

# Title IX Confidential 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, 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

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.

*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 Confidential Employee?

# Updated Title IX Policies *cont.*

## Which University Employees or Organizations are Confidential?

All the oncampus persons (e) 15 organizations



# Updated 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**

**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 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.”

**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,” “There’s nowhere on campus.”



## 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](#)