

Findings, Sanctions and Remedial Actions



Findings of the Hearing Panel under 600.030

Hearing panel will deliberate with no others present, except legal advisor.
Majority decision required.

Standard of proof is preponderance of the evidence.

Within 5 days of the end of deliberations the Hearing Officer will prepare a written determination reflecting the decision of the Hearing Panel regarding responsibility, sanctions and remedial actions, if any ("Hearing Panel Decision"), and deliver it to the Title IX Coordinator (or Provost if faculty) detailing the following:

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Sanctions and Remedial Actions

Factors to consider when finding sanctions or remedial actions include:

- The nature, severity of, and circumstances surrounding the violation;
- The disciplinary history of the Respondent;
- The need for sanctions/ remedial actions to bring an end to the conduct;
- The need for sanctions/ remedial actions to prevent the future recurrence of the conduct; and
- The need to remedy the effects of the conduct on the Complainant and the University community.

Refer to the Sanction Guides for suggested sanctions

Types of Sanctions for Student Respondents

Warning	Residence Hall Suspension
Probation	Resident Hall Expulsion
Loss of Privileges	Campus Suspension
Restitution	University System Suspension
Discretionary Sanctions such as work assignments, services to the University or other related discretionary assignments	University System Expulsion (not eligible for online courses)

Sanctions for Employees who are Respondents

Warning	For Regular, Untenured Faculty, immediate termination of term contract and employment;
Performance improvement Plan	Suspension without pay;
Required counseling	Non-renewal of appointment;
Required training or education	For Regular, Tenured faculty, suspension without pay, removal from campus and referral to the Chancellor to initiate dismissal for cause;
Loss of annual pay increase	For staff, demotion;
Loss of supervisory responsibility	For staff, termination.
Recommendation of discipline in a training program	
For Non-Regular Faculty, immediate termination of term contract and employment;	
