increases for a specific period; continuation/modification of supportive measures; or disciplinary probation, suspension or dismissal from the University.

For cases addressed through 8.8 Sexual and Gender-Based Misconduct, the human resources office shall notify the complainant and the respondent simultaneously, in writing, of the determination including a rationale for the findings. If it is determined that the policy was violated, the notice will include the sanction(s) to be imposed and rationale for the sanctions. The appeals procedures will also be provided. Outcomes from an appeals process will be final.

8.6.6.2.6 Responsible Official

In cases in which the respondent is a member of the faculty, the responsible official shall be the dean of the school or college to which the respondent belongs, or the provost and vice president for academic affairs.

In cases in which the respondent is a non-faculty administrator or staff member, the responsible official shall be the appropriate vice president, or their designee. If the respondent is a non- faculty administrator or staff member in a division that reports directly to the president, the responsible official shall be designated by the president. If the respondent is the president, the responsible official shall be the Chairperson of the Board of Trustees.

In cases in which the respondent is a student employee (graduate or undergraduate), the responsible official shall be the appropriate vice president of the division or dean of the college in which the student is employed.

8.6.6.2.7 Mandated Reporters

Incidents involving sex-based harassment, discrimination, or retaliation should be reported consistent with the Sex-Based Harassment and Discrimination policy, which requires employees to report the incident to the Title IX coordinator. All employees, including faculty, staff, administrators, and undergraduate and graduate student employees, other than those deemed Confidential Employees, are Mandated Reporters. Mandated Reporters are expected to promptly report all known details of actual or suspected discrimination, harassment, and/or retaliation (other than sex-based harassment and discrimination) to the Chief Equity and Inclusion Officer or designee. Incidents involving a student may be reported to the Office of Title IX and Bias Compliance. For emergency situations, Campus Police and other on-call staff can be reached at 410-617-5010.

Online reporting methods:

- EthicsPoint, found at https://secure.ethicspoint.com/domain/media/en/gui/18799/index.html
- Bias Related Behaviors Report, found at www.loyola.edu/reportbias
- Sexual Violence, Relationship Violence or Stalking Report found at https://cm.maxient.com/reportingform.php?LoyolaUnivMD&layout_id=4

8.6.6.2.7.1 Failure to Report

Failure of a Mandated Reporter, as described above in this section, to report an incident of discrimination, harassment, or retaliation of which they become aware is a violation of the University Policy. The Mandated Reporter may be subject to disciplinary action under section 1.28 Discipline under Staff and Administrator Policy Manual. Failure to report may also constitute professional incompetence, non-performance of duties or responsibilities, and conduct inconsistent with professional standards according to the Rank and Tenure Policy Statement for faculty members and will be addressed accordingly. Lastly, failure to report by a student employee may be addressed consistent with the *Termination of Student Employment* section in the Student Employee Handbook.

A Mandated Reporter who is themselves a target of harassment, discrimination, or retaliation is not required to report their own experience, though they are, of course, encouraged to do so.

8.6.6.2.7.2 Classroom Disclosures

When mandated reporters become aware of conduct that may reasonably constitute discrimination, harassment, and/or retaliation in academic settings, such as through writing assignments, discussions, or group presentations, they are considered to have notice and are expected to promptly report all known details of actual or suspected behavior.

8.6.6.2.7.3 Public Awareness Events

Mandated reporters who learn of conduct that may reasonably constitute discrimination, harassment, and/or retaliation, during a public event, which is sponsored by and hosted on property or platforms controlled by the University, to raise awareness about harassment or discrimination are required to promptly report all known details of the actual or suspected discrimination, harassment, and/or retaliation. However, in order to protect the sanctity of public awareness events, as permitted by federal law, the University is not obligated to act in response to the information, unless it indicates an imminent and serious threat to the health or safety of a complainant, any students, employees, or other persons. Nonetheless, the University will use reported information to inform its efforts to prevent harassment, including by providing tailored training to address alleged harassment in a particular part of its education program or activity or at a specific location when information indicates there may be multiple incidents of harassment.

8.6.7 Appeals

8.6.7.1 Appeals to the President (Except Appeals of Sex-based Harassment and Discrimination)

In accordance with the Scope of this Policy, this appeals procedure in Section 8.6.7.1 does not apply to allegations against students that are resolved through the Student Respondent Sex-based Harassment and Discrimination Investigation and Hearing

Procedures or for any formal complaints filed under the Employee Respondent Title IX Grievance Procedures, which can be found in the Community Standards. *This appeals procedure also does not apply to appeals for non-Title IX formal complaints filed under the Sex-based Harassment and Discrimination Policy, which are subject to the appeals procedure in Section 8.6.7.2.*

Within 14 calendar days of receiving notice of the determination and the sanction, if any, the complainant, or the respondent, or both, may file an appeal, in writing, to the president based on one or more of the following grounds:

- The determination is not supported by the evidence.
- Relevant new evidence that was not available for consideration prior to the determination has been discovered.
- The sanction is disproportionate to the offense.
- Procedural error(s) occurred that materially affected the outcome of the investigation.

The president shall review the appeal based on the written record, without a hearing. The president may remand the case to human resources for further investigation and findings. Within 30 days of receipt of the last-filed appeal, the president shall render a final decision simultaneously, in writing, to the complainant and the respondent.

8.6.7.2 Appeals of Sex-based Misconduct

Appeals for formal complaints filed under the Sex-based Harassment and Discrimination Policy will be resolved through the following process.

Each party may appeal a determination regarding responsibility and/or the sanction. In cases where appeals are submitted by both parties, both appeals will be considered together by the same appellate decision-maker. Unless indicated otherwise in the original decision letter, the typewritten appeal should be submitted via email or in person to the University's Title IX Coordinator. The appeal must be submitted within 14 calendar days of receipt of the decision letter, indicating the grounds for appeal. If a party does not appeal the decision within this period, they have waived a right to appeal. An appeal must be based upon one or more of the following grounds:

- The determination is not supported by the evidence.
- Relevant new evidence that was not available for consideration prior to the determination has been discovered.
- The sanction is disproportionate to the offense.
- Procedural error(s) occurred that materially affected the outcome of the investigation.

The submission of the appeal means that the sanctions are left pending until the appellate decision-maker renders a decision. Supportive measures remain available during the appeal process.

The burden is on the party to provide support in the appeal letter for the asserted grounds. The University's Title IX Coordinator (or designee) shall determine whether the party has provided sufficient support for each asserted ground. Failure to follow the guidelines or to provide sufficient support for the asserted grounds will result in determining that only

certain asserted grounds should be submitted for review by appellate decision-maker or that the appeal should be dismissed without further proceedings.

When an appeal letter is accepted, the other party will be given a copy of the appeal letter and the opportunity to submit a written response within five University business days.

Appeals will be decided by an independent appellate decision-maker who is free from conflict of interest and bias, and did not serve as investigator(s), Title IX Coordinator, or decision-maker in the original hearing. The appellate decision-maker shall review the appeal based on the written record, without a hearing.

The appellate decision-maker's decision will be communicated concurrently in writing to both the respondent and the complainant, normally within five University business days of the appeal hearing and include rationale for the decision. The appellate decision-maker is final, and no further appeal is permitted by either party.

8.7 Sex-based Harassment and Discrimination Policy

This policy outlines how the University will prevent sex-based harassment and discrimination; the process for reporting sex-based harassment, discrimination, or retaliation; and the procedures for adjudicating allegations of that nature for all members of the University community. The University will interpret and apply this Policy based on any judicial orders or outcomes and in accord with any updated guidance regarding the implementation of Title IX regulations from the Office of Civil Rights or any updated guidance or laws from the state of Maryland regarding sex-based harassment and discrimination policies. View the complete policy at https://www.loyola.edu/department/title-ix-bias/title-ix/about/policy.html.

8.8 Workplace Violence

Workplace violence is an attempt, threat, or actual conduct of endangering the health or safety of campus community members (faculty, staff, administrators and students) or visitors. It also includes any threatening statement, harassment, or behavior that gives a campus community member or visitor reasonable cause to believe that their health or safety is at risk. Safety and security are personal and shared responsibilities. The collective involvement of every member of the University community is essential. Everyone is called on to report inappropriate behavior immediately to public safety (ext. 5911).

The University strives to provide a safe campus and workplace for the entire University community. To ensure a safe workplace and to reduce the risk of violence, all employees should review, understand, and comply with the provisions of this workplace violence policy.

Prohibited Conduct

Loyola does not tolerate any type of workplace violence committed by employees against other employees, students, visitors, vendors, or contractors. Employees are also prohibited from making threats or engaging in violent activities. This list of behaviors, while not inclusive, provides examples of conduct that is prohibited:

- causing physical injury to another person;
- making threatening remarks;
- derogatory comments made about a person's race, gender, religion, sexual orientation that would be perceived by a reasonable person as threatening;
- making veiled comments that would be perceived by reasonable persons as threatening;
- aggressive or hostile behavior that creates a reasonable fear of injury to another person or subjects another individual to emotional distress;

- intentionally damaging employer property or property of another employee;
- possession of a weapon while on University property or while on University business;
- violating the University Firearms and Weapons Policy

Reporting Procedures
Any immediately dangerous situation must be reported to the campus police (ext. 5911) or state, county or city police (911).

Incidents of alleged domestic violence, dating violence, stalking, as well as harassment based on protected classifications, are addressed using the Harassment and Discrimination Policy and Procedures in section 8.6 of this Manual. For additional information on the University's response to sexual assault, including domestic violence, dating violence and stalking, refer to section 19 of the Clery Report found at www.loyola.edu/department/public-safety/reporting/clery-act.html.

Any potentially dangerous situation must be reported to a supervisor/department chair or the human resources office. Reports can be made anonymously, and all reported incidents will be investigated. Reports or incidents warranting confidentiality will be handled appropriately and information will be disclosed to others only on a need-to-know basis. All parties involved in a situation will be counseled and the results of investigations will be discussed with them. The University will actively intervene at any indication of a possibly hostile or violent situation. A single serious employee violation of this policy may result in termination without warning.

Risk Reduction Measures
Hiring: The human resources office takes reasonable measures to conduct background investigations to review candidates' backgrounds and reduce the risk of hiring individuals with a history of violent behavior.

Blue Light Emergency Notification Stations are positioned throughout the property (see Section 7.23)

Individual Situations: While Loyola does not expect employees to be skilled at identifying potentially dangerous persons, employees are expected to exercise good judgment and to inform the human resources office if any employee exhibits behavior which could result in a potentially dangerous situation. Such behavior includes:

- discussing weapons or bringing them to the workplace;
- displaying overt signs of extreme stress, resentment, hostility, or anger;
- making threatening remarks;
- sudden or significant deterioration of performance; and
- displaying irrational or inappropriate behavior.

Employees at Risk: The human resources office will inform the campus police of any individuals who have been determined to be at risk for becoming victims of violence because they were subject to harassment, violence, or threats from an employee. Human resources will work quickly to discipline any employee threatening another and campus police will design a plan with at-risk employees to prepare for emergency situations. Departments are encouraged to develop specific protocol to suit their own unique situations and clients should an individual become violent in the workplace.

Enforcement
Threats, threatening conduct, or any other acts of aggression or violence in the workplace will not be tolerated. Any employee determined to have committed such acts will be subject to disciplinary action, up to and including termination. Non-employees engaged in violent acts on the employer's premises will be

reported to the proper authorities and fully prosecuted.

8.9 Interaction with Students

Because the University is in the business of serving students, many employees have extensive student contact through the daily operation of their offices. Employees shall engage students in a generally accepted proper business manner. Inappropriate socializing with students is grounds for discipline, up to and including termination.

8.10 Consensual Relationships Policy

The Core Values of the University include the pursuit of academic excellence, a focus on the holistic growth and development of each unique individual, and an abiding commitment to honesty and integrity. Consistent with the Core Values, consensual romantic and/or sexual relationships (hereinafter referred to as consensual relationships) between University employees and students are to be avoided where the employee has (or reasonably could have) professional responsibility for the student's academic performance or professional future. Such relationships, without regard to who initiated them, create the potential for favoritism, exploitation, or the appearance of either, and may limit the student's future educational opportunities.

For purposes of this policy, "employee" includes faculty, staff, administrators, and graduate assistants, but not undergraduate student employees. "Professional responsibilities" include but are not limited to: teaching, academic advising, mentoring, coaching, moderating a student organization or activity, serving on an evaluation or awards committee, serving on a dissertation committee, supervising research, and supervising a student employee.

Employees are considered to have potential professional responsibility for undergraduate students. Thus, consensual relationships between employees and undergraduate students are prohibited.

With respect to graduate students, consensual relationships are prohibited in cases where the employee has, or reasonably can expect to have, professional responsibility for that student.

In the case of a pre-existing consensual relationship, employees are expected to remove themselves from positions of professional responsibility with respect to the student. Thus, the employee should resign from any committee (e.g., dissertation, honors) affecting the student, refrain from writing letters of reference or recommendation for the student and avoid or remove themselves from any other position of professional responsibility with respect to the student. In cases where it is not feasible for the employee to remove themselves or where such removal would be harmful to the student, the employee should submit a request for an exception from this paragraph to the vice president of the division in which the employee works.

Violation of this policy by an employee is considered a breach of professional ethics and may result in disciplinary action.

NOTE: This policy governs mutual, consensual relationships. Unwelcome sexual advances or other forms of sexual harassment are prohibited by the University's harassment and discrimination policy.

