

NEW FACULTY ORIENTATION – FALL 2023

Navigating Conflict In & Out of the Classroom: Resources & Guidance for Addressing Challenging Student and Employee Behaviors

Office for Equity & Compliance (OEC) and
Office of Student Conduct & Conflict Resolution (OSCCR)

ABOUT THE OEC

OVERVIEW

- Promotes a culture of inclusion, safety, & accessibility
- Implements civil rights (including Title IX) laws and related policies (Comprehensive Policy)
- Coordinates University response (including impartial investigations) to reports/complaints of discrimination, sexual misconduct, and related retaliation involving LUC students, faculty, and/or staff
- Provides compliance-related trainings and **consultative support**

ABOUT THE OSCCR

OVERVIEW

- Promotes a culture of inclusion, safety, & accessibility
- Implements student behavioral policies (non-academic)
- Conducts impartial investigations of students
- Facilitates policy and conflict resolution-related workshops and trainings
- Provides conflict resolution resources and **consultative support**

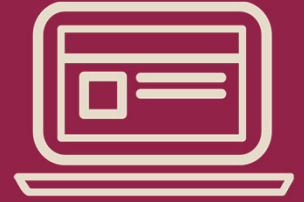


WHAT WE ARE NOT



- ❌ Advocacy services (see, Office of the Dean of Students, Wellness Center)
- ❌ Legalistic bureaucrats, cold and uncaring cogs in the machine
- ❌ Monitors/censors of free speech and academic freedom
- ❌ Harbingers of doom...

NEW FACULTY ORIENTATION



POINTS FOR DISCUSSION

- Compliance Standards (and Reporting Obligations)
 - Opportunities for Improvement
 - Conflict as a Vehicle of Progress
- Personal and Small Group Reflections
 - Other Resources Available



COMPLIANCE/BASELINE EXPECTATIONS

(ALL) Comprehensive Policy and Procedures for Addressing Discrimination, Sexual Misconduct, and Retaliation

WWW.LUC.EDU/COMPREHENSIVEPOLICY

(FACULTY) Faculty Handbook

WWW.LUC.EDU/ACADEMICAFFAIRS/RESOURCES/FACULTYHANDBOOK

(STUDENTS) Community Standards

WWW.LUC.EDU/COMMUNITYSTANDARDS

RESPONSIBLE CAMPUS PARTNERS

WHO? WHEN?





All* University employees must report any known, disclosed, alleged, or otherwise reported (formally or informally) incidents of sexual misconduct that satisfy any of the following criteria:

- Involves (in any way) a current minor (under 18)
- Victim/survivor is or was a student at time of incident
- Alleged offender is or was a student or employee at time of incident



RESPONSIBLE CAMPUS PARTNERS

POP QUIZ!

-  Student >18 discloses in journal assignment that they experienced childhood sexual abuse
-  Co-worker confides that they are seeking a divorce from their partner due to domestic violence
-  Student >18 meets you in office hours and tells you that their roommate was recently sexually assaulted off-campus
-  Graduate teaching assistant complains to you of another faculty in your department discriminating against them based on their religion



BEHAVIORS TO AVOID



UNWANTED PHYSICAL CONTACT

Employees should refrain from any unnecessary touching of students.

SOCIALIZING IN PRIVATE WITH STUDENTS

Students are not your friends, and power dynamics can make even well-meaning encounters problematic.

DRINKING ALCOHOL WITH STUDENTS

Whether they are undergrads or grads, over 21 or not, mixing alcohol and student interactions should be avoided.

OFF-TOPIC POLITICAL COMMENTARY

Irrespective of viewpoint, the lectern is not your personal soapbox to air political gripes or promote a personal agenda.

