University Policy on Bias-Related Behavior

Loyola University values the diversity of its students, faculty and staff. The variety of backgrounds, interests and values represented in the diversity enhances the opportunities for personal growth through greater awareness and appreciation of differences. Loyola intends to foster a campus community where people can work and learn with respect, dignity and freedom from discrimination. Loyola’s student code of conduct which has been developed over the years with the input of students, faculty and staff, applies to students while they are on the campus of Loyola University, or when they attend functions and events off-campus which are Loyola-related or when their off-campus behavior is a violation of criminal law or constitutes an immediate hazard to the health, safety or well-being of themselves or members of the university community.

Non-Discrimination

The University remains committed to principles of equal and open access for all without regard for race, color, religion, national origin, gender, gender orientation, age, marital status, handicapping condition or status as a veteran. The university also remains strongly committed to the principle of academic freedom and the value of free expression. Respect for these rights requires a tolerance for expressions of opinions that differ from our own or that some might find abhorrent. However, any person who displays actions which would be construed by a reasonable person to manifest bias-related behavior, shall be subject to disciplinary action.

What is a Bias-Related Behavior?

Bias-related behaviors are actions or expressions which may cause violent situations, create a clear and present danger of violent situations, or which represent an attempt to demean, degrade or harass members of the university community. Such actions would include, but are not limited to, acts of violence, physical, and/or non-verbal threats, harassment, slurs, degrading humor, written materials such as epithets, graffiti or other similar expression. Violation of this policy may result in disciplinary action up to and including dismissal from the university.

• Epithets, slurs or disparaging remarks made on campus, in the residence halls or at organizational, departmental or university programs and events.
• Graffiti written on personal or institutional property that degrades a person or group of persons based on individual differences (perceived or real).
• Flyers posted by a student organization that are defaced with disparaging comments about the nature of the event or purpose of the group.

What Can I Expect from the University?

To be treated with respect and dignity as is befitting in the tradition of a Catholic, Jesuit university. Due to the nature of bias-related behavior, the University is sensitive to the needs of the aggrieved, including their right to privacy. To this end, the student can expect the University to handle the matter in a fair, professional manner and as confidentially as possible so as to protect the rights granted to both the aggrieved and the accused.

The University will act expediently and be informative of actions, timelines, and plans that reach an equitable resolution.

The University will ensure that all parties involved are referred to appropriate university resources that provide physical and psychological help (Counseling Center, University Ministry, Student Health, etc.).

Why Should I Report an Incident?

In its efforts to stamp out discrimination in all forms, the University needs information about all bias-related incidents. Therefore, we need your help in making the Loyola community a healthy productive one. Reporting an incident in no way indicates weakness or inability to cope on your own.

How Do I Report?

1. If the allegation is against a faculty or staff member, contact University Ombudsman Mike Cowan at 865-2499. If the incident occurs in the classroom, see the professor and/or the department chair. Please note separate procedures will be followed from those outlined in this brochure. You should speak to the appropriate personnel regarding the process in these cases.
2. If the allegation is against a student, file a complaint with University Police, 865-3434 located outside Biever Hall. All involved in the situation - aggrieved, accused, and witnesses - should file a report. It’s helpful to us if you can identify relevant factual information and acknowledge what information you have gathered from hearsay, rumor, and/or innuendo

Understand that in filing a report, the university will act immediately, including whether discipline charges are warranted against an individual or group.

3. You do not have to be a victim to make a report. Simply observing or witnessing an incident is enough to file a report to the appropriate University personnel if you feel the incident could be detrimental to the Loyola community or its members.

What Happens After I Report?

1. University Police will officially notify within one business day the Vice President for Student Affairs who will contact you and request an immediate meeting where you will be advised of university policy and procedure. Counseling services and assistance to additional resources will also be offered.
2. University Police will begin an immediate and thorough investigation by contacting all those involved - aggrieved, accused, and witnesses and instructing them to submit a statement. Please understand that this investigation may take some time depending on the scope and nature of the bias-related behavior. Just because it seems like no action is being taken, much will be happening “behind the scenes.” A thorough investigation is necessary to ensure fairness to all involved.
3. Within 48 hours of your initial meeting with the Vice President for Student Affairs, you will be contacted via phone or in person and provided with an update on the university’s investigation. Every 48 hours thereafter you will be contacted until the investigation is complete.
4. At this point in time, the Vice President will outline to you the university discipline process if charges have been brought against the accused student.
5. The goal of this entire process is to balance the care and concern we have for you, your rights and dignity, and the rights of the accused to due process - all within the framework of social justice.
A guide for students in the event of bias-related behavior.

University Contacts and Resources

University Police ......................... 865-3434
located in Biever Hall

Counseling and Career Services ....... 865-3835
Danna Center, second floor

Student Affairs ............................ 865-3030
Danna Center, second floor

University Ministry ....................... 865-3266
Bobet Hall

Student Health Service .................. 865-3326
Danna Center, lower level

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