8.11 Drug-free Workplace

All persons employed by the University are responsible for performing their duties effectively and safely for the community's health and safety. Therefore, it is imperative that Loyola as a community operate in an environment free from illegal drugs and other controlled substances, specifically:

- The manufacture, sale, possession, distribution, or use by employees in the workplace of a controlled substance or drug not medically authorized is strictly prohibited.
- An employee may not be under the influence of a controlled substance, alcohol, over-the-counter medication or prescription drug which affects job performance or poses a hazard to the safety and welfare of the employee or other employees.
- Employees are required to report their criminal drug statute conviction for a violation occurring in the workplace to their immediate supervisor/department chair within five days after such conviction. As applicable, the University will, in turn, also notify the appropriate federal granting/contracting agency of such conviction within 10 days after receiving notice from the employee.
- Information on the dangers of drug abuse and the availability of counseling and rehabilitation assistance is provided through the Health Services Center, the Counseling Center, alcohol and drug education and support services or the human resources office and is distributed annually to each employee.
- Certain staff positions require pre-employment physicals involving a drug/alcohol screen. Additional required screens include but are not limited to: reasonable suspicion, reliable information, post-accident, random, return-to-duty, and follow-up.

Compliance with this policy is a condition of employment. Any violation of this policy will result in disciplinary action, including, but not necessarily limited to required participation in a rehabilitation program, suspension from duties or dismissal from employment.

8.11.1 Alcohol

All members of the University community are to act in a manner consistent with the alcohol policy of the University. This policy is to be observed in the planning and hosting of functions, both public and departmental, on the campus or at University sponsored activities. Alcohol-free events are to be encouraged.

- Persons under the age of 21 and visibly intoxicated persons may not be served alcoholic beverages. All alcoholic beverages should be served by a bartender(s); the bartender(s) should be over the age of 21 and should be instructed to ask for proof of age.
- Food and non-alcoholic beverages should be provided and made easily available to all guests.
- The quantity of alcohol offered and the length of time during which alcohol is offered should be monitored by the host or hostess.
- Persons who are visibly intoxicated may not be served.
- Announcements and advertising of such events should not feature nor promote alcoholic beverages as the focus of the event.
- The unlawful possession, use, or distribution of alcoholic beverages is strictly prohibited on University property or as part of its activities.

8.12 Smoke Free Campus Policy

Purpose

Inspired by the Jesuit tradition of *cura personalis*, Loyola University Maryland is committed to promoting a healthy and safe environment for students, faculty, staff, administrators and visitors. The purpose of this policy is to provide direction for a Smoke Free Campus, reducing the health risks related to smoking and secondhand smoke for the campus community. The intentions of a Smoke Free Campus include preventing students and employee smokers from developing a lifelong smoking habit, decreasing community exposure to secondhand smoke, and to assist those who wish to stop smoking through cessation programs. Smoke free policies are becoming a standard to foster a healthy environment in colleges and universities alike.

Smoke Use

Due to the acknowledged health hazards arising from smoking products, including exposure to secondhand smoke, it shall be the policy of Loyola University Maryland to provide a smoke-free environment for all students, faculty, staff, administrators, and visitors beginning July 1, 2019. This policy covers smoking mediums of any kind, as defined above, and applies to all students, faculty, staff, administrators, vendors, contractors, and visitors of Loyola University Maryland.

There will be no smoking in or on any Loyola University Maryland facility or property, owned or leased, at any time. The success of this policy depends on the consideration, and cooperation of smokers and non-smokers. It is the responsibility of all members of the University community to comply with this policy.

Members of the Loyola University Maryland community who smoke in University facilities or on University property will be considered in violation of this policy and may be subject to disciplinary action through the applicable process. Students violating the policy are subject to disciplinary action through the appropriate student conduct process. In accordance with the applicable law and Loyola University Maryland policy, any individual can voice objections to smoke that gathers in any smoke-free area without fear of retaliation.

8.12.1 Education and Cessation

There are programs available to students through the Office of Student Support and Wellness Promotion. Students can contact Student Support and Wellness Promotion at 410- 617-2928. Faculty, staff, and administrators have resources available to them through Human Resources Health and Benefits Unit, which can be contacted at 410-617-1365. In addition, the Employee Assistance Program offers confidential resources which can be found on their website, https://www.loyola.edu/department/hr/benefits/assistance/eap. The EAP can be reached at 1-800-765-0770, 24 hours a day, 7 days a week. Information can also be found at www.EAPHelplink.com. Please use the company code "LOYOLA". Online resources are also available including, the Maryland Quitline: 1-800-QUIT-NOW, www.smokingstopshere.com, and www.Text2Quit.com. The Smoke Free Task Force will work to promote these resources through various forms of media.

8.12.2 Enforcement and Compliance

Copies of this policy shall be distributed to all faculty, staff, and administrators and shall be included with information given to all admitted students. Information about the policy and how to comply with it shall also be posted on the Loyola University Maryland website.

Announcements concerning the policy and any changes to it shall be printed in campus newspapers and posted on the Loyola University Maryland website to ensure the policy is fully understood. No Smoking signs shall be posted at all points of entry to the campus and at all building entrances. No ashtrays shall be provided at any location on campus.

It is mandatory that all faculty, staff, administrators, students, visitors, guests and all other individuals affiliated with Loyola University Maryland follow the measures of this Policy. As per the Faculty Handbook, Staff and Administrator Policy Manual, and the Community Standards, those in violation of University policies are subject to appropriate corrective measures, including disciplinary action. Any students experiencing difficulty with this policy should be referred to Student Support and Wellness Promotion. University personnel experiencing difficulty with the policy should be referred to Human Resources. All departments with vendors and contractors will include this policy in their contracts between vendors and contractors.

8.13 Children in the Workplace

Loyola University Maryland values family and work/life balance. The University also believes in an environment that is conducive to work; therefore, the workplace should not be used in lieu of child care.

The presence of children in the workplace with the employee parent during the employee's workday is inappropriate and is to be avoided except in emergency situations. This policy is established to avoid disruptions in job duties of the employee and co-workers, reduce property liability, and help maintain the University's professional work environment.

If bringing a child to work with the employee is unavoidable, the employee must contact their supervisor/department chair as soon as possible to discuss the situation and obtain permission to have the child accompany the employee while working. Factors the supervisor/department chair will consider are the age of the child, how long the child needs to be present, the work environment in the employee's area, and any possible disruption to the employee's and co-workers' work. Consideration will not be given to allowing a child with an illness to come to work with the employee.

A child brought to the workplace in unavoidable situations will be the responsibility of the employee parent and must be accompanied and be under the direct supervision of the employee parent at all times.

This policy does not prohibit children from the campus when the purpose of their visit is to attend classes or to participate in activities specifically scheduled for their benefit (e.g., summer sports, activity camps or other similar University-sponsored family activities).

8.13.1 Safety of Children in University Programs and Reporting Abuse

This Policy sets forth requirements for Loyola University Maryland (herein after referred to as Loyola or University) students, employees (including all faculty, administrators, staff, and student workers), independent contractors, and volunteers to comply with all applicable laws and regulations related to working with minors including required CJIS background checks and reporting suspected child abuse and neglect to appropriate government authorities. This Policy also sets forth screening, training, and conduct requirements for University "covered programs" as defined below.

All University students, employees, independent contractors, and volunteers are responsible for understanding and complying with the University's Policy and Procedures on the Safety of Children.

Violations may result in disciplinary action, up to and including termination in the case of employees, and/or removal from participation in covered programs, and/or appropriate action pursuant to Community Standards for students.

Reason for Policy

Loyola is committed to the safety and well-being of all individuals in its community and, in particular, those who are potentially vulnerable and require special attention and protection, including minor children. This Policy reaffirms that commitment and establishes guidelines for those in the University community who may work or interact with minors. This Policy also addresses the obligation to report known or suspected abuse or neglect of a child under applicable law.

Definitions:

Camps – for the purpose of this policy, a day or residential camp, primarily serving minors.

Campus – for purposes of the Policy, means all buildings, facilities, and properties that are owned, operated, managed, or controlled by the University.

Child – for purposes of the Policy, means an individual younger than 18 years old.

Child abuse – for purposes of the Policy, means:
(1) the *physical or mental injury* of a child by a parent or other person who has permanent or temporary care or custody or responsibility for supervision of a child, or by any household or family member, under circumstances that indicate that the child's health or welfare is harmed or at substantial risk of being harmed;

(2) *sexual abuse* of a child (i.e., any act that involves sexual molestation or exploitation of a child by a parent or other person who has permanent or temporary care or custody or responsibility for supervision of a child, or by any household or family member), whether physical injuries are sustained or not. Sexual abuse includes:

- Allowing or encouraging a child to engage in obscene or pornographic activity or prostitution
- Human trafficking
- Incest
- Rape
- Sexual offense in any degree
- Sodomy
- Unnatural or perverted sexual practices

Child neglect – for purposes of the Policy, means the leaving of a child unattended or other failure to give proper care and attention to a child by any parent or other person who has permanent or temporary care or custody or responsibility for supervision of a child under circumstances that indicate that the child's health or welfare is harmed or placed at substantial risk of harm, or mental injury to the child or a substantial risk of mental injury.

Covered programs – for purposes of the Policy, means University-sponsored activities that serve minors such as day and overnight camps, instructional activities, and health care programs. Camps and other programs conducted or operated by University athletic coaches and other employees in their personal capacities are covered programs where the coach's or employee's University affiliation is identified and/or where such programs use University premises, facilities or resources. Programs or services that serve minors and are conducted or provided by an outside entity or contractor on University premises or on behalf of the University are also covered programs.

Covered programs do not include academic programs in which students enrolled at the University or another institution of higher education are the only minors participating in the programs. Covered programs also do not include University events that are open to people of all age groups, such as fairs and festivals, or University events at which children will be accompanied at all times by their parent or legal guardian.

Although some employees may not be involved in a covered program, all employees are required to report instances of child abuse or neglect they witness in accordance with this Policy's reporting requirements.

Employee – for purposes of this policy means any faculty, administrator, staff, student worker, and or anyone working in any capacity on behalf of Loyola who does not qualify as a volunteer or independent contractor.

Mental injury – for purposes of the Policy, means the observable, identifiable, and substantial impairment of a child's mental or psychological ability to function.

Minor – for purposes of the Policy, means an individual younger than 18 years.

8.13.1.1 Procedures for Working with Minors

Any university student, employee, independent contractor, or volunteer interacting with minors in a covered program must ensure they maintain the highest standards of personal behavior at all times to preserve a safe and comfortable environment. The University recognizes that except for authorized exceptions based on legitimate pedagogical reasons, specific clinical applications, or training programs, it is best practice for persons in a covered program to refrain from being alone with a minor in a covered program. Interactions with minors should involve multiple adults when possible and one on one interactions with minors should be in a public place where you can be observed by others.

Persons interacting with minors may not:

- Spend significant time alone with a minor away from the group or conduct private interaction with a minor behind closed doors.
- Touch in an inappropriate or illegal manner, strike or hit, or administer corporal punishment to a minor at any time.
- Engage in abusive conduct of any kind toward, or in the presence of a minor.
- Use inappropriate language, tell riske jokes, make sexually suggestive comments to any minor.
- Access or show any sexually explicit images or materials in the presence or vicinity of a minor.
- Give minors access to any sexually explicit images, material, or media.
- Give minors access to any tobacco, alcohol, or illegal drugs.
- Use tobacco, alcohol, or illegal drugs in the presence or vicinity of a minor.
- Date or become romantically or sexually involved with a minor.
- Drive a child without a signed waiver from the child's parents or legal guardian.

While all of the foregoing constitutes a violation of this policy, certain prohibited acts also constitute violations of Maryland criminal law and/or unlawful abuse and neglect. Further, although some employees may not be involved of a covered program, all employees are required to report instances of child abuse and neglect that they may witness in accordance with Maryland reporting requirements.

Any University employee, and/or independent contractor who violates these conduct requirements or other requirements described in this Policy may be subject to disciplinary action up to and including termination of employment and/or contract. Students violating conduct requirements or other requirements described in this Policy may also be subject to discipline based on the University's Community Standards. Volunteers violating these requirement may be prohibited from volunteering or accessing University grounds or programs.

Additional program-specific rules of conduct may be adopted based on the nature of the

program, requirements under applicable law and regulations, contractual obligations, and other relevant factors.

8.13.1.2 Reporting Requirements

1. Reporting Known or Suspected Child Abuse or Neglect

Making a Report

University students, employees, independent contractors, and volunteers are required to comply with all applicable laws and regulations on the reporting of child abuse and neglect. Maryland law requires the reporting of child abuse, including sexual abuse, or neglect to law enforcement or the local department of social services if a person has reason to believe that a child has been subjected to abuse or neglect (see **http://dhs.maryland.gov/child-protective-services/reporting-suspected-child-abuse-or-neglect/**). Reporting does not require proof that child abuse or neglect has occurred and incidents should be reported as soon as they are suspected. Child abuse must be reported even if the alleged abuse occurred in the past and the victim is no longer a child.

The law considers educators (including all professional employees of the University), health care practitioners, police officers, and human service workers as "mandated reporters" that are required to make a verbal report by phone or in person immediately to the local department of social services or appropriate law enforcement agency, **and** a written report to the local department *within 48 hours* with a copy to the local State's Attorney (see **https://dhs.maryland.gov/child-protective-services/reporting-suspected-child-abuse-or-neglect/mandated-reporters/**).

If a person witnesses abuse of a child while it is occurring, the person should contact 911 immediately. Other persons are required by law to notify the local department of social services or appropriate law enforcement agency orally or in writing.

All reports shall include the following information (if available):

- Name, age, and home address of the victim;
- Name and home address of the child's parent or person responsible for the child's care;
- Present location of the child;
- Nature and extent of the suspected abuse or neglect;
- Any other information that would help to determine the cause of the suspected abuse or neglect and the identity of an individual responsible for the abuse or neglect.

In addition to notifying lawful authorities, students, employees, independent contractors, and volunteers must notify one of the University's designees, Title IX Coordinator 410-617-5646 or Human Resources 410-617-2354 as soon as possible of the report and provide all of the above information. Individuals may contact the University's designees for assistance in making reports to civil authorities as long as doing so does not delay the required reporting.

On receiving a report of child abuse or neglect that occurred on University property or in connection with a covered program, the University will take appropriate steps to assure the safety of children. Under Maryland law, any person who in good faith makes or participates in making a report of child abuse or neglect in accordance with Maryland law or participates in an investigation or a resulting judicial proceeding, is immune from any

civil liability or criminal penalty that would otherwise result from such actions. The University prohibits retaliation against any person who in good faith makes or participates in making a report of child abuse or neglect under this Policy. The University also prohibits the intentional filing of false reports of child abuse or neglect.

