LOYOLA Maryland

Office of Title IX and Bias Compliance

Title IX Mandated Reporter Fact Sheet

Who We Are & What We Do!

Loyola University Maryland's Office of Title IX and Bias Compliance is committed to creating a culture of respect, support, and accountability within our campus community.

We go beyond compliance with federal laws related to sex-based violence, discrimination, and accessibility to uphold principles of diversity, equity, inclusion, and justice.

By preventing and effectively addressing any violations of these principles and through collaboration with the campus community, we strive to ensure that everyone has equal opportunities to thrive academically, professionally, and personally.

What is Title IX? Its the Law.

Title IX: "No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving federal financial assistance..." Title IX of the Education Amendments of 1972, and its implementing regulation at 34 C.F.R. Part 106 (Title IX)

Everyone has a right to an education free from sexual violence and harassment. If those rights are violated, everyone is entitled to support, supportive measures, a grievance process, a timely response, and protection from retaliation.

Key point: Because Loyola receives federal aid, we comply with federal rules in addition to Maryland state and local laws.

Title IX Policies

What is a Confidential Employee?

Based on best practices and federal guidance, the University updated its Title IX related policies, which is now the Loyola University Maryland Sex-Based Harassment and Discrimination Policy ("Policy"). Under the University's policy there are three categories of Confidential Employees:

(1) Those with confidentiality bestowed by law or professional ethics such as: lawyers, medical professionals, clergy, and mental health counselors.

(2) Those whom the University has specifically designated as confidential for purposes of providing support and resources, such as the Sexual Violence Prevention, Education, and Response Coordinator.

(3) Those conducting human subjects research as parts of a study approved by the University's Institutional Review Board (IRB).

Title IX Policies *cont.*

for those employees under categories 1 or 2, as described above, to be able to respect confidentiality, they must be in a confidential relationship with the person reporting. Such that they are in the scope of their licensure, professional ethics, or confidential role at the time of receiving the notice.

Which University Employees or Organizations are Confidential?

All the on-campus persons or organizations listed below are confidential for purposes of reporting sex-based harassment and/or discrimination.

(1) Counseling Center - Humanities Building, Room 150; (410) 617-2273

(2) Sexual Violence Prevention, Education, and Response Coordinator - Melissa Lees; Women's Center (Seton Court 04A); (410) 617-6769

(3) Jesuits - Individuals wishing to connect with a Jesuit should contact Campus Ministry at (410) 617-2222 and request to be connected with a member of the Jesuit community. (Please note Campus Ministry is *not* a confidential resource. Individuals should take care to only share what they want a mandated reporter to report when requesting to speak with a Jesuit).

What is the Purpose of Confidential Employees?

To enable complainants to access support and resources without filing a complaint, the University designated specific employees as Confidential Resources.

How You Respond Matters.

The way you respond when individuals disclose private information to you, especially Title IX related, matters greatly. Not only is it University Policy but it is also best practice to ensure our community members are safe and supported. Making it a practice to lead with compassion & support helps open the door for individuals to receive support. Individuals are more likely to continue seeking support when their first disclosure is a positive interaction.

Confidential Employees are Not Required to Report but are Required to Support.*

Those designated by the University as Confidential Resources are not required to report actual or suspected sex based discrimination, sex-based harassment, or retaliation in a way that identifies the parties involved.

They will, however, provide the Complainant with the Title IX Coordinator's contact information and offer options and resources without any obligation to inform an outside agency or University official unless a Complainant has requested the information to be shared.

When a confidential employee, as described herein, is informed or "put on notice" of conduct that reasonably may constitute **sex discrimination**, the employee is required to inform the complainant:

(1) How to contact the Title IX Coordinator (i.e., phone number, email, office location, etc.)

(2) How to report a complaint of sex discrimination (i.e. intake officers, online reporting, etc.)

(3) What the role of the Office of Title IX and Bias Compliance is (i.e. Title IX Coordinator can offer and coordinate supportive measures, may be able to initiate an informal resolution process or investigation under the grievance procedures).

