



STANDARDS OF CONDUCT



STUDENT ORGANIZATION POLICIES AND PROCEDURES

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INTRODUCTION/STANDARDS OF CONDUCT

INTRODUCTION

Rutgers, The State University of New Jersey, referred to hereinafter as “the University”, is committed to supporting student organizations which permit and foster students’ ability to freely associate and express themselves. This support is formalized through the University recognition system, which has been put in place to serve the interest of both the University and student organizations. **Student organizations that choose to be recognized by the University, accept the rights and responsibilities outlined in this policy and in their organization’s governing department.** An organization that is only registered under an academic department may be held accountable under this policy. The Standards of Conduct for Registered/Recognized Student Organizations; written to govern New Brunswick, Camden, and Newark campuses, does not replace the policies and sanctions implemented by an organization’s governing department or by any applicable federal, state, or local laws, or other University policies.

STANDARDS OF CONDUCT

All student organizations are expected to act consistently with the values of the University community. Student organizations are collectively responsible for any action committed by their members on behalf of the organization that violates University policy. Disciplinary action against a student organization is separate from action taken against individuals. Facts of an incident may necessitate action against both a student organization and the individual members of that organization who may have violated University policy.

CRITERIA USED TO DETERMINE WHETHER AN ALLEGATION IS AN ORGANIZATIONAL VIOLATION

1. Generally, a recognized student organization may be held responsible for violations of University Policy when:
 - a. One or more officers, acting within the scope of their stated or written duties, commit a violation;
 - b. One or more members commit a violation as part of an activity or assignment voted on by the organization and/or approved by the local, regional, or national leadership;
 - c. The violation is committed at an activity funded by the organization or by an individual in the name of the organization;
 - d. The violation is committed by members attending a function as a representative of the University, including, but not limited to, competitions, conferences, and conventions;
 - e. Members or officers permit, encourage, aid, or assist, in committing a violation;
 - f. Members or officers fail to report knowledge or information about a violation to appropriate University authorities;
 - g. Members or alumni commit a violation in the name of the organization.

DEFINITIONS

Administrative Conference: the conduct process for an individual alleged to have violated the Code of Student Conduct.

Appeals Board (AB): This board is comprised of two students and a staff member who have been trained in the process, policies, and procedures which govern both individuals and organizations.

Anonymous Witness (AW): An individual who has provided information regarding an alleged violation but remains unknown to University Officials.

Athletics (Camden and Newark): Non-Division 1 Athletics that does not fall under the Recreation Department.

Conduct Officer: refers to an individual appointed by the Chief Conduct Officer to carry out the disciplinary process.

Chief Conduct Officer: is the person (or people) that enforce the University Code of Student Conduct, oversees the processes for handling misconduct, and may develop procedures for administration of the conduct process.

Confidential Witness (CW): An individual who has provided information regarding an alleged violation. This person is known to University Officials but wishes to remain unknown to the respondent.

DOS: Dean of Students. The department that oversees the Code of Student Conduct at Rutgers University - Camden

Evidence: Factual information presented which directly supports or disputes the complaint party's allegations.

Hearing Board: A group of community members trained in the conduct process to hear the matters of violations of the Student Code of Conduct and Standards of Conduct for Student Organizations.

Investigation: A time when the Conduct Officer(s) assigned to address an alleged violation enters into a fact finding period to determine if there is enough information to charge an organization with a violation.

Not Responsible: When an organization is not taking accountability for the allegations against them.

Off Campus (OC): Any activities that happen off-campus, including, but not limited to dwellings (indoor/outdoor public spaces, hotels, banquet facilities, etc.), unaffiliated with Rutgers University but connected to an affiliated student/organization.

On Campus (SC): Any activities that happen on-campus, including, but not limited to dwellings affiliated with Rutgers University.

OFSA: The Office of Fraternity and Sorority Affairs. The office that oversees recognized fraternities, sororities and other fraternal organizations.

OSC: Office of Student Conduct. The department that oversees the Code of Student Conduct at Rutgers University – New Brunswick.

