

COMPLAINT RESOLUTION PROCEDURE:

Sex and Gender Harassment/Discrimination for Students

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I. COMPLAINT AND RESOLUTION PROCEDURE

This document outlines the complaint and resolution procedures by St. Norbert College in response to allegations of sex and gender harassment/discrimination (hereafter referred to as “Sexual Misconduct”) involving one or more St. Norbert College students. Please note that, for incidents in which the respondent is an employee, different resolution procedures apply.

II. PURPOSE OF PROCEDURE

The purpose of this procedure is to provide clear guidance to complainants, respondents, investigators, process advisors, hearing officers, appeal officers, and others who may be involved in the process of reporting, investigating, advising, or adjudicating student complaints of sexual misconduct.

III. SCOPE OF PROCEDURE

This procedure applies to all complaints involving St. Norbert College students, brought under the policies in the [Sex and Gender Discrimination/Harassment Policy](#).

This procedure specifically relates to investigations and related procedures when a student is the respondent. If the instance of sexual misconduct is alleged against a faculty/staff member of the college, the report will be forwarded to the Title IX Deputy Coordinator for Employees and processed under the complaint resolution procedure for employees.

IV. INVOLVED PARTIES

For the purpose of providing clarity and promoting equity for both parties of a sexual misconduct complaint, the following terms are utilized throughout this document:

Complainant is the person who is making the claim that an instance of sexual misconduct has been committed against themselves.

Respondent is the person who is responding to the allegation(s) of sexual misconduct made against them by the complainant.

V. GRIEVANCE PROCESS TEAM

Different individuals – some of whom are college employees - serve different roles in the complaint and resolution procedures outlined in this document. All employees involved are free of bias and professionally trained to complete their roles. If a student is concerned about any potential bias that may impact the processing/outcome of their hearing, they should consult with the Title IX Coordinator immediately.

- A. **Title IX Coordinator** - oversees the Sex and Gender Discrimination/Harassment policy, processes to investigate concerns of Sexual Misconduct and Title IX, and all related compliance efforts for the college.
- B. **Title IX Deputy Coordinator** – supports Title IX coordinator in oversight for compliance efforts for assigned campus consistency.
- C. **Director of Student Judicial Affairs** - oversees the student judicial process for the college, including the hearings and relevant assigned outcomes.
- D. **Investigator** - responsible for handling inquiries into allegations of sexual misconduct, including interviewing the complainant, respondent, and witnesses.
- E. **Campus Safety Officer** - an officer for campus who may take a report for allegations of sexual misconduct, connect a student to community resources after hours, and/or support investigative activities.
- F. **Process Advisors** - volunteer faculty or staff at SNC who have been trained to be a resource to the complainant or respondent throughout the complaint resolution process, or individuals external to the institution, such as a lawyer or advocate, selected by a complainant or respondent to serve as their resource. Students are required to have a process advisor present during the hearing, or will have one appointed by the college. Process advisors are responsible for live cross examination during a hearing.
- G. **Support Person** – an identified individual, by the complainant or respondent, who can provide support to the student during investigations, meetings, or the hearing.
- H. **Hearing/Appeals Officer** – individuals who have training specific to facilitating judicial or appellate hearings for sex and gender based discrimination and harassment. These individuals are coordinated through the Offices of Student Judicial Affairs and/or Title IX and Compliance, and may be individuals internal or external to the SNC community.
- I. **Translators** - available upon request, and provide services to support those whose primary language is not English.

VI. NOTICE OF INVESTIGATION AND ALLEGATIONS

Prior to an investigation beginning, both the complainant and respondent will receive a formal letter, called the Notice of Investigation and Allegations

letter, to document the activation of investigation processes under the [Sex and Gender Harassment/Discrimination Policy](#). This notice will come from the Title IX Coordinator.

Full information on the notice of investigation and allegations (NOIA) is included in the [Sex and Gender Harassment/Discrimination Policy](#).

VII. SUPPORTIVE MEASURES

Supportive measures offered to both the complainant and respondent ([Request for Supportive Measures Form](#)) include accommodations and adjustments to course assignments, class attendance, on campus work responsibilities, and alterations to current living situation (alternatives may be offered), to both the complainant and respondent. Specific accommodations and adjustments may necessitate the input of faculty, work supervisor, Residential Education and Housing office, or other campus department (as appropriate) to identify acceptable adjustments or options.