*Confidential employees will maintain confidentiality except in extreme cases of immediacy of threat or danger or abuse of a minor, elder, or individual with a disability, or when required to disclose by law or court order. Please note, clergy acting in their capacity as Clergy do not have the same responsibilities to report in cases of threat, danger, or abuse of a minor, elder, or individual with a disability and will follow their professional religious expectation in such cases.

Title IX Policies *cont.*

When a confidential employee, as described herein, is informed or "put on notice" that a student is experiencing **pregnancy or pregnancy related conditions**, the employee is required to inform the complainant:
(1) How to contact the Title IX coordinator (i.e., phone number, email, office locations, etc.)
(2) How to report a complaint of discrimination or pregnancy status (i.e. intake officers, online reporting, lactation space request, etc.)
(3) What the role of the Office of Title IX and Bias Compliance is (i.e. Title IX Coordinator can offer and coordinate supportive measures, such as lactation spaces or missed classes; take specific actions to prevent discrimination and ensure equal access to the University's educational programs and/or activities.

Student Pregnancy, Parenting, and Lactation Resources.

You are required to support not report! When a student informs you in your role as a student employee that they are pregnant or experiencing pregnancy related conditions, you are required to inform them there are options available to support them.

*Confidential employees will maintain confidentiality except in extreme cases of immediacy of threat or danger or abuse of a minor, elder, or individual with a disability, or when required to disclose by law or court order. Please note, clergy acting in their capacity as Clergy do not have the same responsibilities to report in cases of threat, danger, or abuse of a minor, elder, or individual with a disability and will follow their professional religious expectation in such cases.

Definitions and Behaviors

Consent: Affirmative indication by words and/or actions of a clear and voluntary agreement to engage in a sexual act. Consent for one sexual act does not constitute consent to all sexual acts. Consent can be withdrawn at any time. Consent cannot be obtained through force, threat, intimidation, or coercion. Silence or absence of resistance does not indicate consent. Consent cannot be given by someone who is incapacitated due to drug or alcohol consumption.

Red Flags: "They went further than I wanted to," "They were being really pushy, so I just didn't say anything, but I didn't want to," or "I said no but they ignored me."

Sexual Harassment: Behaviors in the form of unwanted sexual advances, requests and other verbal, written, or electronic communications for physical conduct of a sexual nature.

Red Flags: "They are making me uncomfortable," content of conversation involves sex (sexual jokes, unwanted sexual conversation, unwanted contact), inappropriate social media interactions (sending unwanted nude images or videos, sending unwanted messages with sexual content)

Definitions and Behaviors *cont.*

Sexual Assault: Penetration of vagina, anus, or orally by another person without consent of the complainant.

Red Flags: "That didn't go the way I wanted," "You always hear about this happening to other people," or "I feel like I was drugged, I don't remember what happened last night."

Stalking: Course of conduct directed at a specific person which would cause a reasonable person to fear for their safety/the safety of others or suffer substantial emotional distress. A course of conduct is two or more behaviors.

Red Flags: "They track everywhere I'm going," "They won't let me go anywhere without telling them," "I keep getting messages from random numbers and it's always the same person," or "They showed up at my house uninvited."

Fondling: Touching of private body parts without the consent of the complainant.

Red Flags: "I don't know how to process what happened last night," or "They just starting rubbing on me and wouldn't stop."

Pregnancy: Includes pregnancy, childbirth, termination of pregnancy, or lactation, medical conditions related thereto, or recovery therefrom.

Red Flags: "My professor won't let me leave class to express milk," "My supervisor told me I should've told them I was pregnant during my interview," "I just found out I'm pregnant and think I need to drop out."

Notice: When an employee, student, or third-party is informed of the alleged occurrence of sex-based harassing, discriminatory, and/or retaliatory conduct.

