

**University of Missouri**  
**Title IX Sanction Guide for Faculty Respondents**

The following Sanction Guide is for proceedings pursuant to 600.030 of the University of Missouri Collected Rules and Regulations against Respondents who are Faculty 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 developed6.1 (s)st a ev edI-503ha(6.





## **CONDUCT VIOLATION:**

### **Hostile Environment Sexual Harassment by a Faculty Member**

Definition from 600.020: Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the University's education program or activity.

### **Suggested Sanctions (listed in order of severity):**

Warning < Suspension without pay < Non-Renewal of Appointment < Termination

### **Definitions of Suggested Sanctions:**

- Warning: A 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 for a definite period of time, after which time the Respondent is eligible to return.
- Non-renewal of Appointment: Non-renewal of the Respondent's employment

## **CONDUCT VIOLATION:**

### **Sexual Assault by a Faculty Member**

Definition from 600.020: Any sexual act that constitutes rape, sodomy, sexual assault with an object, fondling, incest and statutory rape.

### **Suggested Sanction:**

Termination

### **Definition of Suggested Sanction:**

- Termination:

## **CONDUCT VIOLATION:**

### **Dating Violence by a Faculty Member**

Definition from 600.020: Violence committed by a person (A) who is or has been in a social relationship of a romantic or intimate nature with the victim; and (B) where the existence of such a relationship shall be determined based on a consideration of the following factors: (i) the length of the relationship; (ii) the type of relationship; and (iii) the frequency of interaction between the persons involved in the relationship.

### **Suggested Sanctions (listed in order of severity):**

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## **CONDUCT VIOLATION:**

### **Domestic Violence by a Faculty Member**

Definition from 600.020: violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, by a person similarly situated to a spouse of the

## **CONDUCT VIOLATION:**

### **Stalking by a Faculty Member**

Definition from 600.020: Engaging in a course of conduct directed at a specific person that would cause a reasonable person to (A) fear for their safety or the safety of others; or (B) suffer substantial emotional distress.

### **Suggested Sanctions (listed in order of severity):**

Suspension without pay < Non-Renewal of Appointment < Termination

### **Definitions of Suggested Sanctions:**

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