Judicial Sanctioning Board for Gender-Based and Sexual Misconduct (for students only)
The Judicial Sanctioning board will be called to determine sanctions in cases where it is
determined further action should be taken against a student found responsible for violation of the
Gender-Based and Sexual Misconduct Policy throughout the course of an investigation. The
board composition shall be the:

- Chief Judicial Officer, or appropriate designee of the Vice President for Student Affairs,
  and
- one faculty member, and
- one staff person.

No member of this board shall have been a party to the case, a witness to the case, worked as an
investigator on the case, the faculty advisor to any party in the case, be a current or former
instructor to any party in the case, have any familial relation, professional relationship or close
friendship to any party or witness to the case, or otherwise have any conflict of interest that may
give the perception of a lack of ability to fairly determine any sanctions. Any potential conflict of
interest shall be disclosed prior to the Board convening and if there is a perceived conflict of
interest, the conflicted person shall recuse him or herself and a non-conflicted replacement shall
be named prior to the Board convening.

The board will allow the reporting party and respondent to present impact statements. The board
may also call upon the investigators to answer questions they may have regarding the final report. Both reporting and responding parties have the right to be present for any gathering of
information by the board. The Board will convene privately to review the case file, impact
statements, and prior violations of the responding party. Based on all information available, and
guidelines outlined in this policy, the board will determine the sanctions, and inform both the
reporting party and responding party of the sanctions and rationale for sanctions. Sanctions will
also be provided in writing to the reporting party and responding party.

Sanctioning for Gender-Based and Sexual Misconduct
Both the reporting party and the responding party shall be notified verbally and in writing of the
outcome of, and/or changes to the outcome of, any investigation, hearing/administrative action
and sanctions. The following sanctions may be imposed upon any member of the community
found to have violated the Gender-Based and Sexual Misconduct Policy. Ranges for violations
of sexual violence are referenced below.

Student Sanctions:
- Written Warning
- Disciplinary Fines
- Community Service
- Attendant Restrictions
- Participation in Educational Activities Addressing the Nature of the Violation
- Disciplinary Probation
• Loss of Campus Residency
• Organizational Sanctions
• Suspension
• Expulsion
• Withholding of Diploma and/or Degree Conferral
• Revocation of Degree

Employee Sanctions:
• Warning – written
• Performance Improvement Plan
• Required Counseling
• Required Training/Education
• Demotion
• Loss of Annual Pay Increase
• Suspension Without Pay
• Suspension With Pay
• Termination

Both the alleged perpetrator and the victim shall be notified verbally and in writing of the outcome of, and/or changes to the outcome of, any investigation, hearing, and sanctions.

Transcript Notation

The following standards for institutional transcript notation apply to any student found responsible for a violation of the code of conduct that is defined as a crime of violence reportable under the Clery Act:
• Students suspended for said violations will have the following noted on the transcript: “Suspended after a finding of responsibility for a code of conduct violation.”
• Students expelled after a finding of responsibility for a code of conduct violation will have the following noted on the transcript: “Expelled after a finding of responsibility for a code of conduct violation.”
• Students withdrawing from the University during an investigation, or any time prior to or during the completion of judicial procedures (including an appeal process), will have the following noted on the transcript: “Withdrawn with conduct charges pending.”

Students may appeal to the University through the appeals process outlined in this policy to have suspension notation, and only the suspension notation, removed from the transcript. If granted, the notation will be removed no less than one year after the suspension is imposed. This appeal does not apply to the expulsion notations or withdrawal notations.

Withdrawal Prior to Completion of Process
Students withdrawing from the University during an investigation, or any time prior to the completion of or during judicial procedures (including an appeal process), will not be eligible for
re-admission to the University or re-enrollment in any courses offered by the University on campus, online, or through any affiliate programs.

**Resignation Prior to Completion of Process**
Employees who resign from the University during an investigation, or any time prior to the completion of or during judicial procedures or other resolution process (including an appeal process), will not be eligible for re-hire.

**GUIDELINES FOR SANCTIONING**

- Any person found responsible for violating the policy on Non-Consensual Sexual Contact (where no intercourse has occurred) will likely receive a sanction ranging from probation to expulsion/termination, depending on the severity of the incident, and taking into account any previous disciplinary violations/issues.
- Any person found responsible for violating the policy on Non-Consensual Sexual Intercourse will likely face a recommended sanction of suspension or expulsion (student) or suspension or termination (employee).
- Any person found responsible for violating the policy on sexual exploitation or sexual harassment will likely receive a recommended sanction ranging from warning to expulsion/termination, depending on the severity of the incident, and taking into account any previous violations/issues.

_The decision-making body reserves the right to broaden or lessen any range of recommended sanctions in the case of serious mitigating circumstances or egregiously offensive behavior. Neither the initial hearing officers nor any appeals body or officer will deviate from the range of recommended sanctions unless compelling justification exists to do so._