Full information on supportive measures is included in the [Sex and Gender Harassment/Discrimination Policy](#).

VIII. INFORMAL RESOLUTION

The college, rooted in the Catholic, Norbertine, and liberal arts traditions, is committed to the practice of subsidiarity. As such, every reasonable effort should be made to constructively resolve all conflicts between students, faculty, and staff. Informal means of resolution, such as mediation, may be used in lieu of these formal investigation and determination procedures.

Full information on informal resolution is included in the [Sex and Gender Harassment/Discrimination Policy](#).

IX. GRIEVANCE PROCESS

The college provides a grievance process for instances of sex and gender harassment/discrimination which includes an investigation, live hearing, and appeals process. Specific information, outlining details for these different steps, are provided in the following pages of this procedural document. Equitable treatment for the complainant and respondent will be provided at all times.

The grievance process has no firm deadline for completion, and the length of the process varies depending on the complexity of each case. The college must be reasonably prompt, advise both the complainant and respondent about anticipated timelines for particular phases of the process, and notify both parties of any extensions to the timeline and reasons for the extension.

The grievance process includes a presumption that the respondent did not violate policy unless and until a determination is made, after a hearing, that the respondent is responsible for a violation.

All grievance process meetings, including investigatory meetings and the hearing, will be recorded. All participants will sign that they agree that the meeting/hearing is being recorded.

Facilitators of the grievance process, at all levels, are conflict and bias-free.

X. INVESTIGATION

The investigation will entail interviews of the complainant, respondent, and any relevant witnesses, and the collection of all available evidence. The investigation process is meant to be equitable to all parties, and to be completed with a timely process after the formal complaint is made. The complainant and respondent will have the opportunity to review all interviews, submit comments, provide additional information, and identify witnesses they want interviewed.

The investigation process will seek to uncover both inculpatory and exculpatory evidence, therefore seeking all relevant evidence for presentation to the decision maker at the hearing. Upon completion of the investigation, a preliminary Investigation case report and all evidence obtained as part of the investigation that is directly related to the allegations raised in the formal complaint will be shared with each party and their advisor to review and provide written clarifications and corrections. The complainant and respondent will have ten (10) days to respond to the initial drafted report. Any noted suggestions will be added to the investigation report along with all other relevant documentation, and forwarded to the Director of Judicial Affairs if the complainant has requested to participate in the adjudication process.

While the complainant may have initially opted for a full investigation process, the complainant can change their mind on participation in any of these options at any time. In situations where the reported incident is such that a threat to the college community exists, measures may still be taken to mitigate the threat or continue to investigate the incidents. In this case, the complainant will not be asked to participate in a campus investigation once they have opted to no longer pursue the complaint and judicial process.

XI. INVESTIGATOR RESPONSE

Two trained investigators – one lead and one supporting – will be assigned to the case if the complainant or Title IX Coordinator decides to file a formal complaint under these procedures. The investigators have specialized training in

sexual misconduct investigations, trauma responsive practices, bias-free investigations, and other best practice investigative techniques.

XII. CONTENT OF INVESTIGATION

During the investigation, the complainant will have the opportunity to describe his or her allegations and present supporting witnesses or other evidence. The respondent will have the opportunity to respond to the allegations and present supporting witnesses or other evidence. Both parties will be asked to provide the Investigators with relevant documents and other evidence and to describe the effect of the alleged incident on their opportunity to benefit from the college's programs or activities.

Formal rules of evidence do not apply in any of the formal resolution processes specified below. Nonetheless, evidence that is irrelevant may be excluded from consideration. A complainant's sexual history will be excluded from consideration unless such questions and evidence about the complainant's prior sexual behavior are offered to prove that someone other than the respondent committed the conduct alleged, or if the questions and evidence concern specific incidents of the complainant's prior sexual behavior with respect to the respondent and are offered to prove consent.

The Investigating Officer will review the statements and evidence presented and may, depending on the circumstances, interview others with relevant knowledge, review documentary materials, and take any other appropriate action to gather and consider information relevant to the complaint. Throughout the investigation, parties will be granted an opportunity to review and comment, in writing, any statements or evidence provided by the other party or any information independently developed by the Investigating Officer.

