

University of Missouri

Title IX Sanction Guide for Student Respondents

The following Sanction Guide is for proceedings pursuant to 600.030 of the University of Missouri Collected Rules and Regulations against Respondents who are students. Please note that this Sanction Guide should only be considered after a finding of responsibility has been made against a Respondent. This Sanction Guide has been developed to offer general sanctioning recommendations for violations of CRR 600.030, and to promote a level of consistency when imposing sanctions against student Respondents.

The suggested range of sanctions for any particular alleged violation of policy is just a suggestion; **at all times the full range of sanctions is available in any specific matter.** **and circumstances in that matter. Decision makers should use their**

CONSIDERATIONS FOR SANCTIONING:

- The full range of sanctions under CRR 600.030 is available for imposition for each violation of policy.
- More egregious violations should receive more severe sanctions, while less egregious violations should receive less severe sanctions, within the range of sanctions.
- More than one sanction may be imposed for a single violation.

CONDUCT VIOLATION:

Hostile Environment by a Student

Definition from 600.020: Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the University's education program or activity.

Suggested Sanctions (listed in order of severity):

Warning < Probation < Suspension < Expulsion

Definitions of Suggested Sanctions:

- Warning: A notice in writing to the Respondent that there is or has been a violation of institutional regulations, and cautioning that if there are further violations, the existence of the Warning may result in more severe sanctions in the future.
- Probation: A written reprimand for violation of specified regulations. Probation is for a designated period of time and includes the probability of more severe sanctions if the Respondent is found to be violating any institutional regulation(s) during the probationary period.
- Suspension: Separation of the Respondent for a definite period of time, after

CONDUCT VIOLATION:

Sexual Assault by a Student

Definition from 600.020: Any sexual act that constitutes rape, sodomy, sexual assault with an object, fondling, incest, and statutory rape.

Suggested Sanctions (listed in order of severity):

Suspension < Expulsion

Definitions of Suggested Sanctions:

CONDUCT VIOLATION:

Domestic Violence by a Student

Definition o3rd9046 Tf-0.00 (t)-551.24(0)-2 (fr4 (m.4 ()1 60)10 (0.fr4 02)10 (0:e)8)T0 Tc 0 Tw6.0

