

St. Norbert College Sexual Misconduct Sanctioning Guidelines

SUBSTANTIATED CHARGES

Type of Infraction	Minimum	Moderate	Maximum
Non-consensual sexual contact Examples: Touching genital area; touching breasts or buttocks; biting or hickey (kiss mark)	Disciplinary probation for one year, counseling, parental notification, removal from leadership positions, additional training or education for the respondent Other appropriate requirements designed to avoid and prevent future violations**	Suspension* (duration to be determined), counseling, parental notification, removal from leadership positions, additional training or education for the respondent Other appropriate requirements designed to avoid and prevent future violations**	Expulsion from the college
Non-consensual sexual intercourse Examples: Vaginal, anal, or oral sex; penetration with foreign object; digital penetration; manual stimulation	Suspension* from the college (forfeit one full academic semester's worth of credit – does not include J-term and summer terms), counseling, parental notification, removal from leadership position(s), additional training or education for the respondent Hold on registration until completion of sanctions. Other appropriate requirements designed to avoid and prevent future violations**	Suspension* from the college (forfeit one full academic year's worth of credit – does not include J-term and summer terms), counseling, parental notification, removal from leadership position(s), additional training or education for the respondent Hold on registration until completion of sanctions. Other appropriate requirements designed to avoid and prevent future violations**	Expulsion from the college
Sexual exploitation Examples: Taking a photograph of another person that is of a sexual nature or content without consent of individual(s); video-taping another person of a sexual nature or content without consent of individual(s); distribution or file sharing of a video or picture of a sexual nature or content without consent of individual(s)	Disciplinary probation for one year, counseling, parental notification, removal from leadership position(s), additional training or education for the respondent Hold on registration until completion of sanctions. Other appropriate requirements designed to avoid and prevent future violations**	Suspension* (duration to be determined), counseling, parental notification, removal from leadership position(s), additional training or education for the respondent Hold on registration until completion of sanctions. Other appropriate requirements designed to avoid and prevent future violations**	Expulsion from the college
Relationship violence Examples: Withholding access to resources necessary to maintain health; instilling or attempting to instill fear; destruction of another's self-worth (emotional abuse); inflicting or attempting to inflict physical injury; attempting to coerce any sexual contact without consent	Disciplinary probation for one year, counseling, parental notification, removal from leadership position(s), additional training or education for the respondent Hold on registration until completion of sanctions. Other appropriate requirements designed to avoid and prevent future violations**	Suspension* (duration to be determined), counseling, parental notification, removal from leadership position(s), additional training or education for the respondent Hold on registration until completion of sanctions. Other appropriate requirements designed to avoid and prevent future violations**	Expulsion from the college
Stalking Examples: Repetitive unwanted attention or contact; intentionally positioning oneself to observe another person without his or her knowledge; keeping tabs on another person through mutual friends, social media, etc.	Disciplinary probation for one year, counseling, parental notification, removal from leadership position(s), additional training or education for the respondent Hold on registration until completion of sanctions. Other appropriate requirements designed to avoid and prevent future violations**	Suspension* (duration to be determined), counseling, parental notification, removal from leadership position(s), additional training or education for the respondent Hold on registration until completion of sanctions. Other appropriate requirements designed to avoid and prevent future violations**	Expulsion from the college

Modifiers to consider: With incidences that meet the following criteria, lean more toward the maximum sanction than the minimum: hate crime, use of weapon, use of drug or alcohol to facilitate the violation, and history of a college disciplinary file.

