SANCTION GUIDELINES

The sanctioning philosophy of the University is to be educational, not punitive. When students/student organizations are found responsible for violations, it is our opportunity to educate the student/student organization on the effects of his/her/their behavior and to affect a change in future behavior.

The sanction should always fit the seriousness of the violation. As such, each student is considered as an individual and each incident is handled on a case-by-case basis. There must, then, be a range of sanctions appropriate for a given incident or violation where individual/student organization involvement may vary. The sanctions given may vary depending on a variety of factors:

1. Participation in incident (active participation v. passive participation v. knowledge);
2. Ability to prevent incident (officer v. member v. new member/recruit);
3. Level of harm (actual/irreparable harm v. foreseeable harm v. hidden harm);
4. Frequency of violation (multiple occurrences v. single occurrence);
5. Honesty of student/student organization;
6. Intent of the student/student organization;
7. Degree to which the student/student organization understands and accepts responsibility;
8. A student’s/student organization’s prior conduct history.

Sanctions for students/student organizations shall be comprised of at least two components: a) an administrative sanction, or inactive sanction; as well as, b) educational sanction, requiring completion of some form of service or assignment requiring active participation. The following list of sanctions is not exhaustive, so while hearing officers and disciplinary bodies are encouraged to consult the list, they may impose other sanctions as deemed appropriate.

I. Administrative sanctions:
   a. Students
      1. Warning: Notice in writing that continuation or repetition of conduct found wrongful, within a period of time stated in the warning, may be cause for more severe disciplinary action.
      2. Disciplinary Probation: Disciplinary probation shall have as its purpose the rehabilitation of the student or organization and may include suspension of specified privileges for a definite period not to exceed two years. Disciplinary probation may also require the student or organization to participate in specified activities, including one counseling information session, or may prescribe any program which is deemed just and fair under the circumstances of the case. The authority imposing this sanction may assign any qualified person within the University community, other than an undergraduate student, to act as a probation supervisor. The probation supervisor shall report periodically to the appointing authority. If the probation supervisor should report that the student is not fulfilling probation requirements, the case will be reviewed by the appointing authority and remaining members of the original hearing panel, who may recommend additional sanctions.
      3. Suspension: Exclusion from classes and other University privileges and activities as set out in the order after a hearing, for a definite period not to exceed two years. The conditions of re-admission shall be stated in the order of the suspension.
4. Expulsion: Termination of student status for a minimum of two years. The conditions of re-admission, if any, shall be stated in the order of expulsion.

b. Student Organizations
1. Warning: Notice in writing that continuation or repetition of conduct found wrongful, within a period of time stated in the warning, may be cause for more severe disciplinary action.

2. Disciplinary Probation: Disciplinary probation shall have as its purpose the rehabilitation of the student or organization and may include suspension of specified privileges for a definite period not to exceed two years. Disciplinary probation may also require the student or organization to participate in specified activities, including one counseling information session, or may prescribe any program which is deemed just and fair under the circumstances of the case. The authority imposing this sanction may assign any qualified person within the University community, other than an undergraduate student, to act as a probation supervisor. The probation supervisor shall report periodically to the appointing authority. If the probation supervisor should report that the student is not fulfilling probation requirements, the case will be reviewed by the appointing authority and remaining members of the original hearing panel, who may recommend additional sanctions.

3. Organization Suspension: Exclusion from University privileges and activities as set out in the order after a hearing, for a definite period not to exceed two years. The conditions of reinstatement shall be stated in the order of suspension.

4. Removal of Organization Registration: Termination of registered organization status for a minimum of two years. The conditions of re-admission, if any, shall be stated in the order of removal of registration.

II. Education Sanctions:
   a. Students
      1. Participation in an Educational Program
      2. Educational Services Hours
      3. Reflective Exercises
      4. Restitution Payment

   b. Student Organizations
      1. Sponsor an Education Program (e.g. risk management, hazing, ethics, etc)
      2. Attendance at Educational Programs
      3. Educational Service Hours
      4. Reflective Exercises
      5. The creation, revision, review, or modification of organizational policy (e.g. new member education program, risk management plan, alcohol policy, etc.)
      6. Restitution Payment
      7. Evaluation of organizational membership (which may include the removal of members by the organization’s reviewing committee)
III. Other Possible Sanctions
   a. Restriction of Privileges (this may be in combination with Disciplinary Probation)
      1. Ability to host/sponsor/co-sponsor events with alcohol
      2. Ability to host/sponsor/co-sponsor specified events/activities
      3. Ability to participate in University activities as a student/student organization
   b. Fines