

Sexual Misconduct Sanctioning Guidelines

Violation of the Alverno College Gender Based Misconduct and Sexual Violence Policy may result in the imposition of one or more of the sanctions listed below. Sanctions that may be imposed are not limited to those listed. They will be applied on a case by case basis. In certain situations, the Adjudicator with published reasoning may impose a sanction but suspend or postpone its actual implementation, this is called Probation. Failure to comply with the sanction(s) imposed may result in further disciplinary action, including but not limited to, a registration hold, placement on, or extension of, probation, suspension, or permanent dismissal.

Sanctions are based on general principles of fair treatment. While attempting to be consistent in our disciplinary decisions, the College also seeks to be fair and sensitive to the facts and circumstances of each individual case. In determining the appropriate Sanction(s), the following will be considered (but not limited to): (1) level of risk or harm to the community; (2) the nature and seriousness of the offense; (3) use of drugs or alcohol; (4) motivation underlying the Respondent's behavior; and (5) the Respondent's record of past misconduct, including prior violations of the same or similar type. Disciplinary Sanctions will not be implemented until after the appeal deadline has passed or, if an appeal is filed, until after the appeal has concluded. However, the College will keep Supportive Measures in place until the decision is final.

- **Warning:** Oral or written notice to the Respondent that they are violating or have violated the Gender Based Misconduct and Sexual Violence Policy and that continuation or repetition of misconduct may result in a more severe sanction.
- **Probation:** A status which indicates that a student's relationship with the College is tenuous. Probation is for a designated period of time and includes the probability of more severe disciplinary sanctions if the student is found in violation of the Gender Based Misconduct and Sexual Violence Policy or other policy violations. Probation may also result in the loss of privileges, depending on the policies of various College departments and organizations

- **Loss of Privileges:** Such loss may include, but is not limited to, financial assistance, access to employee privileges, eligibility to represent the College officially on athletic teams or performing groups, or use of specific College facilities, or services.
- **Mandatory Training or Counseling:** Respondents may be required to attend or undergo mandatory training or counseling.
- **Dismissal from the Residence Hall:** Loss of privilege to live in Campus housing. In accordance with Alverno Residence Life policy, students who live on campus must be full time students and making satisfactory academic progress towards their degree. They must adhere to the Alverno College Residence Hall Policy code of conduct. Any student dismissed from the residence hall prior to the end of the contractual period is still responsible for those semesters' charges. NO REFUNDS are available. The student may be responsible for any remaining monetary charges, as well as ineligible for reimbursement for any charges already paid.
- **Suspension:** Temporary separation of the Respondent from Alverno College for a definite period of time. If a student, they may have to formally re-apply for admission.
- **Dismissal:** Permanent separation of the Respondent from Alverno College. The Respondent is dismissed from the College and is permanently ineligible to re-enroll or return as an employee at the College at any time in the future. When students are dismissed, expelled, or suspended for disciplinary reasons, there will be no refund of tuition or room charges for the semester and all financial assistance for subsequent semesters will be reviewed and is subject to cancellation.

If a violation occurs just prior to a student's scheduled graduation, sanctions may be imposed even if all academic requirements are completed. Sanctions may include, but are not limited to, community service, research or reflective paper, restitution, loss of privilege to participate in the graduation ceremony, deferment of degree, and a transcript hold. The College may withhold issuing a degree until all sanctions are fulfilled. In the case of a serious violation, the College may permanently withhold a degree.