Please refer to **Exhibit A** for Warning Signs of Abuse or Neglect of Minors.

Confidentiality Concerns
Because reports of child abuse and neglect are mandatory, a report must be made even when the victim specifically requests confidentiality or that the report not be made.

The mandatory reporting obligations apply notwithstanding any other provision of the law, including any law on privileged communications, except for attorney-client confidential communications and communication made to the minister, clergyman, or priest in a professional character in the course of discipline enjoined by the church to which the minister, clergyman, or priest belongs; and the minister, clergyman, or priest is bound to maintain the confidentiality of that communication under canon law, church doctrine, or practice.

During events or meetings where individuals are encouraged to share information that may include information about child abuse or neglect, program leaders should consider informing participants of the University's reporting obligations at the beginning of the event. Writing assignments or essays that discuss abuse may also create a reporting obligation if the written materials give reason to believe that abuse or neglect may have occurred. Under the law, the identity of a person making a good faith report is kept strictly confidential and is not shared with the victim or alleged perpetrator.

2. Requirements for Covered Programs

In addition to the reporting obligations set forth above, this Policy sets forth screening, training and notification requirements for covered programs as defined above.

Screening
All individuals who are engaged by the University (whether as employee, student, or volunteer) to work in a covered program and who are expected to have substantial contact with minors (including all overnight activities) are subject to criminal background screening requirements.

The supervisor responsible for employees, students, and/or volunteers interacting with minors in a covered program should contact Human Resources at 410-617-2354 and provide the employees, students, and/or volunteers information to ensure a background check is performed prior to interaction with anyone in a covered program and being allowed on campus as a volunteer.

Additional screening and or fingerprinting may be required by law or grant/funding requirements for employees, students, or volunteers to participate in a covered program. Program supervisors / directors are responsible for facilitating any additional screening and or fingerprinting that is required for a covered program.

Independent contractors, including individuals offering academic and sports camps will need to certify in writing that a background check that meets or exceeds the minimum

requirements per **Exhibit B**, and any additional screening or fingerprinting required by law or grant/funding requirements, to the University official they report to prior to interacting with minors in a covered program.

The Human Resources screening generally will include, at a minimum, a criminal history records check, along with any additional screening as appropriate and as required by Maryland law (Md. Code Ann., Family Law, Title 5, Subtitle 5 and related regulations) or other applicable law or grant requirements. In addition to the initial screening, the person responsible for the covered program may require screening at regular intervals based on the nature of the program, requirements under applicable law, contractual or funding obligations, or other relevant factors. It is the obligation of the person responsible for the covered program to assure that all screenings are completed satisfactorily and prior to being allowed on campus.

Should the initial or subsequent screening indicate a criminal record or if an individual refuses a background check, Human Resources, the Title IX Coordinator, and Risk Management must be consulted to determine whether to engage or retain the individual to participate in a covered program. Certain criminal violations act as an absolute bar to retaining or engaging the individual. All screenings will be conducted, and all information and results will be used, in accordance with applicable laws and regulations and University policies and procedures.

Please see **Exhibit B** for specific information on screening.

Training
All individuals who work in covered programs (whether as an employee, student, independent contractors, or volunteers) are required to participate in mandatory training every year on appropriate conduct in the presence of minors, protecting children from abuse and neglect, and reporting of known or suspected child abuse and neglect.

Supervisors working with minors should email the Office of People and Culture at people-culture@loyola.edu and provide a name and email address of the person requiring training.

Contracts with Third Parties
Non-University organizations and individuals operating covered programs must provide certification to the University indicating that all individuals working in the program (paid or unpaid) who are expected to have substantial contact with minors have been screened and have received training that meets or exceeds the minimum requirements of this Policy prior to commencing services.

Contracts with third parties operating covered programs shall require that the third party:

- Purchase a minimum of $1 million of general liability insurance to include $1 million of sexual molestation liability coverage;
- Provide proof of insurance coverage, listing the University as another insured, for child sexual abuse;
- Ensure satisfactory background checks results for all workers that meet the requirements in Appendix B and such additional screening requirements required by law;
- Provide written confirmation that any required licenses and certifications have

been obtained and that the third party will comply with all applicable University policies (e.g., internet access, alcohol);
- Consent to the removal of any of the third party's employees, agents, or volunteers upon reasonable request of the University; and
- Consent to the termination of the contract upon any violation of the Policy or if the third party permits conditions or practices that are unsafe for minors.

Draft language for contracts with third parties is available from Risk Management by calling (410) 617-5070.

Notification
- Any employee, student, volunteer, or independent contractor is required to let their supervisor know in writing that they will be working with minors.
- The supervisor of any employee, student, independent contractor, or volunteer working in a covered program with minors are required to notify Human Resources to ensure screening and training is received.
- All supervisors of employees who are participating in a covered program with a minor are responsible for keeping all CJIS and related records.
- Any independent contractor requiring non-employee account access should fill out the Request for Non Employee Access Form and the Confidentially Agreement in **Exhibit C**.
- To ensure that all screenings and trainings have occurred prior to working with minors in a covered program, the supervisor responsible can use **Exhibit D** – Supervisor Checklist for Working With Minors In Covered Programs.

3. Questions Regarding this Policy
Questions regarding this Policy, expectations regarding conduct with minors, reporting, screening, training, and notification obligations should be addressed to the Title IX Coordinator 410-617-5646, Human Resources 410-617-2354, or Risk Management 410-617-5070.

Cross-Referenced Policies and Procedures:
- Staff and Administrator Policy Manual – 8.6 - Harassment and Discrimination Policy and Procedures

8.14 Animals on Campus

Some members of our community love and enjoy animals, whereas others have phobias and allergies. Because it is the University's goal to provide a healthy campus, free from fear and distraction, the University prohibits bringing animals to the campus and/or having animals in buildings or vehicles owned or leased by the University. Exceptions include:

- animals providing services or assistance to persons with disabilities consistent with this policy and applicable law;
- animals used in laboratories or classrooms for educational purposes;
- animals used in theatrical productions;
- animals participating in sanctioned University events (e.g., Pups at the Pitch, Blessing of the Pets Day);
- well-behaved, controlled, leashed pets in outdoor areas of campus adjacent to public sidewalks and roadways;

- animals permitted consistent with University housing policies; and
- live greyhound mascots.

Live mascots may participate in student, athletic, and alumni events, walk the grounds, and visit offices where advance approval is given by the Director of Contracts and Risk Management and the supervisor/department chair of that office. Live mascots may not visit food preparation areas or other areas where prohibited by health regulations.

The University reserves the right to restrict the presence of and/or order the removal of any animal that is out of control, not housebroken, disruptive, or aggressive.

I. Definitions

"Assistance Animals" – (also known as emotional support animals, therapy animals, or comfort animals) may provide assistance, perform physical tasks, and/or provide emotional support to an individual with a disability. Dogs or other types of animals, with or without training, can qualify as Assistance Animals if their presence is necessary to afford the individual an equal opportunity to use the residences.

"Owner" – is the individual who has approval to bring an animal on campus, including but not limited to University housing.

"Service Animal"– is a dog or miniature horse that has been individually trained to work or perform tasks for an individual with a disability.

II. Animals in University Housing

University housing for students differs from other types of housing in several aspects including the assignment of roommates and the requirement that individuals share a room or suite in residence halls. Loyola will not limit room assignments for individuals with Service or Assistance Animals to any particular building or buildings; however, Loyola reserves the right to take into account, as appropriate, the presence of Service or Assistance Animals in assigning rooms and roommates. Disability and Accessibility Services (DAS) will consult with Residence Life & Housing in making a determination on a case-by-case basis of whether the presence of a Service/Assistance Animal is reasonable.

Employees approved to bring an animal, including but not limited to Assistance and Service Animals, into University housing must complete the Employee Housing Agreement for Loyola Owned House or Residence Hall and provide proof of vaccination to the Office of People and Culture in advance. The Office of People and Culture will coordinate with Residence Life & Housing regarding animals when employees reside in student residential housing.

III. Owner Responsibilities for Animals

Owners of animals permitted on campus are solely responsible for the custody and care of the animal and must meet the following requirements:

a. The Owner must abide by current city, county, and state ordinances, laws, and/or regulations pertaining to licensing, vaccination, and other requirements for animals. It is the owner's responsibility to know and understand these ordinances, laws, and regulations. Owners

residing in University housing must provide documentation as outlined in Sections III. prior to bringing an animal into University housing.

b. All animals must be house-broken, litter box trained, or live in a contained habitat to mitigate potential damage to housing units. The Owner is required to clean up after and properly dispose of the animal's waste in a safe and sanitary manner and, when provided, must use animal relief areas designated by Loyola. Indoor waste and/or used litter must be disposed of in an outside trash dumpster daily. Litter boxes should be placed on a mat to minimize contamination of carpeted surfaces. Outdoor/solid waste must be immediately retrieved by the Owner, placed in a plastic bag that is then securely tied, and disposed of in an outside dumpster.

c. The Owner is required to ensure the animal is well cared for at all times. Any evidence of neglect, mistreatment or abuse may result in immediate removal of the animal, reporting to the proper authorities, and/or discipline for the individual.

d. The Owner may be charged for any damage caused by their animal beyond reasonable wear and tear to the same extent that Loyola charges other individuals for damages beyond reasonable wear and tear (this includes but is not limited to odors requiring remediation). If fleas, ticks, or other pests are detected through inspection of the Owner's living accommodations or workspace, the residence and/or other affected areas will be treated using approved fumigation methods by a University-approved pest control service. The Owner will be billed for the expense of any pest treatment above and beyond standard pest management in the residence halls.

e. The Owner must fully cooperate with University personnel with regard to meeting the terms of these Guidelines and ensuring proper care of the animal (e.g., cleaning the animal, feeding/watering the animal, designating an outdoor relief area, disposing of feces and/or litter).

f. Apart from those animals residing in University housing, animals may not be left alone. Animals residing in University housing may not be left alone for extended periods or overnight or left to be cared for by any individual other than the Owner. If the Owner is to be absent from their residence overnight or longer, the animal must accompany the Owner. The Owner is responsible for ensuring that the animal is crated and contained, as appropriate, when the Owner is not present, day or night. This is necessary because Loyola personnel (e.g., Facilities, Public Safety, Residential Life and Housing) may need to enter the residence during emergencies.

g. The Owner agrees to abide by all equally applicable residential policies that are unrelated to the individual's disability, such as assuring that the animal does not unduly interfere with or cause difficulties for individuals who reside there.

h. Service and/or Assistance Animals are allowed in University housing only as long as necessary because of the Owner's disability. Student Owners must notify DAS in writing if an animal is no longer needed or is no longer in residence. Employee Owners must notify the Office of People and Culture.

i. To request approval for a different Assistance Animal, the Owner must follow all procedures in Section VIII and housing agreements, as applicable.

j. Loyola personnel shall *not* be required to provide care for any animal including, but not limited to, removing the animal during emergency evacuation for events such as a fire alarm.

k. The Owner will schedule an appointment with Facilities Management if repair work is to be performed in a residence or office space where an animal is crated and/or contained. Loyola employees will not enter a residence or office space for requested service unless the Owner is present. Loyola employees may have fears or allergies regardless of the size or type of animal. Therefore, the Owner is responsible for crating and/or containing the animal when maintenance or other University officials must enter the residence or office space.

l. DAS, Residence Life & Housing, and/or the Office of People and Culture may disclose information regarding the presence of Service or Assistance Animals on a need-to-know basis. Such disclosures will not include information related to the individual's disability.

m. The Owner agrees to abide by all University policies and procedures related to fire evacuations (including Fire Evacuation requirements outlined in the Community Standards and Fire Safety webpage information). It is expected that Owners will leash their animal during a fire drill or alarm and evacuate with the animal within the same time frame as other students or employees. Owners cannot remain in the building to locate or contain the animal.

n. The Owner agrees to abide by all other Loyola policies. Having a Service or Assistance Animal does not excuse the Owner from compliance with the Loyola Community Standards or other University policies and procedures regarding responsibilities and conduct.

IV. Violations

Violations of these Guidelines will be handled on an individual basis for students through the DAS office, Residence Life & Housing and/or the Dean of Students, or for employees through the Office of People and Culture.

V. Removal of an Animal

The University may exclude an animal from campus if the Owner fails to comply with these Guidelines and/or the accommodation otherwise is no longer reasonable. This includes removal of an animal from University housing.

Additionally, an animal may be excluded from the campus when the animal's behavior poses a direct threat to the health and safety of others, including if the animal is out of control and the Owner does not take effective action to control it.

Any removal of a Service/Assistance Animal will be done in consultation with DAS for students and the Office of People and Culture for employees, and other University departments as needed. Should the Assistance Animal be removed from University housing for any reason, the Owner is expected to fulfill their obligations for the remainder of the housing agreement/contract.

VI. Non–Retaliation Provision
Loyola will not retaliate against any person because that individual has requested or received reasonable accommodations related to the use or housing of a Service or Assistance Animal.

8.14.1 Service Animal Guidelines

Loyola University Maryland is committed to reasonably accommodating individuals with disabilities. Although animals normally are restricted on University property, Service Animals are not excluded as long as their presence would not fundamentally alter the nature of a University program or activity and they meet these Guidelines.

In situations where it is not obvious that an animal is a Service Animal, University employees may ask (1) if the animal is a Service Animal required because of a disability; and (2) what work or task the animal has been trained to perform. No additional information may be requested.

