

Sanctions and Remedial Actions

Factors to consider when finding sanctions or remedial actions include:

- The nature, severity of, and circumstances surrounding the violation;
- The disciplinary history of the Respondent;
- The need for sanctions/ remedial actions to bring an end to the conduct;
- The need for sanctions/ remedial actions to prevent the future recurrence of the conduct; and
- The need to remedy the effects of the conduct on the Complainant and the University community.

Refer to the Sanction Guides for suggested sanctions

Types of Sanctions for Student Respondents

Warning	Residence Hall Suspension
Probation	Resident Hall Expulsion
Loss of Privileges	Campus Suspension
Restitution	University System Suspension
Discretionary Sanctions such as work assignments, services to the University or other related discretionary assignments	University System Expulsion (not eligible for online courses)

Sanctions for Employees who are Respondents

Warning
 Performance improvement Plan
 Required counseling
 Required training or education
 Loss of annual pay increase
 Loss of supervisory responsibility
 Recommendation of discipline in a

Remedial Actions

If Complainant is a student:

- o Permitting the student to retake courses;
- o Providing tuition reimbursement;
- o Providing additional academic support;
- o Removal of a disciplinary action; and
- o Providing educational and/or on-campus housing accommodations.

If Complainant is an employee:

- o Removal of a disciplinary action;
- o Modification of a performance review;
- o Adjustment in pay;
- o Changes to the employee's reporting relationships; and
- o Workplace accommodations.