All parties and witnesses involved in the investigation are asked to cooperate and provide complete and truthful information.

XIII. RESPONDENT TAKES LEAVE, FAILS TO COOPERATE

In the event that respondent decides to take an informal or formal leave from the college prior to, during, or preceding the hearings and before an outcome is delivered, the following will be put into effect.

- Investigation will continue with the opportunity granted for the respondent to participate.

- A notation will be made on the student's transcript, indicating that the hearing is in process, or indicating any findings of responsibility (as needed).
- Respondent may not be able to re-enroll without the authorization of the Director of SJA.

XIV. PROCESS ADVISORS

St. Norbert College will provide access to an individual (typically, a staff or faculty member) trained as a process advisor for both the complainant and respondent. The advisor will be available to accompany each student during all investigative meetings, hearing, and other meetings related to the complaint. Neither party is obligated to work with the process advisor provided by the college. Either party can elect to have an individual of their choosing serve as a process advisor.

The process advisor may assist the complainant or the respondent in preparing for the hearing and in navigating the student conduct process, and will conduct cross examination on all parties who make statements during the hearing.

Process advisors provided by the College have no legal training or knowledge and are not attorneys; they do not advocate or speak on behalf of the parties. A process advisor will be made available to the complainant and the respondent within 2 business days after an initial request for a process advisor is initiated by the complainant/respondent.

XV. HEARING OFFICERS

Because of the unique and sensitive nature of these matters, these cases are heard by a specially trained hearing officer. The hearing officer may be an SNC staff/faculty or an externally hired expert, and is trained and provided by the Director of Student Judicial Affairs. Training for hearing officers includes: knowledge of Title IX and other sexual/gender based discrimination and harassment, the college policy and procedures, trauma-responsive practices, determining relevance of evidence presented, and other relevant topics.

The complainant and respondent will each have the opportunity to challenge a hearing officer on the basis of any perceived bias. The Director of Student Judicial Affairs will discuss with the parties their reasons for opposition of a specific hearing officer if bias concerns are raised, and will make a determination on the perceived bias together with the Title IX Coordinator.

St. Norbert College is committed to ensuring that its resolution processes (e.g. investigation, adjudication, appeal) are free from actual or perceived bias or conflicts of interest that would materially impact the outcome.

XVI. GUESTS FOR SUPPORT AT A JUDICIAL HEARING

A complainant or respondent is permitted to have one (1) individual serve in a process advisor capacity, internal or external to the college, and one (1) support person to be present during a hearing.

If a complainant or respondent does not provide their own advisor at a hearing, the college will provide a trained advisor. Students cannot participate in the hearing without an advisor present.

XVII. THE JUDICIAL HEARING

When the complainant requests to file a formal complaint, or when the Title IX Coordinator files one on behalf of the institution, the Director of Student Judicial Affairs will coordinate the hearing for alleged violations of the [Sex and Gender Harassment/Discrimination Policy](#).

Once the investigation is complete and the investigative report is finalized, the Director of Student Judicial Affairs will schedule a hearing, giving each party at least ten (10) day notice of the hearing being scheduled. The Director of Student Judicial Affairs will meet separately with the complainant and respondent to discuss their rights in the hearing, share about what will take place, and to answer any questions that participants may need answered. This meeting is called a pre-hearing meeting, and will take place at least ten (10) days prior to the hearing. Parties may bring their parent/guardian and/or process advisor to this meeting.

The parties will be notified that they are permitted to provide additional statements in preparation for the hearing, which includes a victim-impact statement for the complainant, a character statement for the respondent, and up to three (3) letters of support for the respondent.

The complainant and respondent are provided the following information at their meeting with the Director of Student Judicial Affairs. Topics covered include the following:

- Overview of the role of the Director of Student Judicial Affairs and the hearing officer, rights for each party are reviewed again, and the hearing role of the process advisor and parent/guardian is discussed with each party. The student is asked to confirm who they will use as a process advisor.
- FERPA Forms are completed based on who will be present at the hearing.
- Violations being considered at the hearing are reviewed, together with potential sanctions and remedies.
- The date of the hearing is set, and each party is provided the name of the hearing officer who will serve as a decision maker. At this time, students

can provide any concerns for bias and basis for any objection to the hearing officer.

