

## Guidelines for Issuing Disciplinary Sanctions: Student Conduct Sanctions for ADP / RVSMP Violations

Disciplinary sanctions should be based on a consideration of all circumstances in a particular case, including the claimant victim impact statement and respondent mitigation statement, if submitted by the parties. When determining an appropriate sanction, the Sanction Panel will consider a range of factors, including but not limited to:

- The nature and severity of the misconduct
- The need to stop the misconduct and prevent its recurrence
- The need to remedy and address the impact or effects of the conduct on the claimant or other members of the campus community
- The respondent's prior record of misconduct<sup>1</sup>
- The level of ongoing threat to the safety and security of the claimant or campus community
- Aggravating or mitigating factors, including those articulated by the parties.

When present, the following aggravating factors may lead to more severe sanctions:

- Multiple perpetrators
- Multiple victims
- Respondent is in a position of authority or influence
- Use of force or past violence
- Use or display of a weapon
- Use of drugs or alcohol to incapacitate or coerce consent
- Victim under the age of 18

The above factors are applied to all sanction decisions involving violations of the RVSMP or ADP. Before the Sanction Panel determines a sanction, the parties are invited to submit a statement regarding what they believe would

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<sup>1</sup> While unrelated, prior misconduct is not a factor in OIE's determination about whether the RVSM Policy has been violated, a student's prior conduct record, including other violations of the RVSM Policy and compliance with any past sanctions, is relevant to the determination of an appropriate sanction.

be an appropriate sanction. In that statement, parties are encouraged to address any or all of the above factors and any other relevant information they wish to be considered by the Sanction Panel.

### Sanction Guidelines

While disciplinary sanctions are case-specific and based on a consideration of all circumstances in a particular case, the student conduct process strives to apply consistent sanctions for cases involving similar acts of misconduct.

The length of a suspension will take into account the factors listed above, as well as:

- The nature and severity of injury to the claimant
- The enrollment status of the parties
- The respondent's conduct during the investigation and compliance with any interim measures

Absent exceptional circumstances, acts of rape generally result in dismissal.

### Written Sanction Decisions

Sanction decisions issued by the Sanction Panel, Equity Review Officer, and/or Vice President for Student Affairs shall include a written rationale.

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