

# 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**