*Transfer credits not permitted while on suspension

**Additional examples of potential sanctions: Removal from hall and ineligible for study abroad

Type of Infraction	Minimum	Moderate	Maximum
<p>Cyber-bullying Examples: Sending embarrassing or disparaging messages to a third party; posting on multimedia sites disparaging or harassing comments or information</p>	<p>Disciplinary probation for one year, counseling, parental notification, removal from leadership position(s), additional training or education for the respondent Hold on registration until completion of sanctions. Other appropriate requirements designed to avoid and prevent future violations**</p>	<p>Suspension* (duration to be determined), counseling, parental notification, removal from leadership position(s), additional training or education for the respondent Hold on registration until completion of sanctions. Other appropriate requirements designed to avoid and prevent future violations**</p>	<p>Expulsion from the college</p>
<p>Hazing Examples: Compromise the dignity of another through acts of embarrassment or shame; cause psychological harm or substantial emotional strain; cause another to be an object of malicious amusement or ridicule; forced nudity and/or forcing, allowing, or suggesting that student(s) dress in a conspicuous, embarrassing or degrading fashion</p>	<p>Disciplinary probation for one year, counseling, parental notification, removal from leadership position(s), additional training or education for the respondent Hold on registration until completion of sanctions. Other appropriate requirements designed to avoid and prevent future violations**</p>	<p>Suspension* (duration to be determined), counseling, parental notification, removal from leadership position(s), additional training or education for the respondent Hold on registration until completion of sanctions. Other appropriate requirements designed to avoid and prevent future violations**</p>	<p>Expulsion from the college</p>
<p>Intimidation Examples: Causing a student to fear for his or her well-being; acts that cause an unreasonable fear of harm in another</p>	<p>Disciplinary probation for one year, counseling, parental notification, removal from leadership position(s), additional training or education for the respondent Hold on registration until completion of sanctions. Other appropriate requirements designed to avoid and prevent future violations**</p>	<p>Suspension* (duration to be determined), counseling, parental notification, removal from leadership position(s), additional training or education for the respondent Hold on registration until completion of sanctions. Other appropriate requirements designed to avoid and prevent future violations**</p>	<p>Expulsion from the college</p>
<p>Sexual harassment Examples: Unwanted flirtations or gestures; sexually suggestive gestures or sounds; pervasive pictures, calendars, and/or graphics that are sexually explicit; sexual innuendos or comments; direct or indirect threats of unwanted sexual activity</p>	<p>Disciplinary probation for one year, counseling, parental notification, removal from leadership position(s), additional training or education for the respondent Hold on registration until completion of sanctions. Other appropriate requirements designed to avoid and prevent future violations**</p>	<p>Suspension* (duration to be determined), counseling, parental notification, removal from leadership position(s), additional training or education for the respondent Hold on registration until completion of sanctions. Other appropriate requirements designed to avoid and prevent future violations**</p>	<p>Expulsion from the college</p>
<p>Retaliation against someone who has reported and/or participated in any part of a Title IX investigation; other violations not specified Examples: Harassment or intimidation of SNC staff or faculty related to the conduct process; third-party interference that creates negative emotional or physical duress on a respondent or reporting party</p>	<p>Disciplinary probation for one year, counseling, parental notification, removal from leadership position(s), additional training or education for the respondent Hold on registration until completion of sanctions. Other appropriate requirements designed to avoid and prevent future violations**</p>	<p>Suspension* (duration to be determined), counseling, parental notification, removal from leadership position(s), additional training or education for the respondent Hold on registration until completion of sanctions. Other appropriate requirements designed to avoid and prevent future violations**</p>	<p>Expulsion from the college</p>
<p>Violation of a no contact or no trespass order Examples: Intentionally contacting the person with whom you have a no contact order; intentionally entering the residence of the person with whom you have a no contact order; having third-party contact with person who you have a no contact order; entering onto college grounds in violation of a no trespass order</p>	<p>Educational conversation clarifying the restrictions of the order which would serve as a final warning. In the event the violation is against a no trespass order, police would be notified.</p>	<p>Disciplinary probation for one year, counseling, parental notification, removal from leadership position(s), additional training or education for the violating party Hold on registration until completion of sanctions. Other appropriate requirements designed to avoid and prevent future violations**</p>	<p>Suspension* (duration to be determined) or expulsion from the college</p>
<p>Modifiers to consider: With incidences that meet the following criteria, lean more toward the maximum sanction than the minimum: hate crime, use of weapon, use of drug or alcohol to facilitate the violation, and history of a college disciplinary file.</p>			

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