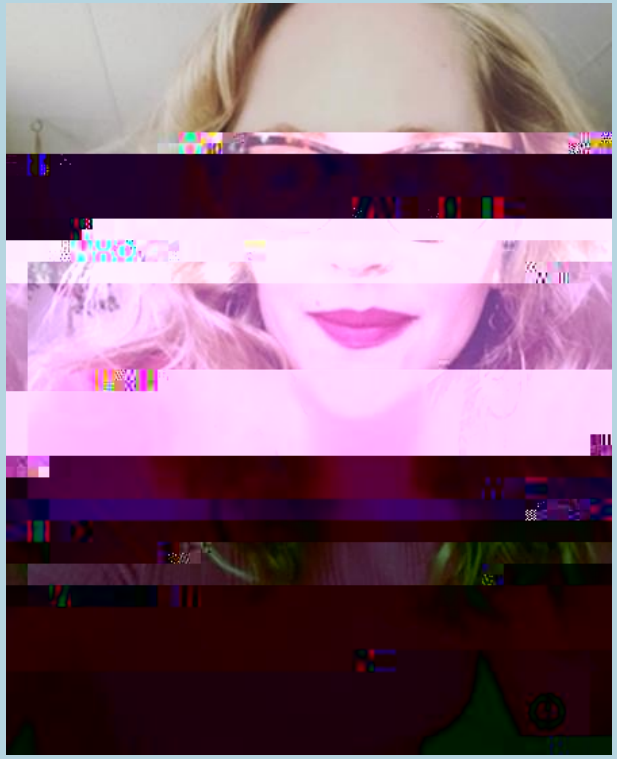
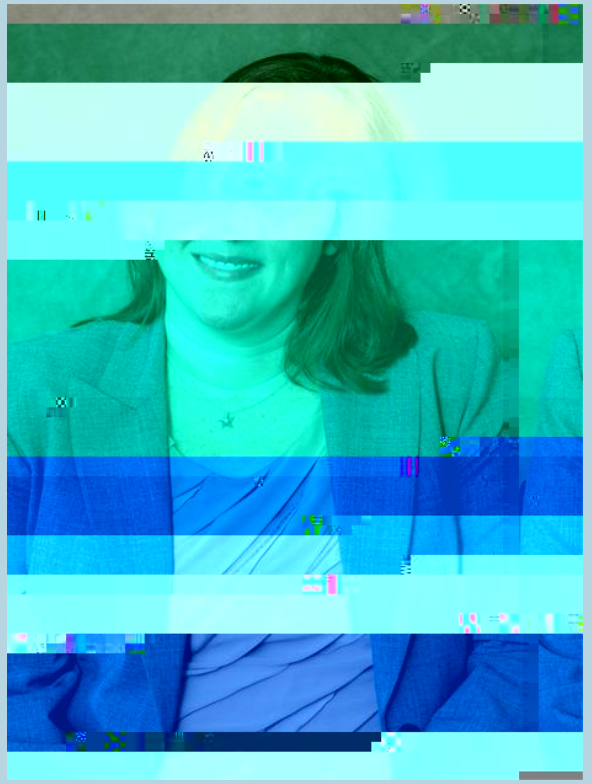
Preparation of this material was supported by grant number

Who are we?





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Learning Outcomes

1. Develop the sanctioning philosophy for your school
2. Learn the appropriate factors to consider when assigning sanctioning
3. Identify the areas that should not be considered when assigning sanctions
4. Understand ways to make the sanctioning process more transparent and equitable

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In a 2014 survey led by the University of Michigan,

384 university administrators at various IHEs
U H S R U W H G W K D W O H V V W K D Q ´
were informed by a written sanctioning guide
G H Y H O R S H G I R U V W X G H Q W V H [X D O

