

... failure to allow the grievant or to provide  
... will result in determining that only certain asserted  
grounds should be submitted for review by appellate decision-maker or that the appeal should be  
dismissed without further proceedings.

... the other party will be given a copy of the appeal letter and the  
ability to submit a written response within five university business days.

... decision-maker who is free from conflict  
interests and did not serve as investigator(s), Title IX coordinator, or decision-maker in the  
the original hearing. The appellate decision-maker shall review the award of discipline in accordance with the

reasonable cause to believe that the behavior in question is a safety and security concern and  
essential. Everyone is called on to report inappropriate behavior immediately to public safety (ext. 5911) xtab

aggressive or hostile behavior that creates a reasonable fear of injury to another person or subjects another individual to emotional distress;

intentionally or recklessly damaging property of another employee;

- possession of a weapon while on university property or while on university business;
- violating the University Firearms and Weapons Policy

#### *Reporting Procedures*

Any immediately dangerous situation must be reported to the campus police (ext. 5911) or state, county or city police (911).

Incidents of alleged domestic violence, sexual violence, stalking, as well as harassment based on race, ethnicity, gender, sexual orientation, or disability, are reported using the Harassment and Discrimination Policy and Procedures. For additional information on the university's response to sexual assault, including sexual violence, intimate partner violence and stalking, refer to section 19 of the policy report found at <http://www.loyola.edu/departments/publicsafety/reporting/annual-security-report>.

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...tolerance in the workplace will not be tolerated. Any employee determined to have committed such acts will be subject to disciplinary action, up to and including termination. Non-employees engaged in violent acts on the employer's premises will be reported to the proper authorities and fully prosecuted.

### Interaction with Students

The University is in the business of serving students, many employees have extensive student contact. Employees shall engage students in a generally accepted proper business manner. Inappropriate socializing with students is grounds for discipline, up to and including termination.

### Relationships Policy

The University's core values include a pursuit of academic excellence, a focus on the holistic growth and development of our students, and an ongoing commitment to honesty and integrity. Consensual romantic and/or sexual relationships (hereinafter referred to as "relationships") between University employees and students are to be avoided where the relationship could create a potential conflict of interest, compromise the student's academic performance or professional development, or otherwise create a potential for favoritism, exploitation, or the appearance of either, and may limit the student's future educational opportunities.

Relationships between faculty, administrators, and graduate assistants, but not limited to, include but are not limited to moderating a student organization or activity, serving on an evaluation or awards committee, serving on a dissertation committee, supervising research, and supervising a student employee.

Employees are considered to have potential professional responsibility for undergraduate students. Thus, consensual relationships between employees and undergraduate students are prohibited.

with respect