OCSSD: Office of Community Standards and Student Development. The department that oversees the Code of Student Conduct at Rutgers University - Newark

ORSE: Office of Reservations and Special Events. The department that oversees the event registration for organizations at RU-N.

Organization Conference (OC): This is a meeting to discuss an organization's rights in the conduct process and to provide the organization with the factual information being used to charge the organization with a violation. This meeting also provides the organization an opportunity to respond to the charges and bring in evidence.

Organization Hearing (OH): This resolution opportunity provides the organization and the complaint party with the ability to present their case to a trained University Hearing Board for case resolution. The board will determine the outcome of the matter.

Preponderance of Evidence: The threshold used to determine if a group is responsible or not for a violation. "Preponderance" means that it is more likely than not that the information presented is factual.

Presiding Officer (PO): A trained member of the University Hearing Board who guides the hearing process.

RD: Recreation Department. The department that oversees Club Sports.

Recognized Student Organization: A student organization officially recognized after the completion of the required registration/recognition process.

Respondent: The organization accused of allegedly violating University policy.

Responsible: When the organization is taking accountability for the allegations against them.

Restorative Justice: alternative measures put in place to address harm and restore communities. This is outside of the conduct process.

Senior Student Affairs Officer: refers to the officer in the Division of Student Affairs, or their designee(s), who oversee the Office of Student Conduct/Community Standards.

SI: Student Involvement. The office that oversees the University's recognized student organizations. *Organizations under University departments may be held to these standards.

Student Organization: any identified group of students who have complied with the formal requirements for University recognition and affiliation and have registered for affiliation with the University or who are advised by a university department or university employee.

Witness: An individual that was present for an incident and can speak to what occurred.

JURISDICTION, AUTHORITY, AND COMPLAINTS

JURISDICTION AND AUTHORITY:

1. The Office of Student Conduct/Dean of Students/Office of Community Standards and Student Development will oversee the process for addressing cases of Student Organization misconduct that involve violations of written University policies.
2. The Office of Student Conduct/Dean of Students/Office of Community Standards and Student Development reserves the right to permit an organization's sponsoring University department to address the matter.
3. Once sanctions have been imposed and the appeal deadline has passed, the University department that advises the organization, will oversee the completion of all sanctions in conjunction with the Office of Student Conduct. Both departments will communicate continuously to support the organization in completing their sanctions. A list of sanctions can be found on pages **16-17**.
4. Students whose actions in the alleged incident may violate University policy or federal, state, local or municipal laws may also be subject to individual disciplinary action under procedures set forth in the *University Code of Student Conduct* and/or consequences through the criminal court process.
5. If the allegation against the organization falls under the Sexual Misconduct Policy, the Student Affairs Compliance & Title IX department will manage the matter.

**** The Office of Student Conduct/Dean of Students/Office of Community Standards and Student Development will be referred to as "The Office" moving forward****

COMPLAINTS:

Allegations of misconduct against a Student Organizations should be made in writing through the corresponding campus' reporting tool. Complaints can be made online using the Rutgers University online reporting form found on the:

(New Brunswick) Office of Student Conduct website: <http://studentconduct.rutgers.edu>

(Camden) Dean of Students website: <https://deanofstudents.camden.rutgers.edu/student-conduct>

(Newark) Community Standards & Student Development website:
https://cm.maxient.com/reportingform.php?RutgersUniv&layout_id=7

1. A personal interview with the person(s) making the allegation of misconduct will occur as soon as possible to answer any questions about the report and to gather information about possible witnesses. This interview will be conducted by a staff member in The Office and will occur at the willingness of the reporter. This person(s) will be listed in the report as a Confidential Witness, if they wish to remain anonymous. If the reporter chooses to be known, The Office will disclose their name, with the understanding that the accused is not to make contact with the individual(s).
2. If the person(s) making the allegation chooses to remain anonymous to the organization, but known to The Office; The Office will gather as much evidence as possible from that person(s). If the information provided reveals the source of the information, all steps will be taken to secure that individuals privacy while providing the organization with as much detail as possible to respond.