Dating/Domestic Violence: Violence committed by someone against a complaint while the two are in or share a romantic or intimate relationship with one another. Examples of a romantic or intimate relationship are current/former spouse or intimate partner; someone with whom they share a child in common; a person cohabitating with them as a romantic partner or spouse, etc. Violence includes but is not limited to: use or attempted use of physical or sexual abuse, patterns of coercive behaviors (verbal, psychological, economic, and/or technological).

Red Flags: Unexplained physical injuries, abnormal flinching at movements, "Please don't tell them, they'll get so mad at me," "I'm not sure what they'll do next," "Oh, I can't buy lunch, my partner doesn't let me eat with other people," or "I can't wear that, they wouldn't like that."

Responsibilities & Practical Implications to Maintain Compliance

Example Email Outreach After Disclosure:

Hello, _____,
It was nice meeting with you today. As we discussed, in accordance with federal regulations and University policies, I am required to provide information about options available to you through the Office of Title IX and Bias Compliance.

The Office of Title IX and Bias Compliance is a non-confidential, but private, resource on campus to help individuals address harm they've experienced. Their office is located in Jenkins Hall 105 and you can contact them in person, by phone at 410-617-5646, or via email at titleix-bias@loyola.edu.

Their office offers various resources, starting with an open-ended conversation to explore your options. Some available resources they provide are: creating a set of supports that offer greater safety and academic accommodations, filing a complaint to initiate an informal resolution or investigation under the grievance procedures, or having their assistance contacting the police, if desired

As a confidential resource, I will not disclose any information you provide, unless indicated by the exceptions below:
(1) when you sign a written request to have information released
(2) when the provider believes you present a danger to yourself or to others
(3) When the provider has reasonable suspicion of abuse or neglect of a child or vulnerable adult
(4) When the life or safety of an identified or readily identifiable third person is identified or threatened
(5) When otherwise required or permitted by law.

I have also attached the Notice of Rights and Options which provides additional information about supportive resources and reporting options, both on and off campus, confidential and non-confidential. I can assist with connecting you to any of the options or answer any questions you may have as you consider if you would like to reach out to the available resources. Please note that there is no expectation or obligation for you to contact any of these resources.

Example Verbal Outreach After Disclosure:

Thank you for sharing that experience with me. I wanted to share that there are additional resources on campus outside of myself who can assist you.

The Office of Title IX and Bias Compliance is a non-confidential, but private, resource on campus to help individuals address harm they've experienced. Their office is located in Jenkins Hall 105, and you can contact them in person, by phone at 410-617-5646, or via email at titleix bias@loyola.edu.

They can offer you supportive measures and options to address the harm if you chose to reach out. Some supportive measures they offer are no contact orders and academic accommodation, among other things.

Example Outreach After Disclosure of Pregnancy or Related Conditions:

Thank you for sharing that information with me. I wanted to share that there are resources available should you need assistance during this time.

The Office of Title IX and Bias Compliance is a non-confidential, but private, resource on campus that provides support for those experiencing pregnancy or related conditions. Their office is located in Jenkins Hall 105, and you can contact them in person, by phone at 410-617-5646, or via email at titleix-bias@loyola.edu.

Their office can help take specific actions to prevent discrimination and ensure you have equal access to your education and activities. You can also visit their website and see all the available support resources, lactation spaces, and rights you have.

They can offer you supportive measures and options to address the harm if you chose to reach out. Some supportive measures they offer are larger desks, and academic accommodations, among other things.

LOYOLA Maryland

Office of Title IX and Bias Compliance

Contact Information

Office Location

Jenkins Hall 105 (Next to the Humanities Building)
titleix-bias@loyola.edu | (410) 617-5646

We're Here to Help

David Tiscione (he/him) - Director
Title IX Coordinator for the University
dmtiscione@loyola.edu | (410) 617-2763

Sydney Quantock-Scorziello
Title IX Deputy Coordinator for Students
squantock-scorziello@loyola.edu | (410) 617-2842

Forms and Online Resources

Title IX Online Reporting Form

Title IX Support Resources

Title IX Policies - Including Notice of Rights and Options

Student Pregnancy Support Site

LGBTQ+ Resources