- Resources about writing a victim-impact statement or a character statement are shared, and a deadline is given for the character statement or victim-impact statement. A deadline for letters of support is given to the respondent.
- The complainant and respondent are given a final copy of the investigative report and all evidence obtained as part of the investigation that is directly related to the allegations raised in the formal complaint.
- The complainant and respondent are reminded about available supportive measures. Depending on the needs of the student, resources will be tailored to the student's specific requests, within reason, in consultation with the Title IX Coordinator.
- The complainant and respondent are provided letters asking to be excused from class, as needed, for the hearing. The student is told that it is not a guaranteed excuse from class because the faculty member makes the final decision.

XVIII. VICTIM IMPACT STATEMENT/CHARACTER STATEMENT/LETTERS OF SUPPORT

The complainant and the respondent may submit statements and letters of support for the hearing.

The complainant may submit a victim impact statement not to exceed three (3) typed pages of 1500 words if single-spaced. The victim impact statement should address how the incident caused emotional, physical, spiritual, or other consequences which affected their progress in their studies, in relationships, etc. The purpose of this statement is to learn more about the person, how this incident has affected their lives and educational pursuits, and what their SNC education means to them. This statement is not intended to discuss the merits of the case.

The respondent may submit a character statement not to exceed three (3) typed pages of 1500 words if single-spaced. The character statement should address who the respondent is as a person, their interests and educational pursuits. The purpose of the statement is to learn how involvement in this case has affected them as a person and what their SNC education means to them. This statement is not designed to discuss the merits of the case, but can discuss how it has affected them emotionally, physically, or spiritually.

The respondent may also submit up to three (3) letters of support. The letter(s) of support must come from writers who have known the respondent for at least two

(2) years as a friend, co-worker, family member, clergy, spiritual advisor, coach, or mentor. The letter(s) of support is intended to shed light on the respondent's character. The letter(s) should not be a commentary on the case. The letter(s) should be typed, signed and submitted directly to the Office of Student Judicial Affairs. Each letter cannot exceed one (1) page single-spaced of 500 words.

All documents must be submitted to the Office of Student Judicial Affairs at least three (3) days prior to the hearing.

XIX. SUBJECTION TO QUESTIONING

In the event that any party or witness refuses to attend the hearing, or attends but refuses to submit to questioning by the parties' advisors, the statements of that party or witness, as the case may be, whether given during the investigation or during the hearing, will not be considered by the hearing officer in reaching a determination of responsibility.

Notwithstanding the foregoing, the hearing officer may consider the testimony of any party or witness, whether given during the investigation or during the hearing, if the parties jointly stipulate that the testimony may be considered or in the case where neither party requested attendance of the witness at the hearing.

In applying this section, the hearing officer will not draw an inference about the determination regarding responsibility based solely on a party or a witness's absence from the live hearing and/or refusal to submit to questioning by the parties' advisors.

XX. HEARING

At the hearing, the complainant and the respondent will be given space, in separate areas, to convene and prepare for the hearing before being called into the hearing room. The live hearing will take place in a room that allows a partition between the complainant and respondent. Both parties will be able to see the hearing officer and hear each other. However, upon request of either party, the parties will be separated into different rooms with technology enabling the parties to participate simultaneously and contemporaneously by video and audio. An audio record will be kept of the proceedings and made available to each party for their audio review, at their written request. A copy of the audio recording is not available for dissemination or duplication, per college policy.

The hearing may also take place virtually, if necessary, to allow for a timely response to the allegations.

The general outline of a hearing is as follows:

1. Each party enters the room, escorted by a member of Student Judicial Affairs (SJA) staff.

2. Each party and their advisor/support person are seated at a table with a microphone. If a translator is needed, they are seated at the table as well. Water is provided.
3. At the front of the room, the hearing officer and the Director of SJA are seated at a table with microphones.
4. The hearing officer convenes the hearing by notifying everyone that the recording will begin. The hearing officer gives each party and their support person and parent the opportunity to introduce themselves. Then the Director of SJA introduces themselves.
5. After introductions, the Director of SJA reviews the mission and values of St. Norbert College. Specifically, the Director reviews the rights afforded to the respondent and the basic ground rules for conduct for both parties.
6. The Director of SJA explains that during any cross-examination of the parties or witnesses, the hearing officer will independently and contemporaneously screen questions for relevance and will explain the rationale for any evidentiary rulings.
7. After the rights and responsibilities section, the hearing officer asks the Director of SJA to introduce the investigators.
8. The investigators are escorted into the room by SJA staff and are asked to state their name and title for the record. The lead investigator states a summary of the case information as they understand it. The hearing officer asks questions of the investigator, then the complainant's advisor is allowed to cross examine. After the complainant's advisor has asked questions, the respondent's advisor may also ask questions. The investigator leaves the room once all questions are completed; the second investigator then follows the same process.
9. Any witnesses are escorted into the room by SJA staff and are asked to state their name and title for the record. The hearing officer asks questions of the witness, then the complainant's advisor and the respondent's advisor. The witness then leaves the room; any other witnesses then follow the same process.
10. Any other guests (expert, etc.) are escorted into the room by SJA staff and are asked to state their name and title for the record. The hearing officer asks questions of the guest, then the complainant's advisor and the respondent's advisor. The guest then leaves the room; any other guests then follow the same process.
11. The hearing officer asks questions of the complainant. Next, the respondent's advisor is allowed to cross examine the complainant. If the question is not relevant to the case, the hearing officer may allow objections to questions. Statements that are attacking or aggressive in

nature and designed to interfere with the other party's rights under this process will not be allowed in the hearing.

12. The hearing officer asks questions of the respondent. Next, the complainant's advisor is allowed to cross examine the respondent. If the question is not relevant to the case, the hearing officer may allow objections to questions. Statements that are attacking or aggressive in nature and designed to interfere with the other party's rights under this process will not be allowed in the hearing.
13. After both parties and all other participants are questioned, the hearing officer moves to closing statements. The complainant has the opportunity to share their victim-impact statement. Then, the respondent has the opportunity to share their character statement and any letters.
14. The hearing officer asks both parties if they have any further questions or clarifications to share.
15. During the entire hearing, there are intermittent breaks as needed. Parties are adjourned separately to avoid contact with each other.
16. The parties are informed that a response will be made within five (5) business days or sooner. The recorder is turned off. Everyone is excused.
17. The hearing officer reviews the investigative report and all statements while deliberating on a final outcome. The hearing officer will use a "preponderance of the evidence" standard to make a determination of the final outcome.
18. The hearing officer will prepare a written decision that includes the following information:
 - Identification of the allegations potentially constituting Sexual Misconduct made in the formal complaint;
 - A description of the procedural steps taken by the college upon receipt of the formal complaint, through issuance of the written decision, including notification to the parties, interviews with the parties and witnesses, site visits, methods used to gather non-testimonial evidence, and the date, location, and people who were present at or presented testimony at the hearing.
 - Findings of fact that support the determination;
 - A statement of, and rationale for, each allegation that constitutes a separate potential incident of Sexual Misconduct, including a determination regarding responsibility for each separate potential incident based on a standard of preponderance of evidence;
 - Any sanctions to be imposed;

- Whether the complainant will receive any ongoing support measures or other remedies as determined by the Title IX Coordinator; and
 - A description of the process and grounds for appeal.
19. Once the hearing officer reaches a determination, the Director of SJA will be notified of the outcome and will be responsible for sharing the findings of the hearing officer concurrently, through SNC email, with the complainant and respondent. The Title IX Coordinator will be copied on all correspondence related to the hearing and outcomes.

It is expected that everyone involved in the hearing process will follow all standards and expectations established for participants, as outlined in pre-hearing meetings.

XXI. SANCTIONS AND REMEDIES

If a complaint of Sexual Misconduct is found to be substantiated, the college will take appropriate corrective, disciplinary, and remedial action to stop the inappropriate conduct, address its effects, and prevent its recurrence. Students, faculty, and employees found to be in violation of this policy will be subject to discipline up to and including written reprimand, suspension, probation, demotion, termination, or expulsion. Affiliates and program participants may be removed from college programs and/or prevented from returning to campus.

Remedial steps may also include individual counseling, as well as academic, work, or transportation accommodations for the complainant, separation of the parties, and training for the respondent and other persons.

A full range of potential sanctions can be found in [Appendix I](#) and in [The Citizen](#).