3. If the report submitted is completely anonymous, the veracity of evidence provided by the anonymous source(s) will be carefully weighed to assess if the evidence can be verified (police report, text message, photographs, etc.)

At the conclusion of the interview/verification of information, a representative from the corresponding department and The Office will meet to determine the validity of the allegation(s). The purpose of this meeting is to determine if there is enough information to charge the organization, if a formal investigation needs to take place, or if the matter should be handled informally. The organization will be informed of which direction the matter will be handled.

INVESTIGATION PROCESS, PROCEDURES, AND REPORTS

INVESTIGATION PROCESS AND PROCEDURES:

An organization may be accused of violating the Standards of Conduct for Student Organizations through two methods: information obtained through an Investigation of another disciplinary matter, an individual's Administrative Conference, and/or a report submitted/referred to The Office. The following procedures set forth the applicable process for investigating an organization's alleged violation(s) of the Standards of Conduct.

Level 1 Investigation: In some cases, The Office becomes aware of possible organizational violations while conducting an Investigation and/or an Administrative Conference for an individual student's disciplinary case. These matters typically involve, but are not limited to: alcohol, financial misconduct, physical misconduct, and other health and safety matters. When this occurs, The Office assigns a Conduct Officer to determine organizational involvement in the matter. *These investigations may be conducted by any trained Conduct Officer.*

The Conduct Officer will gather as many details as possible pertaining to the incident. ***Please note; if the information is gathered from an individual, that individual student has the right to serve as a Confidential Witness in these matters.***

For Level 1 Investigations, the following procedure shall be followed:

- Once the Conduct Officer concludes the Investigation they will determine whether the preponderance of the evidence supports charging the organization with a violation.
- If the preponderance of the evidence supports charging the organization, a charge letter; which provides a brief synopsis of the incident, applicable charges, and recommended sanctions will be sent to the organization's president and advisor(s) of record. The report leading to the finding will be attached.
- The organization will be provided with a deadline to hold their Organization Conference (OC) with the Conduct Officer and submit information disputing the report and charges.
 - In cases where the organization is deciding to accept responsibility for the charges presented, they are encourage to attend the meeting with the Conduct Officer with their own proposed sanctions to be taken into consideration.
- The Conduct Officer will review all information and provide the organization's leadership with an outcome letter. The letter will either be a new "charge letter" or a notification that the matter is closed.
- The organization will be provided a deadline to respond to the charges, if applicable.
 - If the organization is charged with violations of the Standards of Conduct and chooses to not take responsibility for the charges and accept the sanctions during the OC, the organization will be afforded the opportunity to move to an Organization Hearing (OH). *Please note, organizations may take responsibility for the charges, but request a hearing to address the sanctions.

Level 2 Investigation: Level 2 investigations are initiated when a report alleging serious matters of misconduct occur such as, but not limited to; hazing. *These Investigations may be led by more than one Conduct Officer.*

- The organization representative (typically the President) will receive written communication with directives informing the organization of any limitations The Office has placed on the organization during the investigation process, this letter is known as a Cease and Desist (C&D). The limitations will be based on the nature of the complaint.
- Interviews will occur on the same day as the notification, if practical.

- Investigators will determine who is necessary to interview and they will be called individually to a private location to meet. Those individuals will be notified of the time and location of the meeting via their University email. **ONLY Class schedules will be taken into consideration when scheduling meetings.** *Any individual who refuses to cooperate with the investigation process may be charged with Code of Student Conduct violation: Failure to Comply.*
- Once the individual's meeting with the Investigator(s) has concluded they will be dismissed. They will not be permitted to re-renter the waiting room.

