

SANCTIONS

Equity & Title IX Annual Volunteer Training

August 2023



WHO ISSUES SANCTIONS?

Title IX

- **Students, Faculty or Staff Respondents: Hearing Panel**
- **MUHC Staff Respondent: AMC decision maker**

- **Students Respondents: Hearing Panel**
- **Faculty Respondents:**
 - **Hearing Panel makes recommendation to Provost of sanctions**

Factors to Consider in Sanctioning

- **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 discrimination, harassment and/or retaliation;**
- **The need for sanctions/remedial actions to prevent the future recurrence of discrimination, harassment and/or retaliation; and**
- **The need to remedy the effects of the discrimination, harassment and/or retaliation on the Complainant and the University community**

EXAMPLES OF SANCTIONS IN **STUDENT** MATTERS

Expulsion

Suspension for a fixed period of time

From specific campus or the entire UMSystem

Implemented in conjunction with discretionary sanctions

Trespass someone from campus

Limit their access to certain areas of campus

Residence Halls

Campus Dining

Parking Structures

Colleges

Rec Center

EXAMPLES OF SANCTIONS IN STUDENT MATTERS

Probation

No contact with Complainant / Respondent

Or witnesses

Verbal or Written Warning

Restitution

Loss of privileges (access to campus wifi, email, parking)

Withdrawal of recognition (of a student organization)

Other discretionary sanctions: Community service (most likely used in non sexual misconduct matters), reflection paper, personal growth/development plan/essay, educational programming as directed by Equity/Title IX Office, etc.

Fixed period of time or until graduation

EXAMPLES OF SANCTIONS IN FACULTY MATTERS

Recommend termination

Recommend removal from appointed position

Department Chair

No contact with Complainant / Respondent

Or witnesses

Move office locations

Prohibited from certain buildings or areas of campus

Written reprimand in personnel file

Remove supervisory or evaluative duties from Respondent over

Complainant or others involved

EXAMPLES OF SANCTIONS IN FACULTY MATTERS

Verbal or written warning

Performance Improvement Plan

Required training/education

Loss of annual pay increase

Suspension without pay

Nonrenewal of appointment

Adjustment/loss of privileges/duties (e.g., cannot advise a student group or lead a study abroad program or serve on a particular