Service Animals are not required to wear a vest or other identification, be certified by any particular government agency, or require insurance.

a. Restricted Access
   Some areas of the Loyola University Maryland campus such as medical facilities, laboratories, or mechanical rooms may be unsafe for a Service Animal to be present. In these instances, alternative reasonable accommodations will be considered.

b. Control and Behavior Requirements
   The Service Animal's Owner must be in full control of the animal at all times, including taking measures to ensure that the animal does not exhibit disruptive or aggressive behavior or block an aisle or passageway. If the Owner resides on campus, the Service Animal may be off-leash or off-harness only in the Owner's privately assigned individual living accommodations (e.g., room, suite, apartment), unless having them leashed interferes with the Service Animal's functions. If it is necessary for the Service Animal to be off a leash to carry out its functions, it must be able to respond to verbal prompts and directions and remain under control of the Owner at all times.

   The Owner is responsible for caring for and supervising the Service Animal, which includes toileting, feeding, grooming, and veterinary care. It is the Owner's responsibility to remove and properly dispose of any waste. Service Animals must be clean and well groomed, and measures should be always taken for flea and odor control.

   Service Animals must be vaccinated and licensed as required by State law and/or local ordinance. The Owner is solely responsible for any damage to persons or property caused by the animal.

   See Section III Owner Responsibilities for Animals.

c. Related Policy

With respect to employees only and during the course of performance of their duties, Section 1.2 Reasonable Job Accommodations of the Staff and Administrator Policy Manual continues to apply.

8.14.2 Assistance Animal Guidelines

The following section does not apply to Service Animals, which are subject to Section VII of this Policy.

Loyola University Maryland is committed to making reasonable accommodations to provide individuals with disabilities an equal opportunity to use and enjoy University property and facilities. This section explains the specific requirements regarding requests for an Assistance Animal. With respect to employees only and during the course of performance of their duties, Section 1.2 Reasonable Job Accommodations of the Staff and Administrator Policy Manual continues to apply.

The University's student housing policy prohibits animals in residences, with the exception of certain freshwater fish, and the University's policies prohibit animals except as outlined in the Animals On Campus policy. Loyola will consider a request by an individual with a disability for an exception to these policies for an Assistance Animal that is necessary because of a disability and is a reasonable accommodation.

a. Requesting an Assistance Animal

Students requesting an Assistance Animal shall contact DAS. Employees requesting an Assistance Animal shall contact the Office of People and Culture.

b. Determining if the Requested Accommodation is Reasonable

Requests for accommodation will be evaluated by DAS for students and the Office of People and Culture for employees. These offices work to ensure that individuals with disabilities have equal access to all Loyola programs and activities.

A request for a Assistance Animal may be denied if the presence of the animal:

a. imposes an undue financial and/or administrative burden;
b. fundamentally alters the nature of the University's programs and services;
c. poses a direct threat to the health and safety of others;
d. is not a necessary accommodation; or
e. would cause substantial property damage to the property of others, including University property.

c. Access to University Facilities by Assistance Animals
   1. University Spaces. Assistance Animals are not permitted in any University facilities other than an Owner's assigned living accommodations and related common areas (e.g., hallways), except with approval from DAS (in the case of students) or the Office of People and Culture (in the case of employees). When an Assistance Animal is outside the Owner's living accommodations, the animal must be crated, contained, or controlled

by a leash or harness.

2. Dominion and Control. Assistance Animals must be properly restrained or otherwise under the dominion and control of the Owner at all times. No Owner shall permit an animal to go loose or run at large.

3. See Section III Owner Responsibilities for Animals.

d. Accommodation Appeals Process

Students and employees with concerns about accommodation decisions may raise those concerns utilizing the Loyola University Maryland Procedures for Appealing Accommodation Determinations and Implementation. Individuals who believe they were discriminated against based on their disability may file a complaint through the Loyola University Maryland Harassment and Discrimination Policy and Procedures.

8.15 Political Activity

8.15.1 On-campus

As a non-profit 501(c)(3) institution, the University cannot endorse nor appear to endorse political candidates and is restricted in its ability to attempt to influence legislation. Lobbying is restricted but not prohibited, and the University is not prohibited from speaking out on issues. While employees are encouraged to carry out their responsibilities as citizens, they shall not campaign for political candidates or political issues during working hours or on University premises. Political speakers and other political activities may be scheduled on campus only through the usual procedures for facilities reservation and with the approval of University officials. Any efforts to lobby on behalf of the University must be approved by the vice president for advancement or the vice president for administration. This policy shall not be interpreted as prohibiting an employee from wearing political buttons or other similar forms of symbolic expression so long as there is no interference with their work or with University operations as a result.

8.15.2 Off-campus

University employees engaged in political activity off-campus do so as individuals and should make it clear that their actions and remarks do not represent the University's position on the issue or candidate in question.

8.16 No Solicitation Policy

University employees, the general public and campus visitors are not allowed to solicit or distribute literature for any purpose on University property. Organizations, clubs, companies, etc., must obtain prior written authorization from the vice president for business and finance before funds may be raised or merchandise sold on the campus. Exceptions to this policy are made for the campus United Way Campaign, Campus Ministry and University development campaigns.

8.17 Grievance Policy and Hearing Procedures

8.17.1 Purpose and Principles

In the spirit of its Core Values, Loyola University Maryland recognizes that valid differences of

opinion and interests will arise within the working community. The University expects its employees to address differences and resolve conflicts reasonably, rationally, and constructively. Employees are encouraged to pursue informal means for resolving work-related differences with the appropriate person whenever possible. The director of employee relations and organizational development (ext. 1345) is available to consult with employees about University grievance procedures and informal resolution of workplace differences.

It is the responsibility of every Loyola employee to do their part to maintain collegial open and collaborative working relationship, characterized by mutual trust, respect, and care. When normal efforts to resolve problems and disputes fail, the University provides procedure employees may use to express their grievances and seek resolution.

The objective of each stage of the process is to secure an equitable and mutually acceptable resolution without proceeding to the next stage. Conciliation efforts are encouraged throughout the grievance process.

All persons associated with Loyola University Maryland are responsible for insuring that no one making a grievance will suffer any retaliation. No adverse action may be taken against:

- the individual bringing the grievance in good faith;
- any persons who furnish the complainant with any assistance; or
- any persons solely because of their involvement in the grievance or investigation.

Throughout the grievance process, the "complainant" bears the burden of supporting the allegations set forth in the grievance.

At all steps in the review of the grievance individuals shall confine their considerations to the facts of the case and not to peripheral issues that are not material.

All reviews are to be conducted in a timely manner and in accordance with standards of fairness.

In matters involving adverse personnel actions such as disciplinary action or dismissal, the adverse action may be implemented prior to or during the processing of any grievance.

The Grievance Panel and all participants in the grievance process are obligated to treat all information about the grievance proceedings (formal or informal) as confidential. Participants are authorized to discuss the case only with persons who have a legitimate "need to know." Questions regarding confidentiality, including who has a "need to know" in a particular case, should be directed to the chief people and culture officer/associate vice president for human resources. A breach of confidentiality is grounds for disciplinary action and may itself be the subject of a grievance.

8.17.2 Scope of Review

A grievance is a work-related complaint made to a supervisor/department chair, manager or the human resources office that alleges a violation, misinterpretation or misapplication of University policies or regular practices, other than harassment or discrimination. Allegations of harassment or discrimination are to be resolved through the University's harassment and discrimination policy.

This grievance policy may not be invoked as an alternative to other established procedures (e.g., the Rank and Tenure Policy Statement regarding tenure, rank, dismissal and release). Furthermore, the following items are not grievable: contracts or letters of appointment, performance evaluations (including faculty reviews and letters of recommendation for promotion and tenure), salary adjustments, classifications or reclassifications, terminations resulting from reorganizations or reductions in force, and terminations resulting from the end of grants and contracts.

Resolutions of grievances achieved under the grievance policy are strictly limited in application to the particular complaint. “Class action” grievances may not be filed and “class action” relief will not be granted.

The grievance policy is not to be invoked for frivolous or petty claims, or for the purpose of harassment or intimidation.

The grievance policy may not be invoked as a means to challenge or invalidate established University policies and procedures.

Procedures for dismissing a grievance that falls outside the scope of the grievance policy are set forth in Sections 8.18.4, Step Four (Informal Resolution Procedure) and 8.18.6 (Initiating the Hearing Procedure).

8.17.3 Who May Bring a Grievance

Any Loyola employee (including a student employee) may use this grievance policy to bring a work-related grievance against another employee.

Allegations against student employees in their capacity as students will be referred to an assistant director of student life and resolved through the Student Code of Conduct.

Only the individual directly affected by an alleged improper decision or action may make a grievance.

8.17.4 Informal Resolution Procedure

The complainant must first seek informal resolution of the grievance using the steps outlined below. The complainant shall notify human resources of each appeal to the next step. The complainant and the person reviewing the grievance at each step shall copy human resources on all written materials.

Step One: The complainant shall bring the grievance to the attention of the person who allegedly committed the grievance (the “respondent”) or to the complainant’s immediate supervisor/department chair. This must be done no later than 180 calendar days after the occurrence of the event or action that is the subject of the grievance; or the date the complainant became aware of the event or action. The complainant must allow the respondent or the complainant’s immediate supervisor/department chair 10 working days to resolve the grievance.

Step Two: If the resolution is not achieved at Step One, the complainant may within 10 additional working days bring the grievance to the attention of the respondent’s immediate supervisor/department chair. The complainant shall inform the respondent’s supervisor/department chair in writing about the nature of the grievance and the relief they seek as a resolution. The complainant must allow the respondent’s supervisor/department chair 10 working days to resolve the grievance.

In cases where the respondent is someone who reports directly to the president, the appeal at Step Two shall be to the president's designee.

If the respondent is the president, the complainant may proceed directly to file a Grievance Petition (Step Four).

Step Three: If a resolution is not achieved at Step Two, the complainant may within five additional working days bring the grievance to the attention to the person in the next higher level of authority (i.e., beyond the respondent's supervisor/department chair) in a written statement that describes the grievance and the relief sought. This process of appeal to the next higher authority shall continue until the appropriate vice president has been informed in writing of the grievance. The complainant must give the appropriate vice president five working days to resolve the grievance.

If the respondent is someone who reports directly to the president, the complainant may proceed directly to file a grievance petition (Step Four).

Step Four: If a resolution is not achieved after following the above procedure, the complainant may within five additional working days file a Grievance Petition with the Chair of the Grievance Panel to request a hearing before a Hearing Committee.

In particular cases or because of the potential for conflicts of interest, the chief people and culture officer/associate vice president for human resources may vary the informal resolution process set forth above.

Time limits specified for each step of the informal resolution procedure may be waived by the chief people and culture officer/associate vice president for human resources for good cause or to accommodate faculty grading periods, fall or spring break, or summer semesters. Failure to comply with applicable time limits may result in dismissal of the grievance.

If the chief people and culture officer/associate vice president for human resources determines that the grievance does not fall within the scope of the grievance policy, they may dismiss the complaint. The dismissal terminates the grievance process unless the complainant files an appeal. The complainant may appeal the dismissal within five days to the president, whose determination shall be final.

If the respondent is the president, appeal of the dismissal shall be decided by the Chair of the Board of Trustees.

8.17.5 Hearing Procedure Definitions

Petition: A petition is a written request, delivered to the Chair of the Grievance Panel, that a Hearing Committee be established to consider the grievance. A petition must satisfy the requirements outlined in Section 8.17.6.

Response: A response is the respondent's written reply to the petition. A response must satisfy the requirements outlined in Section 8.17.6.

Grievance Panel: The Grievance Panel is a body elected in accordance with Section 8 from which the members of the Hearing Committee are chosen.

Hearing Committee: The Hearing Committee is a body of three persons selected from the Grievance Panel in accordance with Section 8.17.6.

Report: A report is a written statement of the findings, determinations and recommendations of a Hearing Committee.

Executive Session: An executive session is one at which no one else is present except members of the Hearing Committee.

8.17.6 Initiating the Hearing Procedure

The hearing procedure described below must be followed without omission or curtailment, except that deadlines may be extended by the Chair of the Grievance Panel for good cause at the request of either party, by the Hearing Committee for good cause at the request of either party, or by agreement of the complainant and of the respondent.

The grievance petition must be in writing and must contain the following:

- A request that the Chair of the Grievance Panel establish a Hearing Committee to review the grievance.
- A statement that the appropriate vice president (or president's designee) and chief people and culture officer/associate vice president for human resources have been informed of the grievance.
- A statement that informal methods for resolving the grievance as set forth in Section 8.17.4 have been exhausted.
- A statement that the grievance is within the scope of review of the grievance policy as described in Section 8.17.2, including a reference to the applicable section.
- A clear statement of the grievance.
- The name of the respondent.
- A summary of the facts relating to the grievance.
- A list of persons who are believed to have information that supports the position of the complainant.
- A statement of the relief sought.
- Any supporting documentation.

The Chair of the Grievance Panel will return an incomplete petition to the complainant for amendment and shall inform the complainant of the requirements outlined in this section that need to be fulfilled to constitute a valid grievance petition. The complainant shall have five days in which to resubmit the petition. Failure to submit a valid grievance petition may result in dismissal of the grievance.

At any time prior to the selection of the Hearing Committee, the Chair of the Grievance Panel, in their sole discretion, may convene an advisory committee from among the members of the Grievance Panel to assist the Chair in determining whether a grievance falls within the scope of the grievance policy. If the Chair determines that the grievance does not fall within the scope of the grievance policy, the Chair may dismiss the complaint without affording further process. This dismissal terminates the hearing process unless the complainant files an appeal. The complainant may appeal the dismissal within five days to the president, whose determination shall be final.

If the respondent is the president, appeal of the dismissal shall be decided by the Chair of the Board of Trustees.

As soon as possible, normally within five working days after receipt of the grievance petition, the Chair of the Grievance Panel shall notify the complainant of the status of the grievance petition and whether a hearing will be granted. Within five working days after receipt of the grievance petition, the Chair of the Grievance Panel shall also notify the respondent of the grievance in writing and shall provide the respondent with a complete copy of the petition and any attached documentation.

Within 10 working days of receipt of the copy of the grievance petition, the respondent shall file a response with the Chair of the Grievance Panel. The respondent's response shall be in writing and must contain the following:

- A reply to the grievance.
- A summary of the facts relating to the grievance.
- A list of persons who are believed to have information that supports the position of the respondent.
- Any supporting documentation.