For Level 2 Investigations, the following procedures shall be followed:

- Upon the conclusion of the investigation, the organization leadership will be scheduled for an Organization Conference.
 - The investigation report will be provided to the organization prior to the OC so that they have adequate time to prepare.
 - Organizations **may** be given the opportunity to make recommendations regarding disciplinary sanctions; so they should come prepared with those suggestions.
- Organizations are to bring any information and witnesses they wish to dispute the charges to the OC.
 - If witnesses cannot physically appear, they may submit a written statement. This statement must be notarized or certified by a member of The Office prior to submission.
- The Conduct Officer will take all information provided at the OC into consideration and provide the organization's leadership with an outcome letter. The letter will either be a "charge letter" or a notification that the matter is closed.
- The organization will be provided a deadline to respond to the charges, if applicable.
 - If the organization is charged and does not take responsibility after the OC, the organization will be afforded the opportunity to move to an Organization Hearing (OH).

At the conclusion of the investigation, the investigating Conduct Officer(s) will have 3 Working Days to prepare the investigation report. The Conduct Officer(s) will provide a copy of the report to the organization's corresponding department representative, organization's leadership, and advisor(s). **Please Note: the conclusion of interviews is not an indicator that the investigation process has concluded.** If the findings of the investigation does not meet the evidence standard (preponderance), the matter will be considered closed and the organization will be provided with written notification of the closure, which will also include the removal of any interim restrictions that were placed on the organization. ***Please note, The Office reserves the right to re-open a case if new information presents itself.***

RESOLUTION OPTIONS

An organization has four options for resolution of allegations of misconduct: Organization Conference, Organization Hearing, Informal Resolution, or Restorative Justice. The Conduct Officer overseeing the matter, in conjunction with the organization's governing department will determine the route which the matter is addressed.

Informal Resolution Options:

In some cases, the organization's violation may be settled outside of the conduct process. The use of this resolution option will be at the discretion of The Office. These violations are minor infractions, such as those listed below, which are specific to the organization's area and may be addressed using one of the following:

Fraternities and Sororities:

Working with the professional staff members that oversee Fraternity and Sorority Life

- Internal Chapter/Council Conflict
- Inappropriate use of space (1st violation)
- Some Violations of Department policies (to be determined with The Office)

Student Involvement:

**Student Involvement Activities Council (SIAC): SIAC is authorized to address issues surrounding:*

- Compliance with Department of Student Involvement policies
- Appropriate use of space
- Financial Misconduct
- Constitution violations

Recreation Department and Athletics* (Camden and Newark):

- Sportsmanship
- Peer Management
- Travel Issues (not connected to property damage or violation of any law)
- Fiscal Policies (not theft)
- Constitution Violations
- Some Violations of Department policies (to be determined with The Office)
- Injury Management Issues

*Athletics (Camden and Newark campuses Only)

*SIAC (New Brunswick Only)

TYPES OF VIOLATIONS (INCLUSIVE BUT NOT LIMITED TO)

FRATERNITIES AND SORORITIES:

- A. Violation of the following provisions contradicts the values of the University community and is subject to corrective action under the Standards of Conduct:
- a. **Abuse/Endangerment/Hazing:** Hazing is strictly prohibited. All Recognized Student Organizations are to adhere to the University policy on hazing.
(<https://slwordpress.rutgers.edu/studentconduct/wp-content/uploads/sites/46/2017/05/UCSC2016.pdf>)
 - b. **Compliance with the Law:** Failing to adhere to all federal, state, and local laws.
 - c. **Compliance with Other University Policies:** Failing to adhere, knowingly or unknowingly, to University Policies, including those set forth by the organization's governing department (i.e. University Department, Student Government, and/or other published policies.)
 - d. **Compliance with the Standards of Conduct:** Filing a false complaint, using this policy to harass or intimidate a student organization, or failing to cooperate or participate in the accountability process.
 - e. **Disruptive or Disorderly Conduct:** Conduct that unreasonably interferes with university activities or with the legitimate activities of any member of the university community.
 - f. **Distribution/Possession of Alcohol and Other Drugs:** Organizations may not supply alcohol to individuals outside of the guidelines of the social policy. Any variation of drugs, inclusive of edibles, shall be considered a violation of the Standards of Conduct and University Policy.
 - g. **Failure to Comply with University or Civil Authority:** Failure to comply with legitimate directives of authorized university officials, law enforcement or emergency personnel, identified as such, in the performance of their duties, including failure to identify oneself when so requested; or violation of the terms of a disciplinary sanction.
 - h. **Financial Misconduct:** The use of or accounting of student organization funds in violation of university financial and accounting procedures. Violations include but are not limited to:
 - i. Breaching contractual obligations.
 - ii. Using chapter funds and/or members gathering funds for an activity which violates the Standards of Conduct.
 - iii. Failing to provide accounting of all contribution and reporting said contribution to the proper University unit. (i.e. Membership Dues, Fundraising, etc.)
 - iv. Misuse of Student Fees. This is inclusive of failing to follow Rutgers University governing board's policies on allocation and student fee usage.
 - i. **Fraternization:** Engaging in events with an organization(s) during their period of suspension/removal from campus, as well as any organization not recognized by the university.
 - j. **Health and Safety:** Fostering, promoting, or participating in activities that unreasonably threaten the safety or well-being of their members, other people, or animals.
 - k. **Guest Responsibility:** Organizations are responsible for the actions of their guests (i.e. performers, non-RU attendees, alum).