ON BEING FACULTY



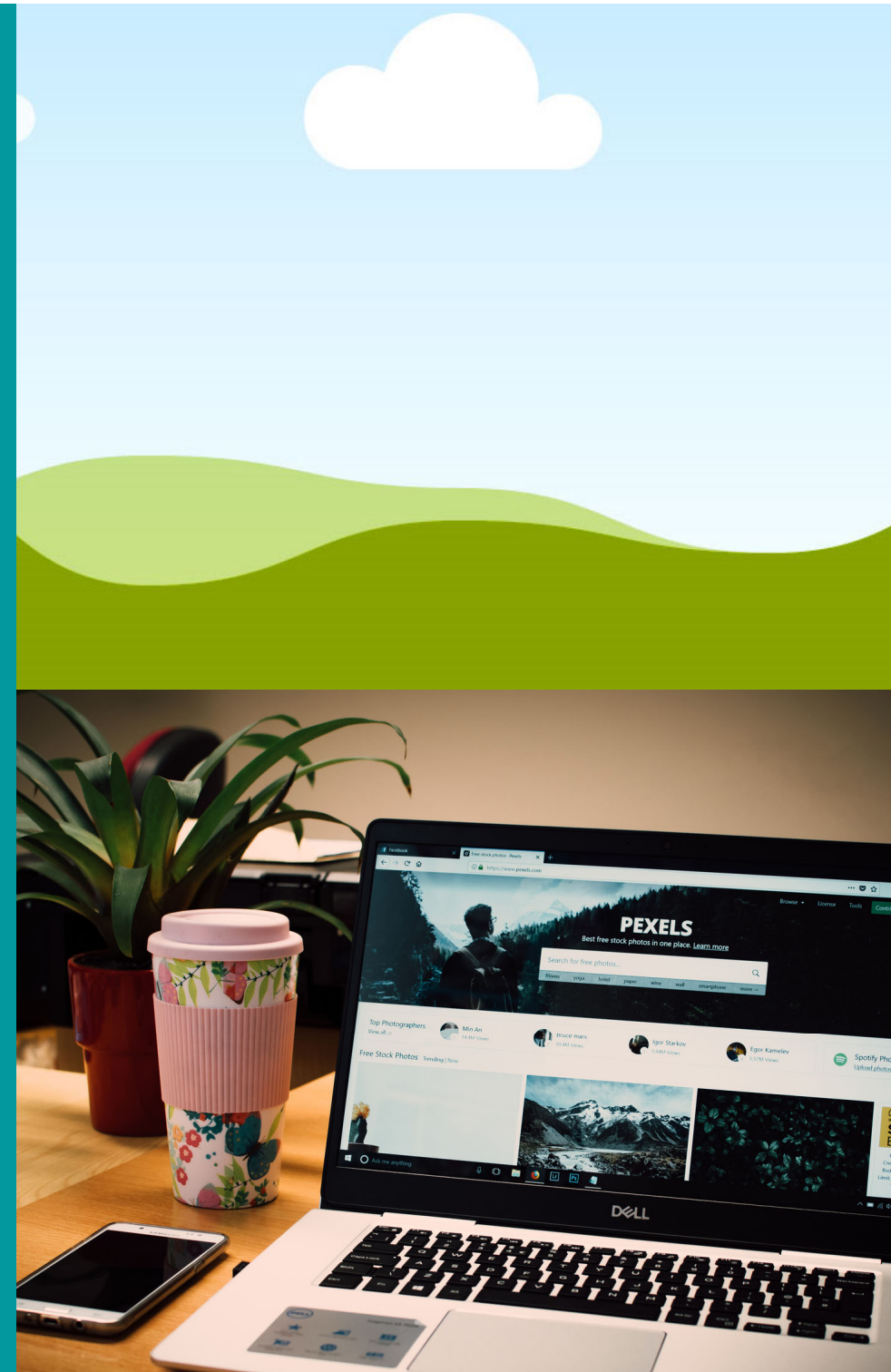
MULTIPLE ROLES

Faculty play a unique role on campus as thought leaders and subject matter experts, models for respectful community engagement, and authority figures to whom students will turn when confronted with difficult personal or community challenges.

SMALL GROUP REFLECTIONS

WHAT CONFLICTS HAVE YOU SEEN OR EXPERIENCED IN ACADEMIC LIFE?

Reflect and share in small groups; prepare to share back upon return. (10 minutes)



WHAT FACTORS LEAD TO GROWTH THROUGH CONFLICT?

What conditions or strategies lend themselves to “healthy conflict”?

WHAT FACTORS LEAD TO HARM THROUGH CONFLICT?

What conditions cause further harm, discord, and create or foster “unhealthy conflict”?

INCLUSION & BELONGING



WHO SPEAKS?



WORDS USED?

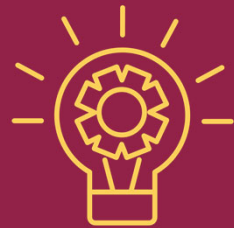


VALUES CENTERED?

AVAILABLE RESOURCES TO EXPAND YOUR COMFORT WITH CONFLICT



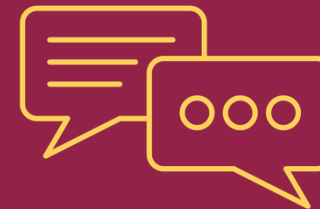
Web Resources and
On-Demand
Training



Conferences and
Centers



Community of
Colleagues



Consultative
Support



Personal
(Ignatian?)
Reflection



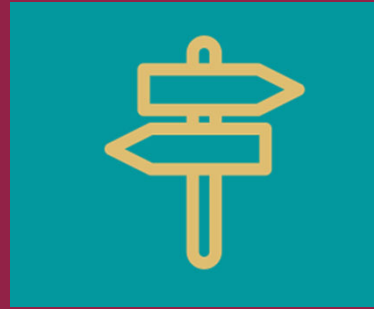
Open Discussion & Questions

REACH OUT

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