

# Title IX Student Employee 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, integrity of

## What is Title IX? It's the Law.

Title IX: "No person in the United States shall (a)-2.7 (l)

*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.

***Big Takeaway: Loyola receives federal financial assistance, thus we are bound by the federal regulations (as well as Maryland state & local laws)***

## Updated 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.

### Who is a Mandated Reporter?

All Loyola University Maryland employees, including faculty, staff, administrators, and undergraduate and graduate student employees, other than those deemed confidential employees, are mandated reporters.

***Biggest Change? Undergraduate and Graduate Student Employees are now Mandated Reporters.***



## Definition and Behavior

**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 Consent can be withdrawn at any time.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."

**Sex-based Harassment.** Behaviors in the form of unwanted sexual advances, requests and other verbal, written, or electronic communications for physical conduct of a sexual nature. This includes actions that create a hostile environment based on someone's sex.

**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."

**Stalking.** Course of conduct directed at a specific person which would cause a reasonable person to believe that the person is being stalked. (15 C.F.R. § 101.118.3(e)-8.9)

## Contact Information

### Office.

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### Useful 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 [Website](#)  
LGBTQIA+ [Resources](#)