- l. **Inappropriate Use of Space (SC):** Not using University – controlled spaces in accordance with the standards of the particular space.
- m. **Inappropriate Use of Space (OC):** Not utilizing Off Campus space, University controlled or not, in accordance with the standards of the particular space.
- n. **Theft or Damage to Property:** The unauthorized taking, destruction, misappropriation or possession of any real, personal, or intellectual property owned or maintained by the University or any person both on and off campus.
- o. **Violation of the Student Organization’s Constitution and/or governing documents:** the disregard for, knowingly or unknowingly, the written documentation which governs the organization. These documents can be local, regional, or national.

STUDENT INVOLVEMENT, RECREATION DEPARTMENT AND ATHLETICS AT RU-NWK AND RU-CAM:

- A. Violation of the following contradicts the values of the University community and are subject to corrective action under the Standards of Conduct
 - a. **Abuse/Endangerment/Hazing:** Hazing is strictly prohibited. All Recognized Student Organizations are to adhere to the University policy on hazing.
 - b. **Compliance with Department Travel Policies:** Failing to adhere, knowingly or unknowingly, to Departmental Travel Policies, including but not limited to: violating limits on distance and/or time of travel, as well as unapproved travel.
 - c. **Compliance with the Law:** Failing to adhere to all federal, state, and local laws.
 - d. **Compliance with Other University Policies:** Failing to adhere, knowingly or unknowingly, to University Policies, including those set forth by the organization’s governing department (i.e. University Department, Student Government, and/or other published policies.)
 - e. **Compliance with the Standards of Conduct:** Filing a false complaint, using this policy to harass or intimidate a student organization, or failing to cooperate or participate in the accountability process.
 - f. **Disruptive or Disorderly Conduct:** Conduct that unreasonably interferes with university activities or with the legitimate activities of any member of the university community.
 - g. **Distribution/Possession of Alcohol and Other Drugs:** Organizations may not supply alcohol and/or any variation of drugs, inclusive of edibles, to any individual. This is inclusive of guests.
 - h. **Failure to Comply with University or Civil Authority:** Failure to comply with legitimate directives of authorized university officials, law enforcement or emergency personnel, identified as such, in the performance of their duties, including failure to identify oneself when so requested; or violation of the terms of a disciplinary sanction.
 - i. **Financial Misconduct:** The use of or accounting of student organization funds in violation of university financial and accounting procedures. Violations include but are not limited to:
 - i. Breaching contractual obligations.
 - ii. Using student organization funds for purposes not authorized by the student organization and/or not in accordance with these Standards of Conduct and University Policy.