XXII. THE APPEALS PROCESS

The complainant and the respondent have the right to file an appeal after a final outcome is shared with the parties. The appeal must be in writing and must be submitted within five (5) business days of date of the hearing outcome. The appeal is not designed to provide a new hearing on the case facts already presented, but only a review of the specific grounds described below. Appeals that do not recite sufficient grounds or comply with the requirements will be rejected without a hearing.

The Appeals Officer will determine if the appeal meets the specific criteria.

Request for Appellate Consideration form link:

https://cm.maxient.com/reportingform.php?StNorbertCollege&layout_id=9

XXIII. GROUNDS FOR AN APPEAL

The complainant or respondent may appeal the determination of a complaint on the following grounds:

- A. **Procedural Error:** there was a procedural error significant enough to call the outcome into question;
- B. **New Evidence:** new evidence became available or discovered which would likely have impacted the outcome had the evidence been known and reviewed during the investigation or hearing. The party filing the appeal must present or describe the new evidence in writing and explain why the new evidence was unavailable prior to the investigation and/or hearing; or
- C. **Substantiated Bias:** the party filing the appeal must demonstrate facts that show prejudice, bias, or conflict of interest on the part of the Investigating Officer or a member of a hearing or sanctioning panel.

If the request for appeal is granted, both parties would be invited to be present at the appeal review hearing and will have the opportunity to share an appeals statement, stating their support or disagreement with the appeal.

The Director of SJA will facilitate any appeal review hearing necessary. The hearing officer of the initial hearing is invited to the appeal review hearing with the board to explain the outcome of the initial hearing. Any other participants of the previous hearing may be invited if necessary, based on the reason for appeal.

Parties will be informed of the decision of the appeals officer within five (5) business days or sooner.

After the appeals review hearing, the Director of SJA will be notified of the outcome and will be responsible for sharing the findings of the appeals officer concurrently, through SNC email, with the complainant and respondent. The Title IX Coordinator will be copied on all correspondence related to the hearing and outcomes.

XXIV. TRANSCRIPT NOTATIONS

The official St. Norbert College transcript will include a permanent notation of disciplinary suspension or expulsion status for any student sanctioned under the academic honor code or the student standards of conduct, as noted in *The Citizen*). The Registrar's Office can answer questions about transcript notation.

XXV. REQUEST FOR POSTPONEMENT

Postponements of deadlines or hearings shall not be granted except when extenuating circumstances exist, as defined in this section. Extenuating circumstances or situations, which preclude the complainant or respondent from meeting the deadline or attending the hearing are very limited. Examples of extenuating circumstances include either party suffering from an incapacitating medical condition or emergency, supported by a physician's note, or a death in the party's immediate family.

Unavailability of process advisors, family members, or legal counsel is not a reason for postponement. The complainant and respondent are expected to modify their personal calendars to meet the deadlines and hearing dates.

Some instances of Sexual Misconduct may also constitute criminal conduct. In the case where alleged criminal conduct has also been reported to law enforcement, the college may temporarily delay its investigation of the complaint where necessary to avoid interfering with law enforcement. However, the pendency of a criminal investigation does not serve as a substitute for these procedures and the investigation and resolution process will commence promptly once interference is no longer a concern. In addition, because the standard of proof that applies in these procedures (i.e., preponderance of the evidence) is different than the standard necessary for a criminal conviction (i.e., proof beyond a reasonable doubt), the college's determination will not be held in abeyance due to the pendency of a criminal trial.

XXVI. PARTICIPATION

All members of the college community are encouraged to fully cooperate with any investigation and resolution under these Complaint Resolution Procedures.

XXVII. DEADLINES

All deadlines identified in this document are general target deadlines. The college reserves the right to use time beyond these limits in matters of extenuating circumstances.

