Incident occurs.

Student, faculty, other employee, or community member reports incident (complaint).

Case manager reviews complaint, checks jurisdiction, gathers more information.

Review Process (aka Investigation)

Case manager meets with accused student to explain process, review complaint.

Student accepts responsibility for Code violations.

Charge student?

Sufficient information to meet preponderance standard. Student is charged with violations. Sanctions are proposed.

Unlikely

Insufficient information. Can more information be acquired?

Likely

Case manager dismisses complaint. Option to re-open if more information becomes available.

Student may appeal sanction only.

Case manager imposes sanctions. Notifies student.

Case manager imposes proposed sanctions and notifies student.

HEARING
University Review Board or Administrative

Student may appeal finding of responsibility and/or sanctions.

Student contests charged violations and requests hearing.

No

Accused student chooses resolution.

Student found not responsible. Incident closed.

Student found responsible for Code violations

SANCTIONING typically considers nature and severity of incident, student’s prior conduct record, precedent, and balancing individual and community needs. Alcohol or drug violations also may lead to a parent notification.

Findings also use the preponderance of evidence standard.

The decision to charge a student with violations of the Code uses the preponderance of evidence standard.

This process is administrative, not criminal, even when a related criminal process is ongoing. In these cases, we also refer students to Student Legal Services for assistance.

Conduct records are protected by federal and state privacy laws. With some required exceptions (e.g., subpoena), we do not communicate further with police after taking in an crime-based complaint.

