



Sanctions

FOR TITLE IX DEPUTIES, ADVISORS, AND HEARING OFFICERS

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What are “Sanctions”?

- ▶ Sanctions are what some may refer to as punishments;
 - ▶ They are the consequences to being found responsible in the process;
 - ▶ They can be arrived at through both informal or formal process
 - ▶ They can be one or more requirements placed on the individual found responsible or taking responsibility
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According to Stetson's Code of Community Standards:

“We aim to foster student growth and development through providing students university expectations, helping them be reflective of individual and community accountability in their actions, and provide consequences grounded in education.”

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The basics of sanctions

- ▶ They should fit the violation
- ▶ They should align with similar sanctions for similar situations
- ▶ They should take into account the ability of the complainant to access Stetson programs (education, work, etc.)
- ▶ They are in addition to any sanctions imposed by athletics teams, Greek organizations, clubs, etc. per those entities operating procedures

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Differences between DeLand & COL:

- ▶ There are some differences between sanctions specified at DeLand and the Stetson COL in Gulfport;
- ▶ Some of this is because of the nature of the student body, ABA requirements, and the culture of the campus;
- ▶ There are some basic similarities, however, as seen on the chart included with this module;
- ▶ Note that the COL publishes the violation & sanction (NOT the names) each year.

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Sanctions exist on a spectrum...

- ▶ From educational activities (watching a film, reading, then writing a response)
- ▶ To community service
- ▶ To prohibition from participating in certain events/activities
- ▶ To probation for a specified time period
- ▶ To suspension for a specified time period
- ▶ To Expulsion from the institution

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Probation, Suspension, and Expulsion

- ▶ May require the completion of additional activities (counseling, evaluations, completion of writing assignments, etc.)
- ▶ Suspensions can be for the remainder of time the complainant is a student, but always require application for re-admittance
- ▶ Expulsion can allow for re-admittance with certain requirements

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An important note about “disciplinary probation”

- ▶ By definition, this is “an encumbrance on the student’s good standing at the University” where any subsequent violation may result in immediate separation from the University.
- ▶ This is for a specified fixed term of not less than 3 months of enrollment
- ▶ This option can limit what a student can be involved in on campus
- ▶ Specifics are often left up to the party that supervises the student’s activity or job
- ▶ This can also apply to a virtual student

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An important change with current situation:

The University can now utilize an option to only suspend a student from campus

This is new for the institution, where a student would be limited to only virtual course offerings and is not permitted to live in the residence halls, work on campus, or attend events (even virtual ones)

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Title IX & Sanctions Specific Requirements:

- ▶ US Dept. of Ed requires us to publish the possible sanctions as part of the policy so they are included;
- ▶ No-Contact Orders are not considered punitive by the University, and are mutual orders;
- ▶ The focus of sanctions is to remedy the situation including ensuring access to University programs (this includes classes, employment, clubs), prevent future incidents, and promote an appropriate campus environment.

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It is important that parties understand potential sanctions

- ▶ The Title IX Coordinator will discuss when meeting with students;
- ▶ Sanctions are different for employees – there are significantly fewer options;
- ▶ Advisors can discuss sanctions with parties;
- ▶ A party who accepts responsibility may still have sanctions;
- ▶ If appeal overturns any sanctions, the University will work to restore the individual's standing (usually with groups, classes, clubs, etc.)

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What if sanctions aren't completed?

- ▶ Students are informed that if sanctions aren't completed (including missing meetings) the University can take additional action
- ▶ A “hold” can be placed on the student's account for class registration

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Need more information?

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