

University of Missouri

Equity Sanction Guide for Staff Respondents

The following Sanction Guide is for proceedings pursuant to 600.050 of the University of Missouri Collected Rules and Regulations against Respondents who are Staff members. Please note that this Sanction Guide should only be considered after a finding of responsibility has been made against a Respondent. This Sanction Guide has been developed to offer general sanctioning recommendations for violations of CRR 600.050, and to promote a level of consistency when imposing sanctions against Staff Respondents.

The suggested range of sanctions for any particular alleged violation of policy is just a suggestion; **at all times the full range of sanctions is available in any specific matter.**

The appropriate sanction in any one matter depends on the specific facts and circumstances in that matter. Decision-

CONDUCT VIOLATION:

Discrimination or Harassment: Hostile Environment

Definition from 600.010: Conduct that is based upon an individual's race, color, national origin, ancestry, religion, sexual orientation, age, disability, protected veteran status, including sex discrimination as defined below, or any other status protected by applicable state or federal law that *creates a hostile environment by being sufficiently severe or pervasive and objectively offensive that it interferes with, limits, or denies the ability to participate in or benefit from the University's educational programs, activities, or employment.*

Suggested Sanctions (listed in order of severity):

Warning < Suspension without pay < Termination

Definitions of Suggested Sanctions:

Warning: Verbal or written notice to the Respondent that there is or has been a violation of institutional regulations, and cautioning that if there are further violations, the existence of the Warning may result in more severe sanctions in the future.

Suspension without pay: Separation of the Respondent from employment without pay for a definite period of time, after which time the Respondent is eligible to return.

Termination: Ending of employment of the Respondent.

Other possible sanctions:

Performance Improvement Plan

Required Counseling

Required Training or Education

Loss of annual pay increase

Loss of supervisory responsibility

Recommendation of discipline in a training program, including recommendation of termination, suspension or other corrective or remedial actions

Demotion: Reduction in the rank or status of the Respondent.

