

St. Norbert College Sexual Misconduct Sanctioning Guidelines

Substantiated Charges	Low	Standard	High
Non-consensual sexual contact	Disciplinary Probation from the College for 1 year Suggested sanctions include - <ul style="list-style-type: none"> Ineligible for study abroad Removal from hall (as appropriate) 	Disciplinary Probation from the College for 1 year Suggested sanctions include - <ul style="list-style-type: none"> Removal from leadership position Ineligible for study abroad Removal from hall (as appropriate) Parental Notification 	Expulsion from the College
Non-consensual sexual intercourse	Disciplinary Probation from the College for entire time at SNC Suggested sanctions include - <ul style="list-style-type: none"> Removal from leadership position Ineligible for study abroad Removal from hall (as appropriate) Parental Notification 	Suspension from the College for 1 semester Suggested sanctions include - <ul style="list-style-type: none"> Removal from leadership position Ineligible for study abroad Parental Notification Placed on Disciplinary Probation from the College for entire time at SNC after completion of Suspension 	Expulsion from the College
Sexual Exploitation	Disciplinary Probation from the College for 1 year Suggested sanctions include - <ul style="list-style-type: none"> Ineligible for study abroad Removal from hall (as appropriate) 	Disciplinary Probation from the College for 1 year Suggested sanctions include - <ul style="list-style-type: none"> Removal from leadership position Ineligible for study abroad Removal from hall (as appropriate) Parental Notification 	Suspension from the College for 1 semester <ul style="list-style-type: none"> Ineligible for Deferred Suspension Hold on transcripts until completion of sanctions Placed on Disciplinary Probation from the College for entire time at SNC after completion of Suspension

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<p>Relationship violence</p>	<p>Disciplinary Probation from the College for entire time at SNC Suggested sanctions include -</p> <ul style="list-style-type: none"> • Removal from leadership position • Ineligible for study abroad • Removal from hall (as appropriate) • Parental Notification 	<p>Suspension from the College for 1 semester Suggested sanctions include -</p> <ul style="list-style-type: none"> • Ineligible for Deferred Suspension • Hold on transcripts until completion of sanctions • Parental Notification • Placed on Disciplinary Probation from the College for entire time at SNC after completion of Suspension 	<p>Expulsion from the College</p>
<p>Stalking</p>	<p>Disciplinary Probation from the College for 1 year Suggested sanctions include -</p> <ul style="list-style-type: none"> • Ineligible for study abroad • Removal from hall (as appropriate) 	<p>Disciplinary Probation from the College for 1 year Suggested sanctions include -</p> <ul style="list-style-type: none"> • Removal from leadership position • Ineligible for study abroad • Removal from hall (as appropriate) • Parental Notification 	<p>Suspension from the College for 1 semester</p> <ul style="list-style-type: none"> • Ineligible for Deferred Suspension • Hold on transcripts until completion of sanctions • Placed on Disciplinary Probation from the College for entire time at SNC after completion of Suspension
<p>Cyber-bullying</p>	<p>Disciplinary Probation from the College for 1 year Suggested sanctions include -</p> <ul style="list-style-type: none"> • Ineligible for study abroad • Removal from hall (as appropriate) 	<p>Disciplinary Probation from the College for 1 year Suggested sanctions include -</p> <ul style="list-style-type: none"> • Removal from leadership position • Ineligible for study abroad • Removal from hall (as appropriate) • Parental Notification 	<p>Suspension from the College for 1 semester</p> <ul style="list-style-type: none"> • Ineligible for Deferred Suspension • Hold on transcripts until completion of sanctions • Placed on Disciplinary Probation from the College for entire time at SNC after

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			completion of Suspension
Hazing		Suspension from the College for 1 semester Suggested sanctions include - <ul style="list-style-type: none"> • Ineligible for Deferred Suspension • Hold on transcripts until completion of sanctions • Parental Notification • Placed on Disciplinary Probation from the College for entire time at SNC after completion of Suspension 	Expulsion from the College
Threatening or causing physical harm or extreme verbal abuse		Suspension from the College for 1 semester Suggested sanctions include - <ul style="list-style-type: none"> • Ineligible for Deferred Suspension • Hold on transcripts until completion of sanctions • Parental Notification • Placed on Disciplinary Probation from the College for entire time at SNC after completion of Suspension 	Expulsion from the College
Intimidation or acts that cause an unreasonable fear of harm in another		Suspension from the College for 1 semester Suggested sanctions include - <ul style="list-style-type: none"> • Ineligible for Deferred Suspension 	Expulsion from the College

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		<ul style="list-style-type: none"> Hold on transcripts until completion of sanctions Parental Notification Placed on Disciplinary Probation from the College for entire time at SNC after completion of Suspension 	
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Legend:

* Standard = baseline or starting point

* Low = used rarely with significant rationale for deviance from standard

* High = used rarely with significant rationale for deviance from standard

* Parental Notification = for the outcomes listed above Parental Notification is **encouraged** and is not mandatory

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** Revised 08/2014