The Chair of the Grievance Panel will return an incomplete response to the respondent for amendment and shall inform the respondent of the requirements outlined in this section that need to be fulfilled to constitute a valid response. The respondent shall have five days in which to resubmit the response. If the respondent fails to resubmit the response, the hearing will proceed based on the incomplete response and the respondent will forfeit the right to resubmit a valid response.

As soon as possible, normally within five working days of receiving the response, the Chair of the Grievance Panel shall provide the complainant with a complete copy of the response and any attached documentation.

Upon receipt of the completed petition and response, the Chair of the Grievance Panel will submit to the complainant and the respondent a list of current members of the Grievance Panel. Within five working days, the complainant and the respondent each will select one member of the Hearing Committee by notifying the Chair of the Grievance Panel, in writing, of their selection.

If, after five working days, either the complainant or the respondent has not made a selection, the Chair will choose sufficient members from the Grievance Panel to complete the Hearing Committee. Failure to meet the deadline by either party will result in forfeiting the right to choose a member of the Hearing Committee.

Within five working days of receiving notification of the selections of the complainant and respondent, the Chair of the Grievance Panel shall appoint the Chair of the Hearing Committee from among the remaining members of the Grievance Panel.

If any individual selected to serve on the Hearing Committee believes that they have cause to recues them from service, they must notify the Chair of the Grievance Panel at the earliest possible date by submitting a written, confidential statement of the reasons. The Chair shall determine in their sole discretion whether or not recusal is warranted. If the Chair determines that the designated committee member should be excused, the Chair will so notify the complainant and the respondent as quickly as possible. If either had chosen the excused member, they will be granted another five working days to select an alternate.

The Hearing Committee shall set a hearing date and shall notify the complainant and the respondent in writing of the hearing date, which generally shall not be more than 30 working days from the date the petition was filed. Hearings will not be held during summer or winter breaks, but reasonable efforts will be made to conduct hearings before the end of an academic semester or as soon as the next semester begins.

At least 72 hours before the scheduled hearing, the Chair of the Grievance Panel shall provide to the members of the Grievance Panel copies of the petition, the response, and any attached documentation.

Hearing Procedure
The proceedings of the Hearing Committee shall be conducted in conformity with the following steps and guidelines:

- All proceedings shall be conducted with regard for fairness, but the formal rules of evidence shall not apply. The Hearing Committee will assure that repetitive, extraneous, irrelevant, or abusive statements are not permitted to impede the orderly progress of the hearing.
- The proceedings of the Hearing Committee are ordinarily closed but may be opened with the consent of the complainant, the respondent, and the Hearing Committee.
- Neither the complainant nor the respondent is permitted to bring legal counsel to the hearing, but each has the right to bring to the hearing an advisor who is either currently in the employ of Loyola University Maryland or an enrolled student but is not a member of the Bar.
- The complainant and the respondent and their advisors have the right to address the Hearing Committee, to be present throughout the proceedings whenever information is being presented, and to examine all records and documents presented to or reviewed by the Hearing Committee. Each party or their advisor, but not both, shall have the right to make an opening statement, closing argument, and to question persons making statements to the Hearing Committee.
- The hearing shall be audio taped (except for the committee's deliberations in executive session). The University will have the tape transcribed and reproduced at the request of either party.
- If the Hearing Committee determines, after seeking the advice of the University's legal counsel, that the grievance involves such serious legal issues that it is inappropriate to continue the grievance process, the committee shall so inform the complainant, the respondent, and the appropriate vice president in writing, and shall adjourn.
- If the Hearing Committee determines that informal methods for resolving the grievance as set forth in Section 4 have not been exhausted, the committee shall so notify the complainant, the respondent, and the appropriate vice president, and shall adjourn.
- Throughout the grievance process, the Hearing Committee shall attempt to identify means of resolving the grievance that are acceptable to the complainant and the respondent.

During the hearing, the order of presentation normally shall be:

- The complainant, either directly or through an advisor, may make an opening statement.
- The respondent, either directly or through an advisor, may make an opening statement immediately after the opening statement of the complainant or immediately before presenting information to the Hearing Committee.
- The complainant and the respondent may offer any relevant information and call any

witnesses who have relevant information about the grievance, provided that such witnesses were listed in the complainant's grievance petition or in the respondent's response. If there are any additional witnesses that the complainant and respondent wish to call at the hearing that were not named in the grievance petition or response, their names must be submitted to the Hearing Committee by the party wishing to call the witnesses at least 72 hours before the hearing. The Hearing Committee shall decide whether or not such witnesses may appear at the hearing and shall provide notice to the complainant and the respondent of any additional persons who will be permitted to appear.

- The Hearing Committee may limit the number of witnesses that the complainant and the respondent may call to participate in the hearing, if the witnesses would duplicate the testimony of previous witnesses, or if the committee deems the witness testimony to be not relevant to the grievance.
- The complainant, either directly or through the advisor, may question each person making a statement.
- The respondent, either directly or through the advisor, may question each person making a statement.
- The complainant, either directly or through the advisor, may make a final argument.
- The respondent, either directly or through the advisor, may make a final argument.
- Members of the Hearing Committee may raise any questions at any point they deem appropriate during or at the conclusion of the hearing.

After all information has been submitted, the Hearing Committee shall deliberate in executive session to evaluate the merits of the grievance and to draft its report and recommendations.

Prior to submitting its report and recommendations, the Hearing Committee shall attempt to conciliate the grievance by suggesting a resolution to both parties. If the parties mutually agree to resolve the grievance, the terms of such agreement shall be made part of the record, and the grievance process shall terminate.

If the parties are unable to reach a mutually agreeable resolution, the Hearing Committee shall submit its report and recommendations to the president.

If the respondent is the president, the Hearing Committee shall submit its report to the Chair of the Board of Trustees.

The report of the Hearing Committee shall include a brief summary of the petition, the response, and the information presented at the hearing, and shall describe any attempts at conciliating the grievance. The report shall recommend specific action(s) to be taken to resolve the grievance, which may include dismissing the grievance.

The president may accept and implement the recommendations of the Hearing Committee, seek further information and clarification from the Hearing Committee, or implement another resolution. The president must take action within 10 working days of receipt of the report. The president shall notify the complainant, the respondent, and the Chair of the Hearing Committee in writing of the action taken. The decision of the president shall be final and binding on all parties.

If the respondent is the president, the above actions shall be taken by the Chair of the Board of Trustees.

A copy of the Hearing Committee's report, the record of the Hearing Committee proceedings, and

the written decision of the president (or Board Chair) (the "hearing documents") shall be forwarded to the associate vice president for human resources. Human resources shall keep the hearing documents for three years. After three years of storage, the hearing documents shall be destroyed.

The hearing documents shall not be made part of the personnel file of either party to the grievance.

Employment actions shall be documented in the personnel file in accordance with normal University practices, even if the employment action is the subject of a grievance (see Section 8.18.1). Such documentation may be changed or removed based on the outcome of the grievance proceeding.

Grievance Panel
The Grievance Panel shall consist of 12 elected members. Three shall be administrators, three shall be tenured or tenure-track faculty members, three shall be members of the staff, and three shall be students.

The terms of members who are faculty, staff and administrator members shall be three years and shall be staggered so that one member from each such group is elected each year. Student members shall serve for terms of one year. Any member may be re-elected for one or more successive terms.

If a member of the Grievance Panel is studying or teaching off-campus (e.g., semester abroad) or is on a leave of absence, that seat becomes vacant. A vacancy also occurs if a student member graduates or withdraws from Loyola or if an employee member terminates employment with the University.

If a seat becomes vacant, there shall be a special election to complete the unexpired part of the term.

The election of the Grievance Panel shall be conducted as follows:

- The regular election of members shall be held in the spring of each year and shall be completed by April 1.
- Only current members of each group, i.e., faculty, staff, administrators or students, may vote for candidates for the Grievance Panel from their group. A candidate who qualifies with more than one group shall be identified as a candidate from one group and may vote with the group only.
- Each group shall establish procedures for conducting its election and for notifying the Chair of the Grievance Panel of the election results no later than April 1.
- The terms of newly elected members shall begin on May 1 of the year of their election.
- Between April 1 and May 1, the new Grievance Panel shall be convened for the purpose of electing a Chair from among its members by majority vote of all the panel members. For this purpose, at least one panel member elected by each of the four groups (faculty, staff, administrators and students) shall be present in order to constitute a quorum. The term of the Chair is one year.
- In May of each year, the Grievance Panel shall submit to the Loyola Conference a report summarizing (without any identifying information) the number and nature of grievances reviewed during the preceding academic year, along with any suggestions for improving the

grievance policy and hearing procedures.

* At the initial elections to the Grievance Panel, three members from each group shall be elected. For administrators, staff and faculty members, one of the three shall be elected for a one-year term, one for two years, and one for a three-year term. The Chair of the Loyola Conference shall call the initial meeting of the members of the Grievance Panel for the purpose of electing the first Chair.

Hearing Committee
The Hearing Committee is composed of three members selected from the current Grievance Panel. The complainant and respondent each select one member of the Grievance Panel to serve on the Hearing Committee and the Chair of the Grievance Panel appoints the Chair of the Hearing Committee from among the remaining members of the Grievance Panel.

When a Hearing Committee has been constituted to hear a grievance, that Hearing Committee shall complete the process. The expiration of the term of one or more members shall not preclude their continued participation on the Hearing Committee.

Amendment
The Loyola Conference shall consult with the Grievance Panel regarding any proposed amendments to the grievance policy and hearing procedures. Amendments shall be made by the same process by which the grievance policy and hearing procedures were originally established.

Members of the Loyola University Maryland community are encouraged to make known to the members of the Grievance Panel their suggestions and opinions regarding proposed amendments, alterations and changes to the grievance policy and hearing procedures.

8.18 Reporting Ethics and Policy Violations

The University is committed to exercising responsible stewardship of its resources and to conducting its affairs ethically and in compliance with the law. This commitment has historical and modern roots in our Jesuit core values of Academic Excellence, Focus on the Whole Person, Integrity and Honesty, Diversity, Community, Justice, Service, Leadership, Discernment, and Constant Challenge to Improve.

The purpose of this policy is to define the rights, responsibilities, and protections afforded to those who report ethics, legal, regulatory, or policy violation. An ethics violation reporter as defined by this policy is any faculty member, staff, administrator or student employee of Loyola University Maryland who reports an activity that they consider to be illegal, dishonest, or a violation of University ethics or policies to one or more of the parties specified in this policy. Students who are not employed by the University are covered by the student policies. The ethics violation reporter is not responsible for investigating the activity or for determining fault or corrective measures; appropriate management officials are charged with these responsibilities.
Examples of reportable activities include violations of federal, state or local laws, and violations of University ethics or policies that involve dishonest or fraudulent conduct or that pose a substantial threat to the health and safety of students, employees or the general public. If an individual has knowledge of or a concern about such an activity, the individual should report it immediately to:

- their immediate supervisor/department chair, or the immediate supervisor's/department chair's manager;
- campus police (410 617-5311);
- the director of employee relations and organizational development (ext. 1345); or

- EthicsPoint (800 123-4567).

EthicsPoint is an anonymous reporting service retained by the University for this purpose. All reports of illegal and dishonest activities will be promptly submitted to the associate vice president of human resources or designees responsible for coordinating the investigation and determining the appropriate corrective action. Each investigation will be assigned on a case-by-case basis, but generally the division vice president is responsible for the management of the person, property or process involved in the report. Reports of vice president misconduct will be reported to the president. A report of findings and corrective actions will be placed in a limited access file with the initial report in the human resources office.

The reporting individual must exercise sound judgment to avoid making baseless allegations. An individual who intentionally files a false report of wrongdoing is subject to disciplinary action up to and including termination of employment. Insofar as possible, the anonymity of the ethics violation reporter will be maintained. However, identity may have to be disclosed to conduct a thorough investigation, to comply with the law, or to provide fair procedural review for accused individuals. In all cases, confidentiality will be maintained to the greatest extent possible.

The University will not retaliate against an ethics violation reporter acting in good faith. This includes, but is not limited to, protection from retaliation in the form of an adverse employment action such as termination, compensation decreases, poor work assignments, or threats of physical harm. In addition, no student or employee may be adversely affected for refusing to carry out a directive which constitutes fraud or is in violation of federal, state or local law or University policy. The rights of an ethics violation reporter for protection against retaliation do not include immunity for intentionally filing a false report of wrongdoing or any personal wrongdoing on the ethics violation reporter's part.

Any ethics violation reporter who believes they are being retaliated against should contact the director of employee relations and organizational development immediately (ext. 1345). Anyone who retaliates against an employee or student who has reported a violation in good faith is subject to discipline up to and including termination.

Employees with any questions regarding this policy should contact the director of employee relations and organizational development (ext. 1345).

8.19 Information Security Policy

In order to support sound University-wide information security practices, compliance with various state and federal legislation, and with various industry standards and best practices, this information security policy (“security policy”) applies to all organizations within the University, and to all authorized users of University information resources. Instances of non-compliance must be reported to the information security office (ISO) and reviewed and approved by the Technology Services Advisory Committee Information Security Subcommittee (TSAC ISS).

University information resources are among the University’s most valuable assets and must be managed in a manner that supports appropriate levels of information integrity, confidentiality, and availability for lawful educational and business purposes. This policy contains a high-level information security policy for use by all University faculty, staff, administrators, consultants, contractors, students and other users of the University’s information technology resources. All users shall adhere to the requirements of this security policy, and to the requirements of other applicable University policies, standards, and mandatory procedures. All users shall also comply with any applicable legal or regulatory requirements, and ethical or contractual obligations.

Note: Through this security policy the terms “data” and “information” are used interchangeably.

Purpose
The purpose of this security policy and associated documents is to define information security practices which will enable the University to:

(1) Identify and classify the data in the University’s custody, and to apply appropriate protection mechanisms to that data and to systems related to that data.