APPENDIX I - SEX AND GENDER HARASSMENT/DISCRIMINATION FOR FINDINGS AND RESPONSIBILITY

Sex and Gender Harassment/Discrimination			
For Findings of Responsibility			
	Minimum	Moderate	Maximum
Title IX Sexual Harassment			
Sexual assault - Rape	Suspension* from the college (forfeit one full academic semester 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	Suspension* from the college (forfeit one full academic year 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	Expulsion from the college
	Hold on registration until completion of sanctions. Other appropriate requirements designed to avoid and prevent future violations.**	Hold on registration until completion of sanctions. Other appropriate requirements designed to avoid and prevent future violations.**	
Sexual assault - Sodomy	Suspension* from the college (forfeit one full academic semester 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	Suspension* from the college (forfeit one full academic year 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	Expulsion from the college
	Hold on registration until completion of sanctions. Other appropriate requirements designed to avoid and prevent future violations.**	Hold on registration until completion of sanctions. Other appropriate requirements designed to avoid and prevent future violations.**	

Sexual assault - Sexual assault with an object	Suspension* from the college (forfeit one full academic semester 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	Suspension* from the college (forfeit one full academic year 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	Expulsion from the college
	Hold on registration until completion of sanctions. Other appropriate requirements designed to avoid and prevent future violations.**	Hold on registration until completion of sanctions. Other appropriate requirements designed to avoid and prevent future violations.**	
Sexual assault - Fondling	Disciplinary probation for one year, counseling, parental notification, removal from leadership positions, additional training or education for the respondent	Suspension* (duration to be determined), counseling, parental notification, removal from leadership positions, additional training or education for the respondent	Expulsion from the college
	Hold on registration until completion of sanctions. Other appropriate requirements designed to avoid and prevent future violations.**	Hold on registration until completion of sanctions. Other appropriate requirements designed to avoid and prevent future violations.**	
Incest	Disciplinary probation for one year, counseling, parental notification, removal from leadership positions, additional training or education for the respondent	Suspension* (duration to be determined), counseling, parental notification, removal from leadership positions, additional training or education for the respondent	Expulsion from the college
	Hold on registration until completion of sanctions. Other appropriate requirements designed to avoid and prevent future violations.**	Hold on registration until completion of sanctions. Other appropriate requirements designed to avoid and prevent future violations.**	
Statutory Rape	Suspension* from the college (forfeit one full academic semester 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	Suspension* from the college (forfeit one full academic year 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	Expulsion from the college
	Hold on registration until completion of sanctions. Other appropriate requirements designed to avoid and prevent future violations.**	Hold on registration until completion of sanctions. Other appropriate requirements designed to avoid and prevent future violations.**	

Domestic Violence	Disciplinary probation for one year, counseling, parental notification, removal from leadership position(s), additional training or education for the respondent	Suspension* (duration to be determined), counseling, parental notification, removal from leadership position(s), additional training or education for the respondent	Expulsion from the college
	Hold on registration until completion of sanctions. Other appropriate requirements designed to avoid and prevent future violations.**	Hold on registration until completion of sanctions. Other appropriate requirements designed to avoid and prevent future violations.**	
Dating Violence	Disciplinary probation for one year, counseling, parental notification, removal from leadership position(s), additional training or education for the respondent	Suspension* (duration to be determined), counseling, parental notification, removal from leadership position(s), additional training or education for the respondent	Expulsion from the college
	Hold on registration until completion of sanctions. Other appropriate requirements designed to avoid and prevent future violations.**	Hold on registration until completion of sanctions. Other appropriate requirements designed to avoid and prevent future violations.**	
Stalking	Disciplinary probation for one year, counseling, parental notification, removal from leadership position(s), additional training or education for the respondent	Suspension* (duration to be determined), counseling, parental notification, removal from leadership position(s), additional training or education for the respondent	Expulsion from the college
	Hold on registration until completion of sanctions. Other appropriate requirements designed to avoid and prevent future violations.**	Hold on registration until completion of sanctions. Other appropriate requirements designed to avoid and prevent future violations.**	
Other violations, including unwelcome conduct, quid pro quo harassment, retaliation, or violation of a no contact order	Educational conversation clarifying violations (which would serve as a final warning)	Disciplinary probation for one year, counseling, parental notification, removal from leadership position(s), additional training or education for the respondent	Suspension* (duration to be determined), counseling, parental notification, removal from leadership position(s), additional training or education for the respondent
	Other appropriate requirements designed to avoid and prevent future violations.**	Hold on registration until completion of sanctions. Other appropriate requirements designed to avoid and prevent future violations.**	Hold on registration until completion of sanctions. Other appropriate requirements designed to avoid and prevent future violations.**
Other Prohibited Conduct			