- iii. Failing to provide accounting of all contributions and reporting said contribution to the proper University unit.
- iv. Failing to follow Rutgers University governing board's policies on allocations and student fee usage.
- v. Monies must be maintained in an account at the Rutgers University Student Activities Business Office.
- vi. Misuse of Student Fees.
- j. **Guest Responsibility:** Recognized Student Organizations are responsible for the actions of their guests (i.e. performers, non-RU attendees, alum).
- k. **Health and Safety:** Fostering, promoting, or participating in activities that unreasonably threaten the safety or well-being of their members, other people, or animals.
- l. **Inappropriate Use of Space (SC):** Not using University – controlled spaces in accordance with the standards of the particular space.
- m. **Inappropriate Use of Space (OC):** Not utilizing Off Campus space, University controlled or not, in accordance with the standards of the particular space.
- n. **Theft or Damage to Property:** The unauthorized taking, destruction, misappropriation or possession of any real, personal, or intellectual property owned or maintained by the University or any person both on and off campus.
- o. **Violation of the Student Organization's Constitution and/or governing documents:** the disregard for, knowingly or unknowingly, the written documentation which governs the organization. These documents can be local, regional, or national.

ORGANIZATION RIGHTS AND INTERIM ACTIONS

Recognized student organizations have a right to expect that all disciplinary proceedings will be handled fairly. Rutgers University grants recognized student organizations the following rights in the conduct process:

1. Organizations have the right to have their complaint heard by unbiased individuals. Organizations may object to a conduct case manager, hearing officer or hearing board member with cause. The Chief Conduct Officer or their designee will determine the validity of the objection.
2. Organizations have the right to have an advisor present at all disciplinary meetings or hearings. The advisor may not actively participate in any proceedings. It is the responsibility of the organization to insure attendance of the advisor at any proceeding, as meetings and hearings will not be rescheduled to accommodate advisors.
3. Organizations have the right to written notice of the charges against them and the time and place of any meeting or hearing. Proper notification is defined as delivery of mail to the organization's address or mailbox. Notice will also be sent through email to the organization president's university email account.
4. Organizations have the right to receive a copy of all information to be presented against them at hearings. This information will be provided to the organization at least five working days prior to a hearing. *Information that directly exposes the identity of an individual who wishes to remain anonymous will either be redacted or a description of the information will be provided.*
5. Organizations have the right to hear and respond to all information presented against them. This includes the right to question witnesses at the hearing, if they have not been deemed a Confidential Witness.
6. Organizations have the right to present information and witnesses on their behalf. Character statements and witness statements should be submitted in writing before the hearing. Character statements will not be considered when determining a violation but may be taken into account when determining sanctioning.
7. Organizations have the right to written notification of the results of the hearing no later than five working days after the hearing.
8. Organizations have the right to appeal the outcome of the hearing no later than ten working days after notification of the decision. Holidays and University breaks will be the only exception.

INTERIM DISCIPLINARY ACTION FOR RECOGNIZED STUDENT ORGANIZATIONS:

In certain circumstances, it may become necessary to impose interim action(s) against an organization while a conduct matter is being addressed. Interim action will be imposed: 1) to ensure the preservation of the University or 2) if the organization's continued presence poses a threat to the safety and well-being of members of the University community.

THE TYPES OF INTERIM ACTIONS ARE AS FOLLOWS:

1. ***Suspension of Organization Activity:*** the organization is prohibited from participating in any University activity and promoting University programs without express permission from the Senior Student Affairs Officer or their designee.
2. ***Suspension of the New Member Program:*** All meetings and activities of the New Member program must cease. Organization officers and all members are restricted from communicating with the New Members.

**** Please Note: Any violation of these directives will lead to further/harsher sanctioning. This is inclusive of violations from the organization's leadership outside of the University community (i.e. local and national offices). ****

INTERIM ACTION PROCEDURES:

1. The Chief Conduct Officer sends a letter to the organization's president. The letter details the type of interim action imposed and the process for appeal.
2. An organization may petition to Senior Student Affairs Officer or their designee within 48 hours of receipt of the official interim action letter to appeal the imposition of the interim action. The Senior Student Affairs Officer or their designee will meet with an official representative of the organization and will examine information provided by The Office in order to make a decision.
 - a. If the Senior Student Affairs Officer or their designee determines that there is no potential threat or danger to community members by the activity or organization, the interim action is lifted. Conduct charges will still need to be addressed by the organization.
 - b. If the Senior Student Affairs Officer or their designee determines that there is a real or potential risk to the health, safety, or property of Rutgers University community members, the interim action is upheld. The Office is then asked to proceed with the conduct process.