(2) Protect the privacy rights of University faculty, staff, administrators, and students, as well as other users of University information resources.

(3) Prevent the misuse of University data, applications, networks and computer systems.

(4) Prevent compromises of the confidentiality, integrity or availability of University information resources.

(5) Identify any compromises or misuse that may occur and provide organizational process and procedures to address such incidents.

(6) Comply with legal, contractual and ethical responsibilities with regard to the handling of personality identifiable and other sensitive information, including the configuration of its computer systems and networks.

Scope

(1) This security policy covers electronic and printed information, defined to include, but not limited to, all information created, collected, retained, processed, or distributed by the university, and all computer systems or any subsidiary systems that contain or process data owned or in the custody of the University, regardless of physical location.

(2) This policy also applies to, but is not limited to, all faculty, staff, administrators, students, alumni, consultants, and any person or agency employed or contracted by the University to any of its auxiliary organizations, who have an authorized need to access restricted or sensitive University information.

(3) This policy applies regardless of whether the computer system used in conjunction with University information resources are owned or controlled by the University or by some other party, including users’ personally owned computer systems, and regardless of physical location.

Definitions

Data Classifications:

Restricted – Information assets that could be used to steal an individual’s identity or cause harm to the individual, or for which there are legal requirements or industry standards prohibiting or imposing financial or other penalties for unauthorized disclosure or improper security measures. Data covered by the Family Educational Rights and Privacy Act (FERPA), the Maryland Personal Information Privacy Act (PIPA), and the Payment Card Industry Data Security Standard (PCI DSS) are in this class, and other data may be as well.

Sensitive – Data that the University has determined should be protected because it may expose the University to loss, or expose an individual to harm if disclosed, but which is not specifically protected by federal or state legislations or by binding contracts. For example, a User ID in combination with a password is considered to be sensitive.

Public – Although there are no restrictions on disclosure to protect public data (because the data is provided for broad viewing access), sufficient protection must be applied to preserve data integrity and prevent unauthorized modification or loss of such data.

General Definitions:

Computer Systems - All computer hardware and software systems, including but not limited to routers, switches and wireless access points, firewalls, servers, databases, workstations, and portable computer systems.

Electronic Media – Any device-readable storage media, whether electronic, mechanical, magnetic, optical, or other. Electronic media includes but is not limited to memory devices in computers (e.g.: hard drives and non-volatile "flash" memory, and any removable/transportable digital memory medium, such as magnetic tape or disks, optical discs, or flash memory devices such as thumb drives and flash cards).

Information Resources – An umbrella term for all data, information media, and computer and other information systems.

Portable Computer Systems – A subset of computer systems, these are devices that are designed to be moved from location to location as part of their normal operation. They include laptop computers, portable digital assistants (PDA), smart phones, and other portable electronic equipment capable of accessing or storing data.

Printed Media – Any human-readable information storage media, including but not limited to information written, typed, drawn, or printed on paper or microfiche.

Privileged Connectivity – Any network connectivity to University computer systems or data that would provide access not publicly available to a user via an arbitrary computer system on the Internet. Certain workstations and other computer systems on certain University networks have privileged connectivity. A system is not considered to have privileged connectivity is all users of that system are required to go through a University security gateway which requires authentication and encryption (such as VPN or a secure portal) to gain access to any restricted or sensitive protected data, just as a user of an arbitrary system on the Internet would.

User – All faculty, staff, administrators, students, alumni, consultants, and any person or agency employed or contracted by the University or any of its auxiliary organizations who have a legitimate need to have access to University systems or data, and who are authorized to do so.

Policy
The unauthorized addition, modification, deletion, use, or disclosure of restricted or sensitive information owned by or in the custody of the University is expressly forbidden. In certain limited circumstances, as specified in federal and state legislation, the University may disclose restricted or sensitive information.

The University will take reasonable and appropriate steps consistent with current technological developments and accepted best practices to ensure the appropriate confidentiality, integrity, and

availability of all restricted and sensitive University information.

A. Acceptable Use
All users of University computer systems, networks, accounts, or other information resources are bound by the acceptable use policy.

B. Access Control

(1) Access to restricted or sensitive information and any associated systems that store University information is limited to those authorized individuals who need such access for the purpose of performing their job duties or other functions directly related to their contractual affiliation with the University.

(2) While recognizing that there is a delicate balance between protecting data and permitting access to those who need to use the data for unauthorized purposes, systems should be configured to provide users, computer systems, and associated accounts with only those system privileges required for authorized purposes. This is the principle of least privilege.

(3) Data access control measures must be sufficiently documented to support effective management of access privileges.

(4) Restricted and sensitive information, whether electronic or printed, shall not be displayed in plain sight in order to prevent unauthorized viewing, and must be secured when unattended.

(5) Methods of access to restricted or sensitive information, and any associated information systems, is limited to approved, secured, authenticated and centrally managed methods as defined by this security policy and by other University policies, configuration standards, and mandatory procedures.

(6) Any computers, whether owned by the University or not, with direct connectivity to non-University networks, and which are also used to connect to University networks must comply with applicable University policies, standards, and mandatory procedures.

(7) Access to restricted, sensitive or public data may be monitored or logged for later review, in accordance with decisions made by the ISO or the appropriate data stewards. Where required by law or biding contracts, such monitoring and logging shall be performed.

C. Account Management

(1) All users of systems that host, or have privileged connectivity to, restricted or sensitive data must have their own individual accounts and passwords. The sharing of accounts and passwords is forbidden. The use of group or generic accounts with access to restricted or sensitive data is forbidden.

(2) User and system accounts shall be given only for those system privileges that allow them to perform their assigned job duties and functions in an efficient and effective manner.

(3) Personnel who have administrative system access must use non-administrative accounts for performing non-administrative tasks.

(4) The accounts of terminated, resigned or retired employees must be disabled on the effective date

of the termination, resignation or retirement.

(5) Employees that transfer from one position within the University to another must have their access adjusted or removed on the effective date of the transfer.

(6) Accounts used by vendors or consultants for remote management of information systems must be enabled only during the time periods needed for the authorized contractual obligations.

D. Passwords

(1) All users of University computer systems must fully comply with the password policy.

E. Network Connectivity

(1) No party may connect University networks (whether wired or wireless) with each other or with non-University networks without the approval of the ISO.

(2) No party may install networking equipment, including but not limited to hubs, switches, routers, or wireless access points without the approval of the ISO.

(3) All University wireless networks are to be treated as untrusted public networks, isolated by firewalls from other University networks.

(4) Any computer system connected to University information resources via a wireless network is to be treated as if it were connected via the public Internet, and no such system is to be given privilege connectivity to any University computer system or data.

(5) Sensitive and restricted information shall be encrypted when transmitted over any networks that are publicly accessible. Due to the open nature of university campuses this includes most University networks that are not both physically secured and protected by firewalls and other technical security measures. Encryption technologies may include secure application protocols or the use of clear-text protocols when protected within encrypted virtual private networks (VPN).

(6) Any connection between University networks and non-University networks must be properly secured by technology services to ensure that University networks, computer systems, and data are appropriately protected.

(7) All computer systems that connect to University networks, or which are used to access, store, or process restricted or sensitive data must comply with this security policy and with other applicable University policies, configurations standards, and mandatory procedures.

(8) All servers must be approved by and registered with the ISO before being connected to University networks.

(9) Technology services reserves the right to remove any computer system from the University network that does not comply with this policy.

F. Data Collection, Retention, and Destruction

(1) Data collection and retention must meet standards required for business, legal, or regulatory

purposes, as documented in the data collection, retention and destruction policy.

(2) Data collection, retention, and destruction shall be performed using mechanisms that comply with this security policy, the data collection, retention and destruction policy, with other applicable University policies, configuration standards, and mandatory procedures.

G. Backup and Recovery

(1) Data essential to the business of the University, whether or not it is sensitive or restricted, is to be stored redundantly (backed up).

(2) In order to be backed up by technology services, data must be stored on centrally managed file servers. Technology services is not responsible for backing up the contents of the local hard drives of desktop or portable computer systems, or the contents of removable storage media.

(3) Backup of data and software stored on centrally managed file servers must be sufficient to satisfy disaster recovery requirement, as negotiated between the stewards of the data and software, and the administrators of the computer systems.

(4) Computer systems and media used for centralized storage and backup purposes shall be housed in University approved, centrally managed, and secured facilities.

(5) Backup and recovery procedures are required for all essential data and software systems.

H. Physical Security

(1) No computer system or other information resource, which is not sufficiently physically secured, shall be used to store or be given privileged connectivity to restricted or sensitive data, without sufficient compensating controls as determined by the ISO.

(2) All users of University information resources are responsible for the physical security of any University data and computer systems and data in their custody. This includes, but is not limited to, ensuring that doors and cabinets are locked when unattended, and that only authorized individuals have access to these facilities and resources. It also includes responsibility for maintaining the physical security of briefcases and other physical information storage and transport mechanisms in their custody.

(3) Public safety will provide guidance to the University and its user community regarding physical security measures, mechanisms and procedures.

(4) Documentation of all information resources that house or have privileged connectivity to restricted or sensitive data, including but not limited to, computer systems and file cabinets, shall be provided to the ISO by the data stewards of each division or department.

(5) The ISO will provide public safety with documentation of areas that house or have privileged connectivity to restricted or sensitive data, including data centers and other locations.

(6) Public safety will provide appropriate physical security measures for University data centers, and other locations which house or have privileged connectivity to restricted or sensitive data.

(7) Public safety will monitor security cameras and other physical security systems and respond

appropriately to suspected breaches or attempted breaches of physical security, including forced doors and other attempts at unauthorized access to areas housing or having privileged connectivity to restricted or sensitive data.

(8) Technology services is responsible for determining who needs physical access to University data centers, and for logging visitors to these and other associated facilities, where such logging is required by policy, or by legislative, regulatory or contractual requirements.

I. Incident Response Management

(1) It is the responsibility of everyone involved with University data and information systems to report suspected security incidents regarding these resources to the ISO. Such suspected incidents include but are not limited to unauthorized access, exposure, loss or modification of restricted or sensitive data.

(2) Various parties have additional responsibilities for security incident monitoring beyond reporting what they happen to notice. These specific responsibilities are listed in the Roles and Responsibilities section of this policy, and in other University policies.

(3) The ISO must respond to any suspected security incidents to make an initial determination of whether to begin full incident response procedures, as described by the Incident Response Plan.

(4) The Incident Response Plan defines roles, responsibilities and procedures for responding to a suspected incident involving the integrity, availability, or confidentiality of restricted or sensitive data and associated computer systems.

(5) The University will report or publicize unauthorized information disclosures, as required by law or specific industry requirements. All such reporting and or publication is to be handled exclusively by the appropriate appointed members of the Incident Response Team as described by the Incident Response Plan.

J. Training and Awareness

(1) All University employees shall be trained on this security policy, the acceptable use policy, and other appropriate University policies, configuration standards, and procedures as they relate to their individual job responsibilities. Such training will include information regarding controls and procedures to prevent employees from providing unauthorized access to restricted and sensitive information.

(2) Employees shall be presented with this security policy upon hire and at least annually and be informed of their responsibilities regarding information security. The University will also make available educational material such as guidelines for safe computing, and for the safe handling of information.

(3) Employees are required to acknowledge in writing that they understand their responsibilities, by signing the Confidentiality/FERPA agreement before being granted access to restricted or sensitive information.

K. New Hire Employee Screening

All employee hiring, including the hiring of student employees must be done in compliance with the

background check policy.

L. Service Providers

Any outside parties who, in order to fulfill their contractual obligations to the University, require access to restricted or sensitive University information, must comply with all applicable University policies, including this security policy. Contracts involving access to restricted or sensitive University data shall be written in accordance with the information security policy for contracts.

M. Roles and Responsibilities

(1) Technology Services Advisory Committee Information Security Subcommittee (TSAC ISS) – This is a group of individuals appointed by the Chief Information Officer (SIO), the President's Cabinet, the Faculty Senate, and the Loyola Conference to:

a) Review current and proposed University practices to investigate their impact on information security.

b) Review University polices, standards or procedures intended to address risks to information security and identify necessary changes.

c) Identify additional policies, standards or procedures that are needed to address risks to information security.

d) Deliver new or modified policies, standards, and procedures to the Technology Services Advisory Committee (TSAC) for approval.

e) Support the efforts of the university compliance officer, information security office, and the department of public safety in promoting secure and compliant practices surrounding University information resources.

(2) Information Security Office – This office with technology services will:

a) Perform risk management, including a formal risk assessment at least once per year, assisting the University in identifying and mitigating internal and external risks to the confidentiality, integrity and availability of University data, including but not limited to restricted and sensitive information.
b) Provide guidance and assistant to data stewards, data managers, and users for handling restricted and sensitive information and associated information systems.
c) Contribute to the development of University information security policies, standards, and procedures, including this Information security policy.
d) Identify and promote good security strategies and practices, based on industry-accepted best practices.
e) Provide guidance regarding information security to users of University information resources.
f) Implement and provide support for appropriate security mechanisms and procedures for controlling access to, transmitting, storing, and destroying restricted or sensitive data.
g) Perform vulnerability scans and penetrations tests on University computer systems regularly and after significant changes or upgrades to these systems.
h) Employ, encourage, and support the use of secure software and hardware technologies that meet the requirements of this security policy.
i) Take measures to detect and take appropriate actions in response to any suspected

information security compromises, as described in the Incident Response Plan.

(3) Incident Response Team – This group, designated by the CIP in consultation with the TSAC ISS, has the responsibility to:

a) Develop the Incident Response Plan.
b) Execute the Incident Response Plan if prompted to do so by a suspected compromise to the availability, security, integrity, or confidentiality of University information or related computer systems.
c) Coordinate the efforts of the ISO, the University compliance officer, public relations, public safety, and other University functions as appropriate and specified in the Incident Response Plan.

