

Community Values & Restorative Practices Sanction Guidelines

The following guidelines are based on incidents that involve a single violation of the Code of Conduct with no aggravating or mitigating factors. The recommendations may be adjusted reasonably based on the facts and circumstances of the case, the relative harm created, and the student's demonstrated insight and readiness to change behavior. Case administrators should follow the sanctioning guidelines unless compelling extraordinary factors are present.

Violation	Goal of Sanction	1 st Violation	2 nd Violation	3 rd Violation	Aggravating/ Mitigating Factors
Alcohol: (underage possession/use; open container, drinking in public space)	Status Sanction	Warning	Disciplinary Probation (1 semester); Housing Probation	Likely Deferred Suspension; Likely Loss of Housing	Aggravating: Student was intoxicated Who and how many people were negatively impacted
	Restore	Written or in person apology to those affected	Written or in person apology to those affected	Written or in person apology to those affected	
	Reflect	Referral to SOS for assessment/ counseling	Referral to SOS for assessment/counseling	Referral to SOS for assessment/counseling or Off Campus Referral for Subst. Abuse Treatment	
Alcohol: misrepresenting one's age, providing to underage persons, severe intoxication	Status Sanction	Probation (1 semester)	Probation (2 semesters) or Deferred Suspension; Housing Probation	Likely Suspension	Aggravating: Student was arrested or transported to hospital. Who and how many people were negatively impacted
	Restore	Written or in person apology to those affected	Written or in person apology to those affected	Written or in person apology to those affected	
	Reflect	Referral to SOS; Reflection Paper;	Referral to SOS; Reflection Paper; Community Service (10 hours)	Off Campus Referral for Subst. Abuse Treatment	

Fire Safety: Setting or Causing a Fire	Status Sanction	If a result of careless action: Probation or Suspension; <i>Can add</i> Loss of Housing or Deferred Loss of Housing If intentional or reckless: Suspension or Permanent Dismissal	Loss of housing on campus; likely Suspension or Permanent Dismissal (if intentional, Dismissal is likely)	Permanent Dismissal	Factors: Whether result of careless action, reckless action, or intent. Number of people impacted. Amount of property damage/ displacement caused
	Restore	Restitution for Damages; Written or in person apology to those affected; floor or community meeting; service to the community directly affected	Restitution for Damages; Written or in person apology to those affected; floor or community meeting	n/a	
	Reflect	Community Service, Educational Project; Reflection Paper	Determined on case by case basis	n/a	
Driving Under the Influence	Status Sanction	Suspension (1 semester) or Deferred Suspension if mitigating circumstances are present (if act resulted in an accident or injury to others, Deferred Suspension typically is <u>not</u> appropriate)	Suspension or Permanent Dismissal	Permanent Dismissal	Mitigating: Low level of BAC (below .04); no accident or injury; violation off campus Aggravating: BAC above .12; accident or injury arising from the action; other previous substance- related violations; violation on campus
	Restore	Referral to SOS or off campus Referral for Subst. Abuse Assessment & Treatment; Community Service (50-75 hours)	If student is not dismissed: Referral for Subst. Abuse Assessment & Treatment; Community Service (75 hours)	n/a	

	Reflect	Reflection Paper Educational Project related to DUI	If student is not dismissed: Reflection Paper Educational Project	n/a	
Damage and/or Destruction of Property	Status Sanction	Likely Probation (1 Semester) Likely Housing Probation (1 sem)	Likely Suspension	Likely Suspension or Permanent Dismissal	Factors: Minimal or extensive damage; monetary value of property damage; number of people affected by act
	Restore	Full restitution; written or in person apology to those affected; floor meeting/hall meeting/restorative circle; service to the community directly affected	Full restitution Community Service (plus other sanctions to left)	Full restitution Community Service (plus other sanctions to left)	
	Reflect	Reflection Paper Community Service	Determined on a case-by-case basis	Determined on a case-by-case basis	
Disruptive Conduct	Status Sanction	Warning or Probation; if severe, probation or suspension	Probation or Suspension; if severe, Dismissal is possible	Suspension or Permanent Dismissal	Factors: Amount and type of disruption; extent of disruption; number of people affected; where and when disruption occurred
	Restore	Written or in person apology to those affected;; floor meeting/hall meeting; restorative circle, service to the community directly affected	Same	Determined on a case-by—case basis	
	Reflect	Community Service (10-25 hours) Educational project(s)/reflection paper	Community Service (25-50 hours) Educational project(s)/reflec tion Paper	Determined on a case-by—case basis	

