



LOYOLA MARYMOUNT UNIVERSITY
HUMAN RESOURCES POLICIES AND PROCEDURES

DIVISION: Administration/Human Resources	
SUBJECT: Statement of Non-Discrimination	Page 1 of 3
Policy Number:	Supersedes: Statement of Non-Discrimination
Effective Date: 08/01/24	Previously Issued: 08/15/23

1. STATEMENT OF POLICY:

Loyola Marymount University is dedicated to fostering the education of the whole person and strives to provide an environment that encourages the search for truth and freedom of inquiry. The University recognizes the important contribution a diverse community of students, faculty, and staff makes towards the advancement of its goals and ideals. The University is committed to providing an environment that is free of discrimination and harassment as defined by federal, state, and local law, as well as under this policy. Any violations of this policy will be treated as serious misconduct and result in appropriate disciplinary action up to and including dismissal from the University.

This policy applies to all students, faculty, and staff, including but not limited to trainees, unpaid interns, volunteers, non-supervisory staff, supervisors, managers, directors, and leadership. It is also the policy of the University to protect its students, faculty and staff from unlawful harassment by vendors, guests, and other visitors to the University. It is the responsibility of every student, faculty, and staff member to follow this policy conscientiously.

2. DEFINITIONS:

"Bias-Motivated Incidents" are acts, which do not violate the State Penal Code, but originate in bias against someone's actual or perceived sex, gender, gender identity and expression, race, color, religion, national origin, ancestry, disability, age, sexual orientation, marital status, military status, veteran status, pregnancy, genetic information, or any other protected classification.

"Discrimination" means conduct resulting in differential treatment in the terms or conditions of an individual's participation in LMU educational programs or activities, including employment, based on a legally protected characteristic.

"Harassment" is unwelcome verbal, non-verbal, physical or visual conduct based on any legally protected characteristic, outlined below in Section 3, that has the purpose or effect of unreasonably interfering with academic or work performance or creating an intimidating, hostile or offensive, living, academic or work environment.

"Hate Crimes" are acts of physical force, threats, or intimidation that are willfully or knowingly committed because of the victim's actual or perceived disability, gender, nationality, race or ethnicity, religion or sexual orientation. Hate crimes are expressed in several ways, sometimes physical violence and sometimes violence against property. (California Penal Code, §§422.55 and 422.6).

These policy definitions are not intended to and do not limit the University's ability to discipline or otherwise respond to conduct which does not necessarily violate the law, but which the University determines is a violation of this policy.

3. **POLICIES/PROCEDURES:**

Equal Opportunity & Non-Discrimination

The University seeks to ensure a positive living, learning and working environment for all LMU community members. Specifically, this policy prohibits unwelcome, harassing or discriminatory conduct on the basis of race, religious creed (including religious dress and grooming practices), color, national origin (including language and language use restrictions), ancestry, disability (mental and physical) including HIV and AIDS, legally protected medical condition (cancer-related or genetic characteristics), denial of Family and Medical Care Leave, marital status, sex (including pregnancy, childbirth, breastfeeding or related medical condition), gender, gender identity, gender expression, age 40 or over, military or veteran status, sexual orientation, genetic information or any other bases protected by federal (including but not limited to Title VI and Title VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990), state or local law. The University does not discriminate on these bases, or any other basis protected by law, in the administration of any of its education or admissions policies, scholarship or loan programs, athletics, and other school-administered policies and programs, or in its employment policies and practices. All University policies, practices, and procedures are administered in a manner consistent with LMU's Jesuit identity and character.

Non-Discrimination on the Basis of Sex

LMU does not discriminate on the basis of sex and prohibits sex discrimination in any education, program, or activity that it operates as required by Title IX, including admission and employment. Inquiries about Title IX should be directed to the University's Title IX Coordinator at Human Resources, 1 LMU Drive, Suite 1900, Los Angeles, CA 90045, phone: 310.568.6105 or email: titleix@lmu.edu or to the Assistant Secretary for Civil Rights, U.S. Department of Education at U.S. Department of Education, Office for Civil Rights, 400 Maryland Avenue SW, Washington, D.C. 20202-1100, phone: 1-800-421-3481, FAX: 202-453-6012; TDD: 1-800-877-8339, Email: OCR@ed.gov, or to both.

Non-Discrimination on the Basis of Disability

Section 504 of the Rehabilitation Act of 1973 of the U.S. Department of Health and Human Services regulations implementing the act states that, "no otherwise qualified disabled individual . . . shall, solely by reason of his [or her] disability, be excluded from the participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance," such as Financial Aid. Section 504 administration and compliance are coordinated through Academic Affairs, Disability Support Services for students, and through Human Resources for faculty and staff.

The University provides reasonable accommodation of qualified individuals with mental and/or physical disabilities whose needs are made known. A student seeking an accommodation should contact the student's academic advisor or Disability Support Services. A faculty or staff member seeking an accommodation should contact the faculty or staff member's supervisor or Human Resources.

Hate Crimes and Bias-Motivated Incidents

The University will not tolerate hate crimes or bias-motivated incidents and will respond to them with appropriate sanctions which may include for students expulsion, suspension, or exclusion from the campus and for faculty and staff disciplinary action up to and including termination. Students, faculty, or staff who experience or witness any form of hate crime or bias-motivated incident should immediately report the incident to the Department of Public Safety at 310.338.2893 [x82893 on campus/x222 emergency line] (Westchester and Playa Del Rey campuses, hereinafter “Westside Campuses”) / Campus Safety & Security at 213.736.1121 (Law School).

Students, faculty and staff who have questions regarding the University's policy of equal opportunity and non-discrimination should contact the University's EEO Officer, Janet Lindsay, at Human Resources, 1 LMU Drive, Suite 1900, Los Angeles, CA 90045, phone: 310.338.5345 or email: Janet.Lindsay@lmu.edu.

Students, faculty and staff who have questions regarding Section 504 administration and compliance should contact the Vice President for Human Resources, Nancy Pluzdrak, who is the University's designated ADA Coordinator, at Human Resources, 1 LMU Drive, Suite 1900, Los Angeles, CA 90045, phone: 310.338.5118, or email: Nancy.Pluzdrak@lmu.edu.