

Available Sanctions for Complaints Made Against Faculty, Other Academic Appointees, or Postdoctoral Scholars under the University Policy on Title IX Sexual Harassment or the Policy on Discrimination, Harassment, and Sexual Misconduct

A Hearing Panel for matters involving complaints against Faculty, Other Academic Appointees, or Postdoctoral Scholars, may impose the following sanctions singly or in combination and may also devise different sanctions that it deems appropriate when a finding of a violation of the Policy on Title IX Sexual Harassment or the Policy on Discrimination, Harassment, or Sexual Misconduct. The same sanction options are available to the Provost. In determining the appropriate sanction, the Hearing Panel and the Provost may consider prior sanctions imposed on a respondent for violations of either policy.

*Warning:* The Hearing Panel may issue a warning letter to the respondent and placed in the respondent's employment file as maintained by the Office of the Provost.

*Probation:* The Hearing Panel may place the respondent on disciplinary probation, which is for a defined period during which the respondent may continue to enjoy all the rights and privileges of an academic appointee except as the Hearing Panel recommends.

*Loss of University Privileges:* The Hearing Panel may remove from the respondent certain rights and privileges for a defined period, such as access to certain University buildings, events, organizations, or administrative roles.

*Discretionary Sanctions:* The Hearing Panel may require the respondent to complete an educational assignment, community service, or pay a restitution/fines.

*Suspension:* The Hearing Panel may decide to suspend the respondent's employment for a definite period.

*Termination of Employment:* The Hearing Panel may recommend that the respondent's academic appointment be terminated.

Within ten (10) business days of the conclusion of the hearing, the Hearing Panel or its designee will provide the complainant and respondent with simultaneous written notification of the outcome and any sanctions, including information regarding how to request review. If neither the complainant nor respondent make a timely request for review, the Hearing Panel's finding and any sanction will be transmitted to the Provost and cognizant dean or director, and become final and unreviewable within the University, unless the Hearing Panel found that the respondent violated University Policy and imposed a sanction of termination of appointment/employment, in which case if the respondent is an appointee under Statue 11.1, then the matter will next proceed under the process set forth in Statute 11.4.

A copy of the written outcome and notice that the respondent has violated University policy or regulations will be placed in the employment record as maintained by the Office of the Provost. The Faculty Chair will notify the President and the Provost of the findings and sanctions, if any.