

## General Sanctioning Guidelines<sup>5</sup>

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.

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

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| Fire Safety: Setting or Causing a Fire | <b>Status Sanction</b> | If a result of careless action: Probation or Suspension;<br><br><i>Can add</i> Loss of Housing or Deferred Loss of Housing<br><br>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:<br><br>Whether result of careless action, reckless action, or intent.<br><br>Number of people impacted.<br><br>Amount of property damage/ displacement caused   |
|  | <b>Restore</b>         | 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                 |  |
|  | <b>Reflect</b>         | Community Service, Educational Project; Reflection Paper   | Determined on case by case basis  | n/a                 |  |
| Driving Under the Influence            | <b>Status Sanction</b> | 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<br>or<br>Permanent Dismissal   | Permanent Dismissal | Mitigating:<br><br>Low level of BAC (below .04); no accident or injury; violation off campus<br><br>Aggravating:<br><br>BAC above .12; accident or injury arising from the action; other previous substance- related violations; violation on campus |

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|                                       | <b>Restore</b>         | Referral to SOS or off campus Referral for Subst. Abuse Assessment & Treatment; Community Service (50-75 hours)   | If student is not dismissed:<br><br>Referral for Subst. Abuse Assessment & Treatment; Community Service (75 hours) | n/a  |  |
|                                       | <b>Reflect</b>         | Reflection Paper, Educational Project related to DUI  | If student is not dismissed:<br><br>Reflection Paper<br><br>Educational Project                                    | n/a  |  |
| Damage and/or Destruction of Property | <b>Status Sanction</b> | Likely Probation (1 Semester) Likely Housing Probation (1 semester)   | Likely Suspension  | Likely Suspension or Permanent Dismissal                                 | Factors:<br><br>Minimal or extensive damage; monetary value of property damage; number of people affected by act                   |
|                                       | <b>Restore</b>         | Full restitution; written or in person apology to those affected; floor meeting/hall meeting/restorative circle; service to the community directly affected | Full restitution<br>Community Service (plus other sanctions to left)   | Full restitution<br><br>Community Service (plus other sanctions to left) |  |
|                                       | <b>Reflect</b>         | Reflection Paper<br><br>Community Service   | Determined on a case-by-case basis   | Determined on a case-by-case basis                                       |  |
| Disruptive Conduct                    | <b>Status Sanction</b> | Warning or Probation; if severe, probation or suspension  | Probation or Suspension; if severe, Dismissal is possible  | Suspension or Permanent Dismissal  | Factors:<br><br>Amount and type of disruption; extent of disruption; number of people affected; where and when disruption occurred |
|                                       | <b>Restore</b>         | Written or in person apology to those affected;; floor meeting/hall meeting;  | Same   | Determined on a case-by—case basis                                       |  |

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|   |                        | restorative circle, service to the community directly affected  |  |                                    |  |
|   | <b>Reflect</b>         | Community Service (10-25 hours)<br>Educational project(s)/reflection paper  | Community Service (25-50 hours)<br>Educational project(s)/reflection Paper | Determined on a case-by—case basis |  |
| Harmful Contact or Threatening/<br><br>Alarming/<br><br>Intimidating Behavior                     | <b>Status Sanction</b> | Probation to Dismissal, depending on type of behavior and harm created by student’s act<br><br>No Communication Order if student is not dismissed<br><br>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 |
|   | <b>Restore</b>         | Determined on a case-by-case basis; can include apology; restitution  | Determined on a case-by-case basis   | n/a                                |  |
|   | <b>Reflect</b>         | 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) | <b>Status Sanction</b> | Warning to Probation (1 semester);<br><br>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  |
|   | <b>Restore</b>         | Written or in person apology; service to those affected; floor meeting  | Same   | n/a                                |  |

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|  | <b>Reflect</b>         | Community Service (10-25 hours);<br>Reflection paper  | Community Service (25-50 hours)<br>Reflection Paper                          | n/a  |  |
| Drugs- Possession of Cannabis on campus (less than one ounce) or 2 <sup>nd</sup> violation of law related to cannabis off campus | <b>Status Sanction</b> | Warning or Probation<br><br>Incidents occurring in residence halls considered an aggravating factor calling for Probation on 1 <sup>st</sup> offense  | Probation or Deferred Suspension (1 semester)                                | Suspension   | Prior record; location where conduct occurred (on campus; in residence hall; etc.)   |
|  | <b>Restore</b>         | Referral to SOS; written or in person apology to those affected   | Same   | Referral to off campus drug counselor; complete treatment plan               |  |
|  | <b>Reflect</b>         | 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)   | <b>Status Sanction</b> | Probation or Deferred Suspension (depending on quantity, location of activity, and other factors listed to the right)<br><br>Incidents occurring in residence halls considered an aggravating factor calling for Deferred Suspension on 1 <sup>st</sup> offense | Suspension   | Suspension or Permanent Dismissal  | Evidence of dealing/providing to others; quantity; nature of “distributing” (i.e. whether to friends<br><br>or as a business endeavor; whether for profit) |
|  | <b>Restore</b>         | Referral to SOS; written or in person apology to those affected   | Off campus assessment and treatment  | Off campus assessment and treatment (if suspended)                           |  |
|  | <b>Reflect</b>         | 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  |  |

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| Drugs- Possession of Other Drugs or Controlled Substances                 | <b>Status Sanction</b> | Deferred Suspension or Suspension<br><br>Incidents occurring in residence halls considered an aggravating factor calling for Suspension on 1 <sup>st</sup> offense | Suspension (1-2 semesters) or Permanent Dismissal   | Permanent Dismissal | Type and quantity of substance (cocaine, heroin, opiate abuse, LSD would call for suspension on 1 <sup>st</sup> offense)          |
|   | <b>Restore</b>         | Off Campus Assessment and Treatment  | Off Campus Assessment and Treatment, if not dismissed   | n/a                 |   |
|   | <b>Reflect</b>         | 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) | <b>Status Sanction</b> | 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) |
|   | <b>Restore</b>         | Off Campus Assessment and Treatment, if not dismissed  | n/a   | n/a                 |   |
|   | <b>Reflect</b>         | 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                 |   |

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| Failure to Comply with Directions or Written Instructions | <b>Status Sanction</b> | Warning  | Warning to Suspension  | Suspension              | Factors:<br>Nature of the FTC; intent behind FTC; who was affected and how  |
|   | <b>Restore</b>         | 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                     |   |
|   | <b>Reflect</b>         | 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  | <b>Status Sanction</b> | 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 |
|   | <b>Restore</b>         | 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                     |   |
|   | <b>Reflect</b>         | Reflection paper; research paper on hazing;  | Determined on by a case by case basis  | n/a                     |   |
| Violation of Laws   | <b>Status Sanction</b> | Likely Probation   | Probation to Suspension  | Suspension to Dismissal | Nature and type of behavior; intentional vs. reckless/careless behavior; impact on/harm to others                       |
|   | <b>Restore</b>         | Apology/meeting with those affected; service to those affected   | Case by case   | Case by Case            |   |

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