Sex Discrimination	Disciplinary probation for one year, counseling, parental notification, removal from leadership positions, additional training or education for the respondent	Suspension* (duration to be determined), counseling, parental notification, removal from leadership positions, additional training or education for the respondent	Expulsion from the college
	Hold on registration until completion of sanctions. Other appropriate requirements designed to avoid and prevent future violations.**	Hold on registration until completion of sanctions. Other appropriate requirements designed to avoid and prevent future violations.**	
Sexual Harassment	Disciplinary probation for one year, counseling, parental notification, removal from leadership positions, additional training or education for the respondent	Suspension* (duration to be determined), counseling, parental notification, removal from leadership positions, additional training or education for the respondent	Expulsion from the college
	Hold on registration until completion of sanctions. Other appropriate requirements designed to avoid and prevent future violations.**	Hold on registration until completion of sanctions. Other appropriate requirements designed to avoid and prevent future violations.**	
Sexual Violence - Sexual assault	Suspension* from the college (forfeit one full academic semester 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	Suspension* from the college (forfeit one full academic year 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	Expulsion from the college
	Hold on registration until completion of sanctions. Other appropriate requirements designed to avoid and prevent future violations.**	Hold on registration until completion of sanctions. Other appropriate requirements designed to avoid and prevent future violations.**	
Sexual Violence - Rape	Suspension* from the college (forfeit one full academic semester 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	Suspension* from the college (forfeit one full academic year 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	Expulsion from the college
	Hold on registration until completion of sanctions. Other appropriate requirements designed to avoid and prevent future violations.**	Hold on registration until completion of sanctions. Other appropriate requirements designed to avoid and prevent future violations.**	

Sexual Violence - Sexual contact	Disciplinary probation for one year, counseling, parental notification, removal from leadership positions, additional training or education for the respondent	Suspension* (duration to be determined), counseling, parental notification, removal from leadership positions, additional training or education for the respondent	Expulsion from the college
	Hold on registration until completion of sanctions. Other appropriate requirements designed to avoid and prevent future violations.**	Hold on registration until completion of sanctions. Other appropriate requirements designed to avoid and prevent future violations.**	
Sexual Violence - Sexual exploitation	Disciplinary probation for one year, counseling, parental notification, removal from leadership position(s), additional training or education for the respondent	Suspension* (duration to be determined), counseling, parental notification, removal from leadership position(s), additional training or education for the respondent	Expulsion from the college
	Hold on registration until completion of sanctions. Other appropriate requirements designed to avoid and prevent future violations.**	Hold on registration until completion of sanctions. Other appropriate requirements designed to avoid and prevent future violations.**	
Domestic and Dating Violence	Disciplinary probation for one year, counseling, parental notification, removal from leadership position(s), additional training or education for the respondent	Suspension* (duration to be determined), counseling, parental notification, removal from leadership position(s), additional training or education for the respondent	Expulsion from the college
	Hold on registration until completion of sanctions. Other appropriate requirements designed to avoid and prevent future violations.**	Hold on registration until completion of sanctions. Other appropriate requirements designed to avoid and prevent future violations.**	
Stalking	Disciplinary probation for one year, counseling, parental notification, removal from leadership position(s), additional training or education for the respondent	Suspension* (duration to be determined), counseling, parental notification, removal from leadership position(s), additional training or education for the respondent	Expulsion from the college
	Hold on registration until completion of sanctions. Other appropriate requirements designed to avoid and prevent future violations.**	Hold on registration until completion of sanctions. Other appropriate requirements designed to avoid and prevent future violations.**	
Other violations, including retaliation or violation of a no contact order	Educational conversation clarifying violations (which would serve as a final warning)	Disciplinary probation for one year, counseling, parental notification, removal from leadership position(s), additional training or education for the respondent	Suspension* (duration to be determined), counseling, parental notification, removal from leadership position(s), additional training or education for the respondent

	Other appropriate requirements designed to avoid and prevent future violations.**	Hold on registration until completion of sanctions. Other appropriate requirements designed to avoid and prevent future violations.**	Hold on registration until completion of sanctions. Other appropriate requirements designed to avoid and prevent future violations.**
When an incident includes the use of a weapon or use of drugs or alcohol to facilitate the action, or when a respondent has a disciplinary record with the institution, additional sanctions may apply.			
*Transfer credits not permitted while on suspension			
**Additional examples of potential sanctions: Removal from on-campus room assignment; ineligible for participation in study abroad			