

# SANCTIONS

Potential sanctions may be disciplinary, punitive or burden Respondent, and include:

1. Warning: an official reprimand in writing, delivered to the accused student and placed in the student's file.
2. Probation: a condition that stipulates that any further violations of regulations may result in a suspension. Length of probation will be specified.
3. Probation with terms: a condition that adds to regular probation stipulations that may deny the accused student certain privileges or requires certain action of the student.
4. Recommendation for suspension: separation from the University for a definite or indefinite time period.
5. Recommendation for dismissal: permanent separation from the University; and/or
6. Other action that may seem appropriate for any given case.

Sanctions against groups include those listed above and also deactivation, loss of all privileges, including college recognition, either temporarily or permanently.

Faculty found responsible for violating policy may be referred to the appropriate academic official for any other applicable processes.

Possible sanctions and disciplinary steps for student Respondents include:

1. Warning: an official reprimand in writing, delivered to the student and placed in the student's file.
2. Probation: a condition that stipulates that any further violations of regulations may result in a suspension. The length of probation will be specified.
3. Probation with terms: a condition that adds to regular probation stipulations that may deny the student certain privileges or require certain action of the student.
4. Restitution or reimbursement: for damages or misappropriation of property.
5. Fines: monetary penalties billed to the student's account or otherwise specified.
6. Assigned work: educational exercises or physical labor.
7. Recommendation for suspension: separation from the University for a definite or indefinite time period.
8. Recommendation for expulsion: permanent separation from the University.
9. Other action that may seem appropriate for any given case.

Possible sanctions and disciplinary steps for staff and faculty Respondents include:

1. Warning: an official reprimand in writing, delivered to the employee and placed in the employee's file.
2. Probation: a condition that stipulates that any further violations of regulations may result in a suspension or termination. The length of probation will be specified.
3. Probation with terms: a condition that adds to regular probation stipulations that may deny the employee certain privileges or requires certain action.

4. Restitution or reimbursement: for damages or misappropriation of property.
5. Assigned work: educational exercises
6. Recommendation for termination: permanent separation from the University.
7. Other action that may seem appropriate for any given case.

When an individual is found responsible for sexual assault, the following sanctions are available:

- Expulsion or Termination
- Revocation of Tenure
- Probationary Status of 1, 2, 3, 4, 5, 6, 7, or 8 semesters
- Suspension of 1, 2, 3, 4, 5, 6, 7, or 8 semesters
- Deferred Suspension of 1, 2, 3, 4, 5, 6, 7, or 8 semesters
- Administrative Leave without Pay
- Revocation of Admission and/or Degree
- Withholding Degree
- Demotion
- University Housing Suspension, Expulsion, or Restrictions
- University Housing Suspension and Restrictions
- No-Contact Requirements
- Social Restrictions
- Loss of Privileges
- Education Sanctions
- Mandated Assessment(s)
- Removal from Grants
- Revocation of Scholarship(s)
- Revocation of Award(s)

When an individual is found responsible for domestic violence, the following sanctions are available:

- Expulsion or Termination
- Revocation of Tenure
- Probationary Status of 1, 2, 3, 4, 5, 6, 7, or 8 semesters
- Suspension of 1, 2, 3, 4, 5, 6, 7, or 8 semesters
- Deferred Suspension of 1, 2, 3, 4, 5, 6, 7, or 8 semesters
- Administrative Leave without Pay
- Revocation of Admission and/or Degree
- Withholding Degree
- Demotion
- University Housing Suspension, Expulsion, or Restrictions
- University Housing Suspension and Restrictions
- No-Contact Requirements
- Social Restrictions
- Loss of Privileges
- Education Sanctions
- Mandated Assessment(s)
- Removal from Grants
- Revocation of Scholarship(s)
- Revocation of Award(s)

When an individual is found responsible for dating violence, the following sanctions are available:

- Expulsion or Termination
- Revocation of Tenure
- Probationary Status of 1, 2, 3, 4, 5, 6, 7, or 8 semesters
- Suspension of 1, 2, 3, 4, 5, 6, 7, or 8 semesters
- Deferred Suspension of 1, 2, 3, 4, 5, 6, 7, or 8 semesters
- Administrative Leave without Pay
- Revocation of Admission and/or Degree
- Withholding Degree
- Demotion
- University Housing Suspension, Expulsion, or Restrictions
- University Housing Suspension and Restrictions
- No-Contact Requirements
- Social Restrictions
- Loss of Privileges
- Education Sanctions
- Mandated Assessment(s)
- Removal from Grants
- Revocation of Scholarship(s)
- Revocation of Award(s)

When an individual is found responsible for stalking, the following sanctions are available:

- Expulsion or Termination
- Revocation of Tenure
- Probationary Status of 1, 2, 3, 4, 5, 6, 7, or 8 semesters
- Suspension of 1, 2, 3, 4, 5, 6, 7, or 8 semesters
- Deferred Suspension of 1, 2, 3, 4, 5, 6, 7, or 8 semesters
- Administrative Leave without Pay
- Revocation of Admission and/or Degree
- Withholding Degree
- Demotion
- University Housing Suspension, Expulsion, or Restrictions
- University Housing Suspension and Restrictions
- Social Restrictions
- Loss of Privileges
- Education Sanctions
- Mandated Assessment(s)
- Removal from Grants
- Revocation of Scholarship(s)
- Revocation of Award(s)

In certain complex cases, a finding of responsibility for one of the above violations may be combined with a finding of responsibility for another violation of University Policy (such a Code of Conduct violation). In those cases, certain additional sanctions (including educational sanctions, fines, and other sanctions listed in the relevant Policies and Codes) may be applied specifically to that other violation that are separate and apart from the list of sanctions available for the four violations listed above.