

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

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| 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
 Performance improvement Plan
 Required counseling
 Required training or education
 Loss of annual pay increase
 Loss of supervisory responsibility
 Recommendation of discipline in a

Remedial Actions

If Complainant is a student:

- o Permitting the student to retake courses;
- o Providing tuition reimbursement;
- o Providing additional academic support;
- o Removal of a disciplinary action; and
- o Providing educational and/or on-campus housing accommodations.

If Complainant is an employee:

- o Removal of a disciplinary action;
- o Modification of a performance review;
- o Adjustment in pay;
- o Changes to the employee's reporting relationships; and
- o Workplace accommodations.
