

## 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/ Mitigating Factors</b>
Alcohol: (underage possession/use; open container, drinking in public space)	<b>Status Sanction</b>	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
	<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/  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:  Student was arrested or transported to hospital.  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  (10 hours)	Off Campus Referral for Subst. Abuse Treatment	

Fire Safety: Setting or Causing a Fire	<b>Status Sanction</b>	<p>If a result of careless action: Probation or Suspension;</p> <p><i>Can add</i> Loss of Housing or Deferred Loss of Housing</p> <p>If intentional or reckless: Suspension or Permanent Dismissal</p>	Loss of housing on campus; likely Suspension or Permanent Dismissal (if intentional, Dismissal is likely)	Permanent Dismissal	<p>Factors:</p> <p>Whether result of careless action, reckless action, or intent.</p> <p>Number of people impacted.</p> <p>Amount of property damage/ displacement caused</p>
	<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>	<p>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)</p>	<p>Suspension or Permanent Dismissal</p>	Permanent Dismissal	<p>Mitigating:</p> <p>Low level of BAC (below .04); no accident or injury; violation off campus</p> <p>Aggravating:</p> <p>BAC above .12; accident or injury arising from the action; other previous substance- related violations; violation on campus</p>

	<b><i>Restore</i></b>	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	
	<b><i>Reflect</i></b>	Reflection Paper, Educational Project related to DUI	If student is not dismissed:  Reflection Paper  Educational Project	n/a	
Damage and/or Destruction of Property	<b><i>Status Sanction</i></b>	Likely Probation (1 Semester) Likely Housing Probation (1 semester)	Likely Suspension	Likely Suspension or Permanent Dismissal	Factors:  Minimal or extensive damage; monetary value of property damage; number of people affected by act
	<b><i>Restore</i></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 Community Service (plus other sanctions to left)	Full restitution  Community Service (plus other sanctions to left)	
	<b><i>Reflect</i></b>	Reflection Paper  Community Service	Determined on a case-by-case basis	Determined on a case-by-case basis	
Disruptive Conduct	<b><i>Status Sanction</i></b>	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
	<b><i>Restore</i></b>	Written or in person apology to those affected;; floor meeting/hall meeting;	Same	Determined on a case-by—case basis	

		restorative circle, service to the community directly affected			
	<b>Reflect</b>	Community Service (10-25 hours) Educational project(s)/reflection paper	Community Service (25-50 hours) Educational project(s)/reflection Paper	Determined on a case-by—case basis	
Harmful Contact or Threatening/  Alarming/  Intimidating Behavior	<b>Status Sanction</b>	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
	<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);  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	

	<b>Reflect</b>	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 <sup>nd</sup> violation of law related to cannabis off campus	<b>Status Sanction</b>	Warning or Probation  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)  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  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	

Drugs- Possession of Other Drugs or Controlled Substances	<b>Status Sanction</b>	Deferred Suspension or Suspension  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	

Failure to Comply with Directions or Written Instructions	<b>Status Sanction</b>	Warning	Warning to Suspension	Suspension	Factors:  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><i>Reflect</i></b>	Research/reflection paper; Community Service	Case by case	Case by case	
Infringing on the Rights of Others	<b><i>Status Sanction</i></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><i>Restore</i></b>	Apology/meeting with those affected; service to those affected	Case by case	Case by case	
	<b><i>Reflect</i></b>	Research/reflection paper; Community Service	Case by case	Case by case	