(4) External Auditors – This group, engaged by the division of business and finance will:

a) Regularly evaluate the effectiveness of current information security safeguards.
b) Provide recommendations for additions and revisions to University computing policies and associated documents.
c) Conduct regularly scheduled audits of individual and departmental access to restricted and sensitive University information and associated systems to verify compliance with associated requirements.

(5) Data Stewards – The steward of a given collection of data is the individual, department, or organization that has ultimate authority to authorize access to it, and which is responsible for its collection, retention, and destruction. Any given collection of data may be under the shared stewardship of multiple parties. Data stewards have responsibilities to:

a) Determine what data they have collected or retained, where it is stored, and who has an authorized business need for privileges to access, modify, or destroy that data.
b) In coordination with the University compliance officer and the TSAC ISS, and in compliance with relevant statutes and contractual obligations, determine if their data is restricted, sensitive or public.
c) Regularly review and document user access requirements to their restricted and sensitive data, and provide this documentation to the ISO, so that this information can be included in the Software Data Inventory.
d) Work with ISO and the University compliance officer to ensure that any restricted or sensitive data is handled in compliance with this security policy, and with any other applicable policies, standards, or mandatory procedures, and with any applicable legislative, regulatory, or contractual requirements.

(6) Data Managers – The managers of a given collection of data are individuals, departments, or organizations that are responsible for storing, handling, or managing systems related to that data, and any users, including but not limited to employees, agents, or affiliates of the University, who handle or have access to that data. Data managers shall:

a) Implement necessary security requirements should such data be considered restricted or sensitive.
b) Work with ISO and the University compliance officer to ensure that any restricted or sensitive data is handled in compliance with this security policy, and with any other applicable policies, standards, or mandatory procedures, and with any applicable legislative, regulatory, or contractual requirements.

(7) Systems Administrators – These individuals are responsible for the technical administration for various computer systems. In addition to their responsibilities under this security policy and other policies and related documents, they must also comply with the secure systems administration policy.

(8) Supervisors – These individuals, who have managerial or oversight responsibility for others employed by, or contracted to the University, are responsible to:

a) Ensure that their subordinate's access to restricted and sensitive data is appropriate to their job duties.
b) Conduct periodic reviews of the access requirements of their subordinates to restricted sensitive data.
c) Notify the human resources office of employee reassignments and changes in employment status.
d) Notify the ISO of changes in employee responsibilities that impact employee access requirements to restricted or sensitive data.
e) Ensure that their subordinates adhere to University policies, standards, and procedures related to information security.
f) Ensure that their subordinates receive appropriate training as directed by the department of technology services and the human resources office.
g) Provide their subordinates with approved and sufficient resources and methods to properly handle restricted or sensitive information and associated information systems.
h) Identify any data their departments own or are in custody of, and work with the ISO to determine which, if any, of that data is restricted or sensitive.

(9) Human Resources Office – The human resources office has the responsibility to:

a) Notify the ISO of employee reassignments and changes in employment status that impact employee access requirements to restricted or sensitive data.

b) Collect, maintain and regularly audit signed acknowledgement of employee responsibilities and employee receipt of security awareness training.

(10) University Compliance Officer – The associate vice president for human resources is the University's compliance officer. The compliance officer receives complaints or notices of policy violations, initiates investigations, and involves appropriate managers and outside counsel in evaluating violations and imposing penalties. The compliance officers may also hear appeals and manage the appeal process.

Penalties and Enforcement
Enforcement of this policy will be in accordance with University policies:

Staff & Administrators Policy Manual: Section 1.28 - Discipline

Student Community Standards Handbook: Pages 13, 27 and 31

Faculty Handbook: Appendix C – Employee Grievance Policy and Hearing Procedures

For additional information on this and other technology policies please go to https://loyola.teamdynamix.com/TDClient/1866/Portal/KB/?CategoryID=18361.

IX. Environmental Health and Safety

IX. Environmental Health and Safety

These safety policies cover general safety issues that an employee may encounter throughout the performance of their duties and responsibilities, but the policies are not all inclusive. Each employee is expected to exercise their best judgment in regard to safety. Employees are encouraged to discuss workplace safety concerns with their supervisor/department chair or the director of environmental health and safety (EHS) (ext. 1120).

9.1 Accident Prevention and General Workplace Safety

Each member of the University community is expected to show due care, concern and consideration for matters of safety and health. Any safety hazards should be reported immediately to the director of environmental health and safety. It is the responsibility of the University to provide a workplace that is free from recognized hazards likely to cause physical harm to employees. Failing to comply with health and safety policies and standards is grounds for disciplinary action for the employee.

9.2 Environmental Health and Safety Committee

The University has established an advisory committee consisting of representatives from a variety of departments within the University community. This EHS Committee meets quarterly during the academic year to review issues and establish procedures and policies of general concern with regard to the safety of persons and property. The committee makes recommendations to the President's Cabinet or other appropriate authorities to eliminate or minimize safety and environmental hazards incurred throughout the University community. To attend a meeting, contact the director of environmental health and safety (ext. 1120).

9.3 Hazard Communication

The University Hazard Communication program provides employees information about chemical hazards in the workplace and how to work safely with these materials. The program addresses the requirements of the Maryland Occupational Safety and Health (MOSH) Administration and the Maryland Department of the Environment (MDE). The federal Employee Right-to-Know Law requires all employers to provide information about potentially hazardous substances in the workplace through education, training, and documentation. All new employees will review their rights under the "Right-to-Know" policy and sign the statement during their benefits review. The department of environmental health and safety maintains and submits the chemical list to the MDE every two years. Material Safety Data Sheets of chemicals utilized on campus are also cataloged and maintained in EHS. Each department on campus must submit a list of chemicals used at the University. All containers of hazardous chemicals shall be labeled with the following three items: name of chemical and/or product name, hazards associated with the ingredient(s) and the company name and address. All new employees shall be trained on the proper handling of the chemicals in their work area prior to use. Each department will provide additional training if new chemicals or products are introduced into the workplace. For additional information, contact the department of environmental health and safety (ext. 1120).

9.4 Fire, Evacuation and Life Safety Policy

This is a statement of University policy for the reporting of fire emergencies and for the evacuation of campus buildings during fire emergencies, in compliance with federal, state, and local regulations. Employees should assume a fire emergency exists whenever:

- a building fire evacuation alarm sounds;
- an uncontrolled fire or imminent fire hazard occurs in any building or area of the campus;
- there is the presence of smoke;
- the odor of something burning;

- spontaneous or abnormal heating of any material;
- an uncontrolled release of combustible or toxic gas or other material; or
- a flammable liquid spill.

Upon discovery of evidence that a fire emergency exists, sound an alarm. The building fire alarm is activated by pulling the lever on the red pull station box. These are posted on the evacuation plan in each building. This manual fire alarm will activate the building's fire alarm system and alert all occupants that a fire emergency exists. If possible, call either public safety (ext. 5911) or Baltimore City Emergency (911) from a safe place. Campus buildings shall be immediately and totally evacuated whenever the building evacuation alarm sounds. Exit the building at once utilizing the nearest stairwell. Elevators are not to be used in the event of an emergency evacuation. All faculty, staff, administrators, students and visitors are required to leave the building, go to the assigned rally point, and remain outside until the emergency is over. No one shall restrict or impede the evacuation. Remain outside the building until the "all-clear" notice is given by the Baltimore City Fire Department and the department of public safety/campus police.

9.5 Laboratory Safety

9.5.1 Chemical Hygiene

The Chemical Hygiene Plan applies to any work that is conducted in a laboratory where any amounts of chemicals are used. Each laboratory manager and/or principal researcher/professor shall develop standard operating procedures that meet the minimum requirements of the full Chemical Hygiene Plan.

Compliance with the overall Chemical Hygiene Plan meets the Occupational Safety and Health Administration's Standard 29CFR1910.1450, the Occupational Exposure to Hazardous Chemicals in Laboratories. This is more commonly referred to as the "OSHA Lab Standard." Additional provisions of the state requirements include the COMAR 09.12.33 MOSH Regulations for Access to Information about Hazardous and Toxic Substances. Please contact the environmental health and safety compliance coordinator (ext. 1142) for assistance when developing your plan and procedures.

9.5.2 Hazardous Waste

It is the policy of the University to dispose of all hazardous waste in accordance with all federal, state and local requirements. Hazardous waste is defined as materials that are ignitable, reactive, corrosive, toxic, radioactive, or that appear on local, state, or federal government lists of waste materials. It is a felony to knowingly dispose of a listed material in the general trash, storm drain or sanitary sewer. Contact the environmental health and safety compliance coordinator (ext. 1142) with any questions or disposal needs. EHS will provide training annually to employees handling or disposing of hazardous materials. The designated hazardous materials and hazardous waste storage area is located at 5104 York Road. Please notify the environmental health and safety compliance coordinator (ext. 1142) if you need pick-up or regulated waste and/or a waste determination.

9.6 Firearms and Weapons

The Firearms and Weapons Policy (Policy) prohibits unconcealed and concealed firearms and weapons on all Loyola Campuses to ensure a safe and secure environment, and applies to students, employees including faculty, administrators, staff, and student workers (employees), independent contractors, volunteers, and visitors to any Loyola Campus.

Violations may result in disciplinary action, up to and including expulsion for students pursuant to Loyola's Community Standards, termination in the case of employees, and removal/exclusion from Loyola Campuses in the case of independent contractors, volunteers, and visitors. Any firearm or weapon carried onto Loyola Campus in violation of this policy will be confiscated at the owner's expense. Violators of this Policy may also be subject to arrest and criminal prosecution depending on the circumstances of the offense.

9.6.1 Definitions

Explosive: any chemical compound, mixture, or device, the primary or common purpose of which is to function by explosion. The term includes, but is not limited to, black powder, pellet powder, initiating explosives, ammonium nitrate fuel oil (ANFO) mixtures, safety fuses, squibs, mixed binary explosives, and igniters. The bullets used in firearms are classified as explosive devices.

Firearm: any device designed to or readily converted to expel a projectile by the action of an explosive. Firearm includes, but is not limited to, handguns, rifles, pistols, and shotguns.

Loyola Campus: any owned, leased or rented Loyola property or facility including all Loyola owned or leased vehicles (buses, shuttles, cars, etc.). The location of any Loyola sponsored event or activity shall be considered Loyola Campus during such event, regardless of where it occurs (whether on or off Loyola property and including third-party venues)

Permit: any handgun certification or license authorizing the permit holder to carry a concealed or open firearm. This includes but is not limited to the Law Enforcement Officer Safety Act (LEOSA) issued under HR-218, hunting licenses, and concealed carry permits issued in any state.

Weapon: any device designed or traditionally used to inflict harm. This includes but is not limited to retractable batons, brass knuckles, switchblades, hunting knives, nun chucks, and throwing stars. Weapon also includes objects not traditionally used to inflict harm when used to cause harm. This includes baseball bats, ice picks, kitchen knives, and box cutters.

Replicas, Imitations, Antiques: any item that could be mistaken for a firearm, weapon, or explosive, such as a BB gun, reproduction, antique firearm, whether operational or not, and paintball gun.

9.6.2 Policy

Use, possession, or storage of unconcealed or concealed firearms, weapons, explosives (including ammunition), replicas, imitations, and antiques of any kind is strictly prohibited on any Loyola Campus by any student, employee, independent contractor, volunteer, or visitor. Firearms, weapons, and bullets are only allowed on any Loyola Campus when carried by Maryland state, federal, and local municipal police officers for law enforcement purposes. Permits carried by non-law enforcement personnel are not recognized by Loyola University Maryland.

9.6.3 Exceptions

The only exceptions to this Policy include:

- Law enforcement personnel (Maryland state, federal, and local municipal police officers) acting in such a capacity on the Loyola Campus.
- Part-time Baltimore Police Department officers that are employed by Loyola.
- *With respect to batons and pepper spray only:* Loyola campus police officers (commissioned as SPO's by the governor of Maryland) are required and trained to carry batons and pepper spray as part of their duties.
- Loyola sanctioned groups or events where a particular weapon, replica, imitation, or antique is required as part of the curriculum or activity, such as theatrical events, training for campus police or ROTC students, or historical lectures or displays. Those seeking such an exception must obtain advanced approval from the University by making written request to the Director of Public Safety.
- Third parties authorized by their employer and licensed and legally permitted under the laws of the jurisdiction in which they are located to possess weapons in furtherance of their duties, such as armored car services collecting cash or checks from the Loyola Campus.
- Chemical compounds used for teaching and research purposes under the supervision of faculty.
- Oleoresin capsicum spray (pepper spray) carried for self-defense.
- Knives intended and used solely for cooking or as a tool to complete a job-related task.
- Decorative swords or similar decorative weapons carried by honor guards (*e.g.*, for the funerals or weddings of military or law enforcement members) or for religious events/ceremonies (*e.g.,* members of the Knights of Columbus).

9.7 Safety Standards

9.7.1 Personal Protective Equipment

Employers are required to identify all exposures to hazards by utilizing hazard assessment. In situations where a hazard is identified, the University requires the use of personal protective equipment (PPE) to reduce employees' exposures to health and physical hazards. PPE's are used as a last resort if engineering or administrative controls are not feasible. If PPE is to be used, the following must be included in the decision: PPE selection process, maintenance, continued evaluation, training, and use. The PPE program will be continuously evaluated to determine its effectiveness in preventing employee injury or illness.

9.7.2 Forklifts, Heavy Equipment and Aerial Platforms

Heavy equipment such as forklifts, fork trucks, aerial platforms, lifts, scissor lifts and other powered equipment demand unique safety requirements. Any employee utilizing or operating these types of powered equipment shall first have the necessary safety training on how to operate the equipment. The frequency of such training will depend on the schedule and necessary guidelines of that equipment. Always check with your supervisor/department chair as to what training is available. Any employee in the vicinity of the above-mentioned equipment shall exercise caution and avoid approaching the operators or distracting the operators. Do not approach the equipment from behind or try to walk/run underneath any raised working surfaces. Unsafe behaviors will not be tolerated around powered equipment.

