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 Mandated Reporter?

An employee of the University who is obligated by policy to share knowledge, notice, and/or reports of discrimination, sex-based harassment, and/or retaliation with the appropriate Title IX Coordinator or Deputy.

Please note, this is not to be confused with those mandated by state law to report child abuse, elder abuse, and/or abuse of individuals with disabilities to appropriate officials, though these responsibilities may overlap with those who have mandated reporting responsibility in Loyola's policies.

Title IX Policies *cont.*

What Am I Required to Report?

Mandated Reporters are expected to *promptly* report all known details of actual or suspected sex discrimination, sex-based harassment, retaliation, and/or other prohibited conduct to the Title IX Coordinator or Deputy.

The next page has definitions and behaviors to be aware of when deciding what you are required to report.

When Am I Required to Report?

Employees are required to report when they are acting within the scope of their employment at Loyola University Maryland.

Classroom Disclosures! Employees are also required to report when they become aware of such conduct through writing assignments, discussions, or group presentations.

What Happens if I Don't Report?

Failure of a Mandated Reporter to report an incident of sex discrimination, sex-based harassment, or retaliation when they become aware of the conduct is a violation of University Policy. Failure to report may be subject to disciplinary action up to and including termination.

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.

How you Respond *Matters*.

The way you respond when individuals disclose private information to you, especially when it's related to Title IX, 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 opens the door for individuals to receive support. Individuals are more likely to continue seeking support when their first disclosure is a positive interaction.

Compassionate Interruption

Sometimes, people disclose information without knowing that the person they are disclosing to has a duty to report the information to University officials.

We know how difficult it can be to interrupt someone who is sharing with you that they've been harmed. Best practices to remember, when serving in your role as an Employee, is the art of Compassionate Interruption.

The goal of Compassionate Interruption is to give options and control to the victim/complainant. It allows you to let people know of your mandatory reporting duties during one-on-one conversations. If it feels as if a conversation may lead to a disclosure, compassionately interrupt the person to inform them of your reporting duties, so that person can decide if they would like to share more information with you or be connected to a confidential resource.

Title IX Policies *cont.*

Example of Compassionate Interruption

"It sounds like you're about to share something private with me, and I'd like to help in any way possible. However, if you disclose something like harm to self or others or sexual misconduct, I am required to report that information to ensure you have all the options available to you. If you would like to talk to someone who is not required to report what you share, I can connect you with a confidential resource."

"It sounds like you want to talk about a sensitive situation, can we pause so I can share my role as a mandatory reporter with you and what that means?"

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. Example statement for someone who disclosed pregnancy or related:

"The Office of Title IX and Bias Compliance can help take specific actions to prevent discrimination and ensure you have equal access to your education and activities. You can visit their website and see all the available support resources, lactation spaces, and rights you have. They can offer reasonable modifications such as academic modifications (like excused absences) for medical reasons, larger desks, and other supportive modifications."

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."

LOYOLA Maryland

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Contact Information

Office Location

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We're Here to Help

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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