SANCTIONS, EDUCATION, AND RESTORATIVE MEASURES

When an organization violates University policies, sanctions are put in place to inform the organization that the behavior(s) exhibited are unacceptable and are not aligned with the values of the University. Where possible (and necessary), sanctions put in place can be a combination of punitive, educational, and/or restorative.

Conduct Conversation: Used only for limited circumstances in very minor level cases. This conversation will be documented and places the organization on notice, that any future violations related to the conversation shall result in further disciplinary action.

Conduct Reprimand: A formal notice that the Standards of Conduct have been violated and a warning that future violations will be dealt with more severely.

Plan of Action: A plan, which outlines various actions the organization must take in order to enhance itself and be a benefit to the University community.

Fines: Payment of a monetary fine.

Restitution: Required compensation for loss, damage, or injury to the appropriate party in the form of service, money, or material replacement.

Class/Workshop Attendance: Attendance and completion of a class or workshop that will assist the student organization to avoid future non-compliance with the Standards of Conduct.

Service: Performance of a task, or tasks, designed to benefit the community and that also assists the student organization to avoid future non-compliance with the Standards of Conduct.

Inability to access University Funds: Rendering an organization's University account inactive so as to prevent access to funds or services being granted or disbursed. This includes both generated revenue and student fees allocated to the organization. This sanction is typically imposed when there are concerns regarding the appropriate use of funds by the organization.

Restricted Activities: Restricting the student organization's ability to access University controlled benefits and resources. Example: temporary loss of access to University funds, University space, etc.

Conduct Probation: A period of time, typically no less than one semester, which is intended to foster reflection, responsibility, and improved decision making. During this period, the organization is not prohibited from functioning fully but they are put on notice that any further violations of the Standards of Conduct will result in harsher sanctions. This formal written notice indicates that the organization is not in good standing with the University and its actions will be monitored during the specified period.

Conduct Restrictive Probation: A formal written notice that the organization is not in good standing with the University and has now lost certain privileges for a period no less than one semester. During this period, any further violations of the Standards of Conduct will result in Conduct Suspension. During this period members of the organization may be restricted from holding leadership roles within their respective governing organizations (i.e. Inter-fraternity Council, Panhellenic Council, and Sports' Club Council).

Conduct Suspension: Separation of the organization from the University for a period no less than one semester. The length of time is at the discretion of The Office. During this period the organization loses all privileges associated with being a recognized organization and may not operate in any fashion. The organization does not need to re-apply for recognition.

Removal: Temporary separation of a student organization from the University for a designated period of time. These organizations will be permitted to re-apply for university recognition at a time designated by the Chief Conduct Officer.

Permanent Removal: Permanent separation of a student organization from the University. Organizations that are permanently removed are not eligible to apply for recognition. Any change to this must be approved by the Senior Student Affairs Officer or their designee.

RECORD KEEPING AND APPEAL PROCESS

RECORD KEEPING:

The Office will maintain records regarding all actions taken under the Standards of Conduct for Recognized Student Organizations for a period of seven years, after which they will be destroyed to protect the identities of all parties involved.