Harmful Contact or Threatening/ Alarming/ Intimidating Behavior	Status Sanction	Probation to Dismissal, depending on type of behavior and harm created by student's act No Communication Order if student is not dismissed Loss or change of housing and activity restrictions, especially in order to effectuate a NCO	Likely Suspension or Dismissal	Permanent Dismissal	Type of harm/threat; amount of harm created/extent of injuries; pattern of behavior; whether alcohol or drugs were involved; whether student was conscious of actions or not
	Restore	Determined on a case-by-case basis; can include apology; restitution	Determined on a case-by-case basis	n/a	
	Reflect	Determined on a case-by-case basis; can include reflection paper; community service	Determined on a case-by-case basis	n/a	
Breaching Campus Safety (entering unauthorized areas; entering another's room without permission)	Status Sanction	Warning to Probation (1 semester); If entry is into a student's room or a dangerous or restricted area, Probation to Deferred Suspension	Deferred Suspension to Suspension	Suspension or Dismissal	Nature of act; intent; impact of action on others; whether alcohol or drugs were involved
	Restore	Written or in person apology; service to those affected; floor meeting	Same	n/a	
	Reflect	Community Service (10-25 hours); Reflection paper	Community Service (25-50 hours) Reflection Paper	n/a	
Drugs- Possession of Cannabis on campus (less than one ounce) or 2 nd violation of law related to cannabis off	Status Sanction	Warning or Probation Incidents occurring in residence halls considered an aggravating factor calling for	Probation or Deferred Suspension (1 semester)	Suspension	Prior record; location where conduct occurred (on campus; in residence hall; etc.)

campus		Probation on 1 st offense			
	Restore	Referral to SOS; written or in person apology to those affected	Same	Referral to off campus drug counselor; complete treatment plan	
	Reflect	Reflection to occur via SOS program	Reflection paper	Reflection to occur via Suspension sanction criteria and through WM Connects	
Drugs- Possession of Cannabis (poss. of more than one ounce)	Status Sanction	Probation or Deferred Suspension (depending on quantity, location of activity, and other factors listed to the right) Incidents occurring in residence halls considered an aggravating factor calling for Deferred Suspension on 1 st offense	Suspension	Suspension or Permanent Dismissal	Evidence of dealing/providing to others; quantity; nature of “distributing” (i.e. whether to friends or as a business endeavor; whether for profit)
	Restore	Referral to SOS; written or in person apology to those affected	Off campus assessment and treatment	Off campus assessment and treatment (if suspended)	
	Reflect	Reflection to occur via SOS program and via WM Connects Mentor, if assigned	Reflection to occur via Suspension sanction criteria and through WM Connects	n/a	
Drugs- Possession of Other Drugs or Controlled Substances	Status Sanction	Deferred Suspension or Suspension Incidents occurring	Suspension (1-2 semesters) or Permanent Dismissal	Permanent Dismissal	Type and quantity of substance (cocaine, heroin, opiate abuse,

		in residence halls considered an aggravating factor calling for Suspension on 1 st offense			LSD would call for suspension on 1 st offense)
	Restore	Off Campus Assessment and Treatment	Off Campus Assessment and Treatment, if not dismissed	n/a	
	Reflect	Reflection to occur via Suspension sanction criteria and through WM Connects	Reflection to occur via Suspension sanction criteria and through WM Connects; student will need to demonstrate commitment to sobriety for at least 3 months	n/a	
Drugs- Possession of Other Drugs (large quantity or intent to distribute)	Status Sanction	Likely Permanent Dismissal; if not dismissed, lengthy Suspension (at least 3 semesters)	Permanent Dismissal		Type and quantity of substance; nature of “distributing” (i.e. whether giving to friends or as a business endeavor or for profit)
	Restore	Off Campus Assessment and Treatment, if not dismissed	n/a	n/a	
	Reflect	Reflection to occur via Suspension sanction criteria and through WM Connects; student will need to demonstrate commitment to sobriety for at least 6 months	n/a	n/a	
Failure to Comply with Directions or Written Instructions	Status Sanction	Warning	Warning to Suspension	Suspension	Factors: Nature of the FTC; intent behind FTC; who was affected and how

	Restore	Written or in person apology; meeting with those affected; service to those affected; restorative circle	Restitution if necessary; other sanctions to the left	n/a	
	Reflect	Reflection paper if appropriate (could focus on those affected by the FTC)	Reflection paper if appropriate (could focus on those affected by the FTC); Community Service (hours determined Based on facts/ circumstances of the violation)	n/a	
Hazing	Status Sanction	Disciplinary Probation to Dismissal; restricted privileges	Suspension or Dismissal	Dismissal	Nature and type of behavior; intentional vs. reckless/careless behavior; duration of behavior; impact on/harm to others
	Restore	Determined on a case by case basis; options include apology/meeting with those affected; service to those affected	Determined on by a case by case basis	n/a	
	Reflect	Reflection paper; research paper on hazing;	Determined on by a case by case basis	n/a	
Violation of Laws	Status Sanction	Likely Probation	Probation to Suspension	Suspension to Dismissal	Nature and type of behavior; intentional vs. reckless/careless behavior; impact on/harm to others
	Restore	Apology/meeting with those affected; service to those affected	Case by case	Case by Case	

	Reflect	Research/reflection paper Community Service	Case by case	Case by case	
Infringing on the Rights of Others	Status Sanction	Warning to Suspension	Probation to Dismissal	Suspension to Dismissal	Nature and type of behavior; intentional vs. reckless/careless behavior; impact on/harm to others
	Restore	Apology/meeting with those affected; service to those affected	Case by case	Case by case	
	Reflect	Research/reflection paper Community Service	Case by case	Case by case	

Adapted with permission from Georgetown University's model.