9.7.3 Hand and Powered Tools

Employees utilizing hand tools and powered tools shall be properly trained in their safe use, including electrical considerations, guards, proper uses of the tool, inspection for damage; necessary service and repair, and any other manufacturer's requirements. Hand tool and power tool work areas will be kept clean and free of debris to prevent undue hazards while using the

tools. Proper protective equipment must be provided to employees that are utilizing tools that may cause flying, falling, or splashing objects or that may produce harmful dusts, vapors, fumes, mists, abrasives and/or gases.

9.7.4 Machine Guarding

Moving machine parts have the potential to cause severe workplace injuries. Safeguards are essential for protecting workers from these needless and preventable injuries. Any machine part, function, or process with an obvious potential of causing injuries must be safeguarded. The hazards of machine operation or contact must be either eliminated or controlled. Machine guards installed by the manufacturer shall not be removed. Likewise, if guards are missing, report it to your supervisor/department chair or the department of environmental health and safety (ext. 1120). Examples of equipment that contain guards include but are not limited to: flywheels, circular saws, drive shafts, paper cutters, folding machines, shredders, and fan belts.

9.7.5 Hazardous Energy and Lockout/Tagout

The University is dedicated to providing safe work facilities for students and employees and complying with federal and state occupational health and safety standards. This policy is intended to protect University employees from the hazards caused by the inadvertent activation of equipment during maintenance. Minor tool changes and adjustments (e.g., clearing jammed paper from a copier, printer or typewriter) and other minor servicing activities, which are routine, repetitive, and take place during normal production operations, are not covered by this plan. This type of maintenance must be completed using alternative safety measures (e.g., proper use of manufacturer-required and recommended machine guards). All machines must be locked and tagged out of service if an employee has to remove or bypass a guard or safety device, is required to place any part of their body into an area of the machine or piece of equipment where work is actually performed upon the material being processed (point of operation), or where an associated danger exists during a machine cycle. This policy does not apply to work on cord and plug connected electrical equipment if the plug is under the exclusive control of the employee performing the service. The lockout/tagout policy (LOTO) shall be implemented for all facilities at the University where there is need to perform maintenance or provide routine service to machinery or equipment. Servicing of all electrically, chemically, pneumatically, thermally and/or hydraulically powered machinery is included in this plan. Contractors who perform work on University equipment shall also comply with the procedures outlined in this plan. Contact your supervisor/department chair or the director of environmental health and safety (ext. 1120) for additional information regarding the Hazardous Energy Control Program and specific procedures for performing a lockout.

9.7.6 Confined Space

Certain areas on campus may be classified as confined spaces. A permit-required confined space is an area that is not intended for human occupancy, has a limited exit access and could pose a threat to the health and safety of an employee. Employees will not enter an area defined or identified as a permit-required confined space unless they are properly trained in the hazards and proper procedures. No space will be entered unless the proper air monitoring has been performed. All contractors performing on the University's campus will also comply with all OSHA regulations concerning confined spaces and will supply the proper equipment for entering these spaces.

9.7.7 Asbestos and Lead

All Asbestos Containing Materials (ACM)/Lead will be removed in accordance with Maryland and federal codes, by a licensed and certified company or by University employees trained in ACM/Lead removal. ACM/Lead removal in areas where workers and/or students may be exposed

at the University will be done under the direction of an industrial hygienist or safety consultant taking air monitoring samples as necessary. Final inspection will be done by the qualified person designated by the University. A consultant and/or industrial hygienist may represent the University during any abatement projects.

9.7.8 Bloodborne Pathogens

The University bloodborne pathogen exposure control plan protects all employees in positions where it is "reasonably anticipated" employees may be exposed to blood or other potentially infected bodily fluids. The plan covers the Student Health Center and certain employees in student life, public safety, transportation and parking, recreational sports, athletics, science laboratories, facilities and anyone who could be exposed to blood or bodily fluids. The program is managed by the director of environmental health and safety in concert with the departments mentioned above. In case of workplace injury involving blood or bodily fluids, please report the event to your supervisor/department chair immediately and complete the appropriate Workers' Compensation Forms (see Section 5.11). Contact the director of environmental health and safety (ext. 1120) for additional information.

9.7.9 Record-keeping (OSHA 300 Log)

Employees injured during their regular or overtime working hours must immediately report the injury to their supervisor/department chair (see Section 5.11). All injuries and illnesses that are considered to be reportable injury will be recorded on the annual OSHA 300 log. A summary of the annual log will be posted at designated locations from February 1 through April 30. Employees can view the list of injuries and illnesses that occurred in that prior calendar year or an employee may request a copy of the log from the benefits and wellness unit (ext. 1368) in the human resources office.

9.8 Hazardous Waste

It is the policy of the University to dispose of all hazardous waste in accordance with all local, state and federal requirements. Hazardous waste is defined as materials that are ignitable, reactive, corrosive, toxic, radioactive, or that appear on local, state and federal government official lists of waste materials. It is a felony to knowingly and willfully dispose of a listed material in the general trash, storm drain or sanitary sewer. Contact the director of environmental health and safety (ext. 1120) with any questions or disposal needs. EHS will provide training annually to employees responsible for disposing of materials. The designated drop-off area for hazardous materials and hazardous waste is the 5104 York Road north warehouse. Notification to the director of environmental health and safety is mandatory prior to adding anything to the drop-off area.

9.9 Ergonomics

Work-related musculoskeletal disorders may occur when there is a mismatch between the physical capacity of workers and the demands of the job. Many of these are caused or aggravated by work-related stressors such as such as excessive or improper lifting, reaching, pulling, pushing, and bending. To prevent these situations, the University utilizes an office supply company with a full line of ergonomically designed equipment. This equipment may be customized to office environments to serve the employee. This proactive approach should be used to make reasonable work place accommodations to fit the employee. To report any discomfort with a workstation, contact the director of environmental health and safety (ext. 1120) for a preliminary survey.

9.10 Motor Fleet Safety

Any individual who is required to drive a University vehicle or who seeks permission to drive a University vehicle shall successfully complete the driver clearance process prior to driving a University

vehicle. All drivers are responsible to read and follow the Loyola University Maryland Transportation Policy found on: https://inside.loyola.edu/departments/dept-park/driv/default.aspx. The driver's motor vehicle record must meet University standards.

The motor vehicle records of all individuals who are required to drive any University vehicle will be verified annually. The motor vehicle records of individuals who drive University vehicles infrequently will be verified every three years and/or in the event of an accident involving a University vehicle.

Please pay special attention to all requirements of driving a University Vehicle. For example, use of cell phones without a hands-free device while operating a vehicle is strictly prohibited, and texting while operating a vehicle is strictly prohibited.

Any fines for violations received while driving a University owned vehicle are the responsibility of the individual.

Individuals whose duties require a current commercial driver's license (CDL) are also subject to Federal and State Departments of Transportation guidelines. Maintaining a current and valid CDL is a condition of employment for those individuals.

Maintaining a regular valid driver's license is also a condition of employment for individuals whose essential job duties require them to operate a motor vehicle. All motor vehicle and driver incidents (accidents, citations, etc.) must be reported to a supervisor within one business day.
Individuals who use personal vehicles for University business are not insured by the University. The driver will be expected to carry personal automobile insurance and the driver's insurance will take effect in the event of an accident.

Individuals who operate a University vehicle must abide by the Loyola University Maryland Transportation policy. Failure to follow all Loyola University Maryland Transportation policies and procedures may result in disciplinary action up to and including termination of employment.

9.11 Idling Policy

This Idling Policy reinforces the Maryland state law on motor vehicle engine idling at Loyola University Maryland. Maryland's vehicle idling law stipulates that vehicles may not be idled for longer than five minutes. Implementation of this policy will ensure compliance with the law.

It is estimated that vehicle idling by heavy and light duty vehicles in the U.S. wastes about six billion gallons of fuel annually, resulting in 53 million metric tons of carbon dioxide emissions in a year. In addition to emitting carbon dioxide, tailpipe emissions contribute to reduced air quality from the emissions of carbon monoxide, nitrogen oxides, and volatile organic compounds. It is estimated that five minutes of idling by one vehicle every day for a year can emit as much as 25 pounds of air pollution and 260 pounds of carbon dioxide. Fuel deliveries to Loyola in AY 23/24 totaled 46,113 gallons of gasoline and 1,874 gallons of diesel fuel. Consumption of this much fuel emits 429 metric tons of carbon dioxide.

As the university works to use its resources responsibly, and to operate in a sustainable manner, it is important that we consider how, as a community, we can reduce the environmental impact of our operations. Reducing engine idling will help to achieve that goal, with positive effects on both the university budget and our environment.

Consistent with the Maryland Transportation Code 22-402, no motor vehicle engine may be idled for longer than five consecutive minutes on university property except under the exceptions listed below in the Special Situations/Exceptions Section of this policy below. This includes university-owned vehicles as well as non-university owned vehicles.

In accordance with Maryland State law, drivers of university vehicles may not idle vehicles for longer than five consecutive minutes on or off university property.

No vehicles, including university owned, university rented/leased, and non-university owned, may be left running while unoccupied on or off campus. The vehicle operator shall turn off the unit and remove the keys from the ignition.

9.11.1 Applicability

The university-wide policy of non-idling should apply to the operation of all university-owned, or operated, internal combustion engine motor vehicles as well as internal combustion engine motor vehicles operated by employees, students, external contractors, vendors, and others who deliver supplies or carry passengers to and from campus. This language should be added to university contracts when relevant to the services rendered in the contract.

9.11.2 Implementation

- All drivers of university owned vehicles, and personally registered vehicles, shall receive a copy of this policy every academic year.
- This policy shall be posted in Motorpool, Transportation and Parking, Public Safety, Athletics, Facilities, and all other offices that have dedicated vehicles in the university fleet.
- This policy shall be posted on www.loyola.edu in a manner that is accessible. The policy should be included in the Staff & Administrator and Student Code of Conduct with other university policies.
- Signs should be posted prominently on university grounds where idling occurs, including parking areas and loading and unloading zones, to remind all drivers of the university policy.
- Visitors to campus shall be subject to this policy and will be asked to comply with the policy.

9.11.3 Conflict Resolutions

All university employees, students, and visitors are expected to honor this policy in compliance with Maryland law. This starts with shutting off motor vehicle engines upon arrival on campus. Individual complaints or concerns regarding non-compliant university fleet vehicles should be directed to Public Safety or the department of the offending vehicle. Concerns about non-compliant students or employees can be directed to Public Safety who will contact the Office of Student Integrity and Restorative Justice Practices or the Office of People and Culture as appropriate. Concerns about non-compliant outside contractors, vendors, and visitors should be directed to Public Safety (410-617-5010).

9.11.4 Enforcement

Any person violating this policy will be subject to the disciplinary actions outlined in the Staff and Administrator Policy Manual, Faculty Handbook, and Loyola Community Standards.

9.11.5 Special Situations/Exceptions

Per the Maryland State Statute (Transportation Code 22-402), “A motor vehicle engine may not

operate for more than five consecutive minutes when the vehicle is not in motion, with the following exceptions:

1. When traffic conditions or mechanical difficulties do not allow the vehicle to operate;
2. When it is necessary to operate heating, cooling or auxiliary equipment installed on the vehicle;
3. To bring vehicle to manufacturer's recommended operating temperature;
4. If idling is necessary to accomplish the intended use of the vehicle."

Definitions:

1. Idling: when a vehicle's engine is running but the vehicle is not in motion.

9.12 Loyola Emergency Notification System (LENS)

The University has recently augmented the Loyola Emergency Notification System (LENS) with a text messaging service that will instantly and simultaneously distribute brief messages in situations posing imminent physical threats to the University community. By using Short Messaging System (SMS) technology, the system, e2Campus, can convey messages to registered mobile phones, Blackberries, wireless PDAs, smart phones and satellite phones even in times when traditional phone and e-mail networks are congested due to increased volume.

Loyola's office of public safety will use the e2campus system to provide notification of situations posing imminent, physical threats to the University community. This new mass notification system complements the existing Loyola Emergency Notification System (LENS), which includes outside sirens, PM Evergreen e-mails, phone mail announcements, and indoor fire alarm speakers. The e2campus mass notification system will only be used in circumstances posing grave physical danger and use of the system will be followed by announcements in all of the University's existing emergency notification channels.

In order to benefit from this service, you must register your cell phone with e2campus. Your cell phone plan must be setup to receive SMS-text messages and message fees may apply depending on your plan. Please speak with your carrier to determine your specific rates. To register, logon to Inside Loyola and click "e2campus" under the "Quick Links" section. Follow the prompts to setup your account. You may also return to your account at any time via this method. Monthly tests of the system are conducted and are announced in advance via NewsHound and PM Evergreen. If you have any trouble with the registration process or learn that you are not receiving the monthly test messages, please contact the OTS Help Center at 410-617-5555.

To update or delete your account go to the e2campus Web site at https://www.loyola.edu/department/public-safety/services/greyhound-alerts/. Monthly tests of the system are conducted and are announced in advance via NewsHound and PM Evergreen. If you have any trouble with the registration process or learn that you are not receiving the monthly test messages, please contact the Help Desk (ext. 5555).

Acknowledgement of Receipt of the Staff and Administrators Policy Manual

I have received a copy of the Staff and Administrators Policy Manual outlining my responsibilities as an employee and the responsibilities of the organization. I understand that it will be my responsibility to read and refer to this document as needed. If I have any questions, I should contact my immediate supervisor/department chair or the human resources office. I understand that the Staff and Administrators Policy Manual is not an employment contract. I understand my employment and compensation can be terminated at the option of either myself or Loyola University Maryland at any time. I agree to comply with the guidelines, policies, and procedures of Loyola University Maryland.

This manual is subject to change without notice. The manual posted on the human resources home page at ***www.loyola.edu/hr*** supersedes or may eliminate policies in this book. I will be notified when such changes are made through normal University community communication channels.

Print Employee Name: _____

Employee's Signature _____ Date _____

This acknowledgement form will be retained in the employee's personnel file.