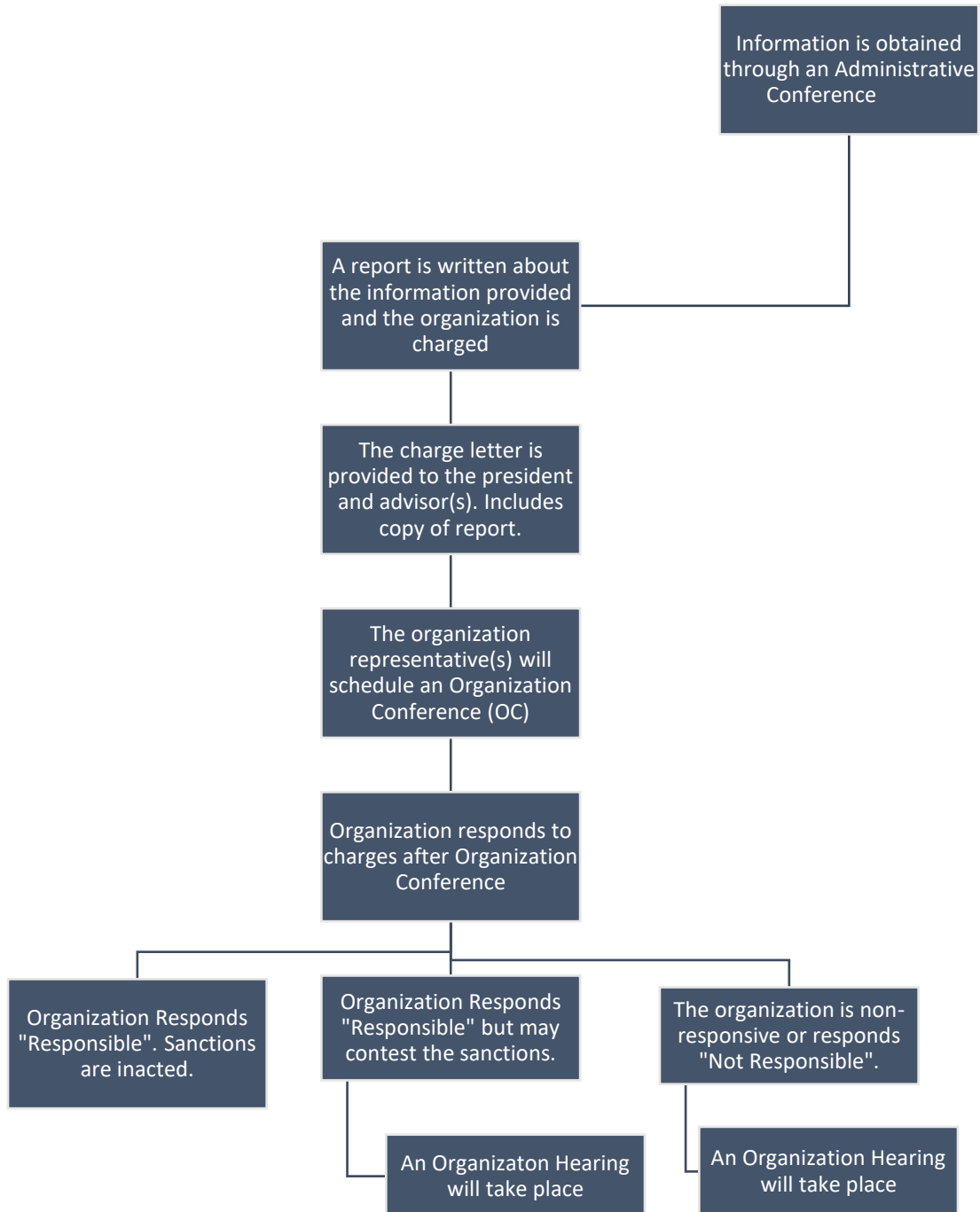
The records will include, but not limited to:

- Copy of the Complaint
- Copy of Response
- Copy of Resolution agreement (if applicable)
- Copy of Resolution agreement response (if applicable)
- Copy of Student Conduct Board recommendation (if applicable)
- Copy of Official University Decision (if applicable)
- Administrative Hearing results (if applicable)
- Copy of all Appeals material (if applicable)
- Copy of Investigation Report (if applicable)
- Copy of all other relevant procedural documents

APPEAL PROCESS:

An accused organization has the right to appeal all disciplinary findings and/or sanctions. Organizations whose choose to appeal the outcome of their case must submit their letter of appeal to the Senior Student Affairs Officer. The Senior Student Affairs or their designee will review and respond to the appeal. The organization will have 10 working days to submit their appeal.

Level 1 Investigations



Level 2 Investigations

