

Hearing Outcomes

1. **Student Responsibility** – A student or group charged with any violation(s) of the Code will be found either *Not Responsible* or *Responsible* for each individual charge. However, charges may also be deferred. Students with conduct history are required to receive Dean of Students clearance to participate in all study abroad or travel courses.
 - a. **Found Not Responsible** – In each case in which a conduct body determines that a student or student group has not violated the Code, a record of the finding will be kept on file with the Vice President for Student Affairs/Dean of Students Office. However, the outcome of *Not Responsible* will not impact the student or student group's standing within the University and no sanctions shall be imposed.
 - b. **Found Responsible** – In each case in which a conduct body determines that a student or student group has violated the Code and is therefore found Responsible, appropriate sanction(s) shall be determined and imposed by that conduct body. The conduct body shall advise the respondent in writing of its determination and of the sanction(s) imposed. Failure to satisfactorily complete or comply with all sanctions as prescribed:
 - i. May result in a Dean's Hold placed on the student's accounts/records. Students will not be able to conduct any official university business while on this hold. Thus, students will not be able to register, add classes or request transcripts, and the current registration may be voided.
 - ii. May also result in further sanctions, including suspension, until such time as full compliance of sanctions is obtained.
 - iii. May result in additional sanctions or extended status sanctions.The following are additional considerations for sanctions imposed:
 - i. More than one educational sanction may be imposed for any single violation.
 - ii. Within the confines of FERPA, all sanctions/agreements submitted may be used by the institution in its effort to further educate other community members.
 - c. **Deferred** – Based on the incident assessment, the issuance of a deferral is possible when a violation of the Code has occurred. In these instances/cases, the charges will be held in abeyance provided that there are no future violations. In the event that another violation occurs, the deferred incident will be considered as a part of a student's cumulative conduct record. If a case is deferred, it will not appear in a student's reported conduct record provided that there are no other violations after the deferred incident.
2. **Cumulative Conduct** – A student's or student group's prior conduct history will be taken into account during sanctioning. Multiple violations of the Code during a student's or group's tenure at the University may result in increasingly severe sanctions.
3. **Conduct Status** – The following conduct statuses may be imposed upon any student or group found responsible for violating the Code:
 - a. **Formal Warning** – This is a written reprimand to the student stating that the student has violated the Code and that any future violation(s) may result in more serious sanctions.
 - b. **Conduct Review** – An official reprimand stating that the student's conduct is in violation of the Code and behavioral expectations, but is not sufficiently serious to warrant probation, loss of privileges, suspension, or expulsion. Students on conduct review shall have their conduct record under review for a specified period of time. This sanction may require regular meetings with an appropriate official to ascertain and evaluate compliance with student conduct expectations. Additional restrictions or conditions may also be imposed depending on the nature and seriousness of the misconduct. If there is a finding of responsibility for subsequent violations of

- policies, rules or expectations during this period of time, more severe sanctions will be administered.
- c. **Deferral** – This outcome signifies that the University has determined to hold specified sanctions in abeyance provided that there are no future violations. In the event that another violation occurs, the deferred sanctions may be reviewed and imposed. If sanctions are deferred, it will not appear in a student’s reported disciplinary record provided that there are no other violations after the deferred incident.
 - d. **Probation** – This reprimand is in effect for a specified period of time and includes the probability of more severe sanctions for any future violation(s) of the Code during the probationary period. The sanction states that any further violations of the Code or other University policies will result in immediate removal from housing or referral to the Suspension Review Board. Notification may also be sent to parents of dependent students, student organization advisors, athletic coaches, and other appropriate personnel at the discretion of the Vice President for Student Affairs/Dean of Students or designee.
 - e. **Probation with Loss of Privileges** – This reprimand is a serious form of probation affecting the status of a student and organizations. This status is in effect for a specified period of time and may make the student ineligible to hold leadership or employment positions (e.g., Student Government, Residence Life & First Year Experience student staff, University Ambassador, Athletics participation, organization involvement, recruitment, and other social functions). The status may also affect a student’s ability to study abroad and participate in other off-campus programs. A further violation may result in deferred suspension, suspension, or expulsion from the University.
Deferred Suspension – This reprimand is a most serious form of probation affecting the non-academic status of a student or organization. The student is being assigned a status sanction of suspension, but the suspension will not be put into place provided that the student does not violate any additional policies within the specified timeframe. Also, the student must satisfactorily complete any assigned educational sanctions by their specified deadlines. If the student is found responsible for violations of the Student Conduct Code or other University policies during the time period of deferred suspension, the student may be suspended. The length of the suspension assigned at that time will be dependent on the student’s cumulative conduct history. If the student takes time away from the University during the student’s deferred suspension period, the time period of the deferred suspension will stop accruing while the student is away and it will resume on the first day of instruction following the student’s re-enrollment. The status of Deferred Suspension may include notification to parents of dependent students, student organization advisors, athletic coaches, and other appropriate personnel at the discretion of the Vice President for Student Affairs/Dean of Students or designee.
 - f. **Suspension** – Separation of the student or organization from the University or University-owned housing for a specified period of time, after which the student or organization is eligible to return. Conditions for return will be specified. Notification of suspension may include notification to parents of dependent students, advisors, faculty, athletic coaches and other appropriate personnel at the discretion of the Vice President for Student Affairs/Dean of Students. Students may be held responsible for meeting their financial obligations to the University and may not visit the University while under suspension.
 - g. **Expulsion** – Permanent surrender of all rights and privileges as a student or student group and of membership in the University community and exclusion from the campus, from any University property and from all University functions. Notification of expulsion may include notification to parents of dependent students, advisors, faculty, athletic coaches and other appropriate personnel at the discretion of the Vice President for Student Affairs/Dean of Students. Expelled students may be held responsible for meeting their financial obligations to the University. Expulsion will be noted on the student’s transcript.

- e. **University Affiliates** – At the discretion of the Vice President for Student Affairs/Dean of Students, student organization advisors, athletic coaches, student employers, and other appropriate individuals may be notified of the outcome of the hearing.
 - f. **Public** – The University may also disclose the final results of a conduct proceeding to the public, if the respondent's alleged behavior is a crime of violence or a non-forcible sex offense and the respondent has been found responsible for violations of the Code and/or other relevant University policies.
6. On their own action and without pending appeal, the Vice President for Student Affairs/Dean of Students retains the authority to override a decision made by a conduct officer or Board in instances when, in the Vice President for Student Affairs/Dean of Students' judgment, the Code was misapplied or there are insufficient facts or evidence on which to base the Hearing 'Board's or 'Officer's finding(s). All appropriate parties will be notified of such a change.