

St. Norbert College Sexual Misconduct Sanctioning Guidelines

Substantiated Charges

Nonconsensual sexual contact

Examples	Minimum	Maximum
Touching buttocks Touching breasts Biting Hickey (kiss mark)	Disciplinary probation for one year and <ul style="list-style-type: none"> Counseling, parental notification, hold on transcript release and/or registration until completion of sanctions 	Expulsion from the college
	Additional suggested sanctions include: <ul style="list-style-type: none"> Removal from leadership positions, ineligibility to study abroad, removal from hall (as appropriate) 	

Nonconsensual sexual intercourse

Examples	Minimum	Maximum
Vaginal sex Anal sex Oral sex Penetration with foreign objects Digital penetration Manual stimulation	Suspension from the college for one full academic semester (does not include J-term and summer terms) <ul style="list-style-type: none"> Counseling, parental notification, hold on transcript release and/or registration until completion of sanctions, and ineligibility to transfer credits from other institution 	Expulsion from the college
	Additional suggested sanctions include: <ul style="list-style-type: none"> Removal from leadership positions, ineligibility to study abroad, placement on disciplinary probation from college for entire time at SNC after completion of suspension, and ineligibility for deferred suspension 	

Sexual Exploitation

Examples	Minimum	Maximum
Taking a photograph of another person that is of a sexual nature or content, without individual(s) consent Video-taping another person of a sexual nature or content, without individual(s) consent Distribution and file-sharing of a videotape and/or picture of a sexual nature or content, without individual(s)	Disciplinary probation for one year and <ul style="list-style-type: none"> Counseling, parental notification, hold on transcript release and/or registration until completion of sanctions 	Expulsion from the college
	Additional suggested sanctions include: <ul style="list-style-type: none"> Removal from leadership positions, ineligibility to study abroad, removal from hall (as appropriate) 	

** Incidences which meet these criteria lean more toward the maximum sanction than the minimum.

Modifiers to consider: Hate crime, use of a weapon, drug or alcohol use, and history of college disciplinary file.

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Relationship Violence

Examples	Minimum	Maximum
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 and <ul style="list-style-type: none"> Counseling, parental notification, hold on transcript release and/or registration until completion of sanctions 	Expulsion from the college
	Additional suggested sanctions include: <ul style="list-style-type: none"> Removal from leadership positions, ineligibility to study abroad, removal from hall (as appropriate) 	

Stalking

Examples	Minimum	Maximum
Repetitive unwanted attention or contact Intentionally positioning oneself to observe another person without his/her knowledge Keeping tabs on another person through mutual friends, social media, etc.	Disciplinary probation for one year and <ul style="list-style-type: none"> Counseling, parental notification, hold on transcript release and/or registration until completion of sanctions 	Expulsion from the college
	Additional suggested sanctions include: <ul style="list-style-type: none"> Removal from leadership positions, ineligibility to study abroad, removal from hall (as appropriate) 	

Cyber-Bullying

Examples	Minimum	Maximum
Sending embarrassing or disparaging messages to a third party Posting disparaging or embarrassing comments or information on multimedia sites	Disciplinary probation for one year and <ul style="list-style-type: none"> Counseling, parental notification, hold on transcript release and/or registration until completion of sanctions 	Expulsion from the college
	Additional suggested sanctions include: <ul style="list-style-type: none"> Removal from leadership positions, ineligibility to study abroad, removal from hall (as appropriate) 	

*** Incidences which meet these criteria lean more toward the maximum sanction than the minimum.*

Modifiers to consider: Hate crime, use of a weapon, drug or alcohol use, and history of college disciplinary file.

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Hazing

Examples	Minimum	Maximum
Compromising the dignity of another through acts of embarrassment or shame Causing someone psychological harm or substantial emotional strain Causing another to be an object of malicious amusement or ridicule Forcing nudity and/or forcing, allowing or suggesting that students dress in an embarrassing or degrading manner that places a student in danger	Disciplinary probation for one year and <ul style="list-style-type: none"> Counseling, parental notification, hold on transcript release and/or registration until completion of sanctions 	Expulsion from the college
	Additional suggested sanctions include: <ul style="list-style-type: none"> Removal from leadership positions, ineligibility to study abroad, removal from hall (as appropriate) 	

Intimidation

Examples	Minimum	Maximum
Causing a student to fear for his/her well-being Causing a student an unreasonable fear of harm	Disciplinary probation for one year and <ul style="list-style-type: none"> Counseling, parental notification, hold on transcript release and/or registration until completion of sanctions 	Expulsion from the college
	Additional suggested sanctions include: <ul style="list-style-type: none"> Removal from leadership positions, ineligibility to study abroad, removal from hall (as appropriate) 	

Sexual Harassment

Examples	Minimum	Maximum
Unwanted flirtations or gestures Sexually suggested gestures and sounds Perverse pictures, calendars and/or graphics that are sexually explicit Sexual innuendos and comments Direct or indirect threats to obtain unwanted sexual activity	Disciplinary probation for one year and <ul style="list-style-type: none"> Counseling, parental notification, hold on transcript release and/or registration until completion of sanctions 	Expulsion from the college
	Additional suggested sanctions include: <ul style="list-style-type: none"> Removal from leadership positions, ineligibility to study abroad, removal from hall (as appropriate) 	

*** Incidences which meet these criteria lean more toward the maximum sanction than the minimum.*

Modifiers to consider: Hate crime, use of a weapon, drug or alcohol use, and history of college disciplinary file.