Menti

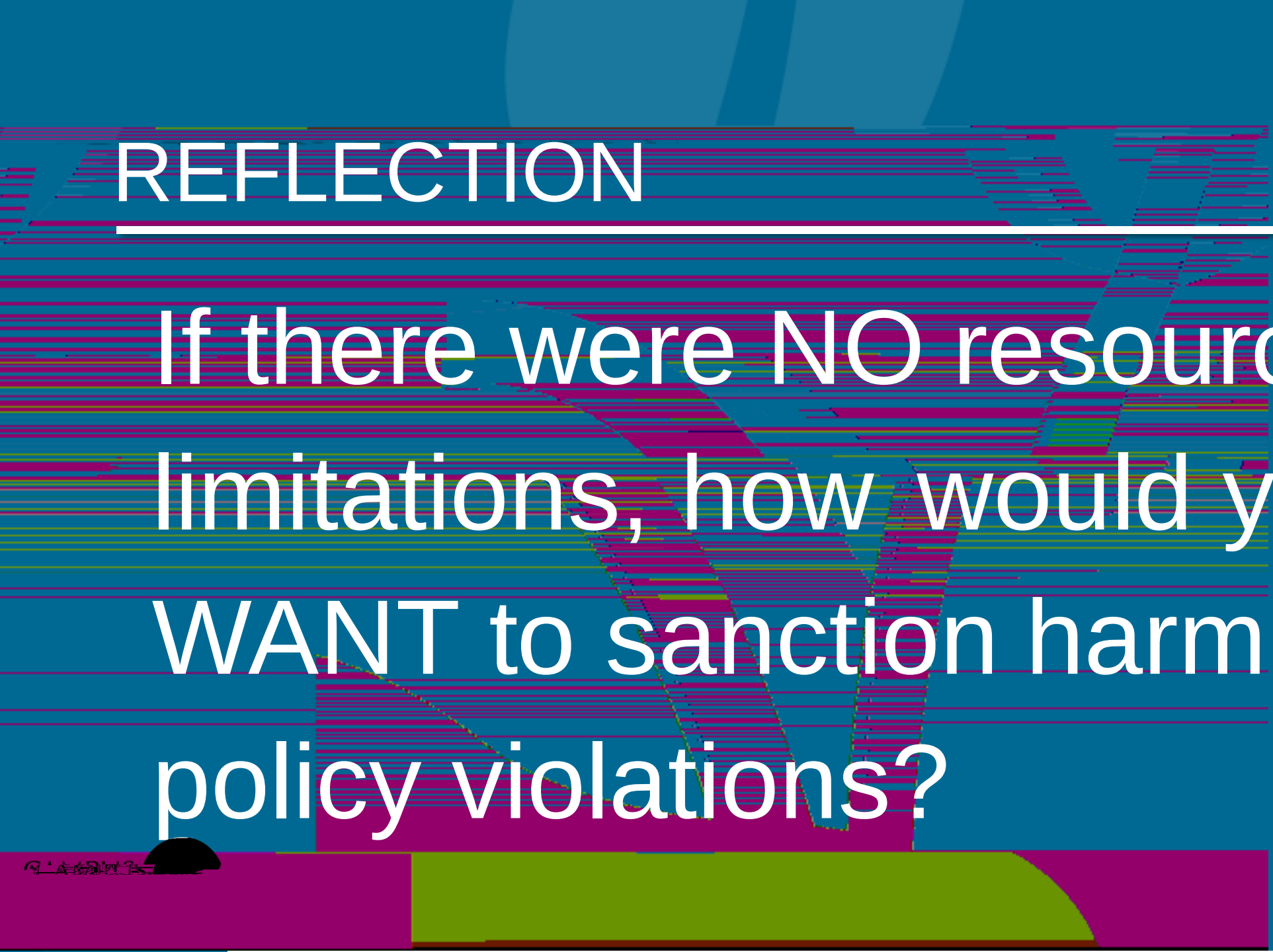
Who does your sanctioning on your campus?

What We Do vs. What We Say We Do

- Blurring lines between finding and sanction
- (PSKDVLV RQ ZKDW ZH·YH GRQ
- Focus on what we think the result should be

REFLECTION

If there were NO resource limitations, how would you WANT to sanction harm or policy violations?



Menti: If you could describe your sanctioning process in one word, what would it be?

Potential Sanctioning Goals

- 3 U R W H F W & R P S O D L Q D Q W · V V D I H W \
- Protect campus safety
- Behavior change for Respondent
- Punitive
- 3 U R W H F W & R P S O D L Q D Q W · V D F F H V V W R H G X F D W
- Deter the Respondent
- Deter the community
- Repair the harm to the Complainant
- Repair the harm to the community
- Successful reintegration back into the campus community

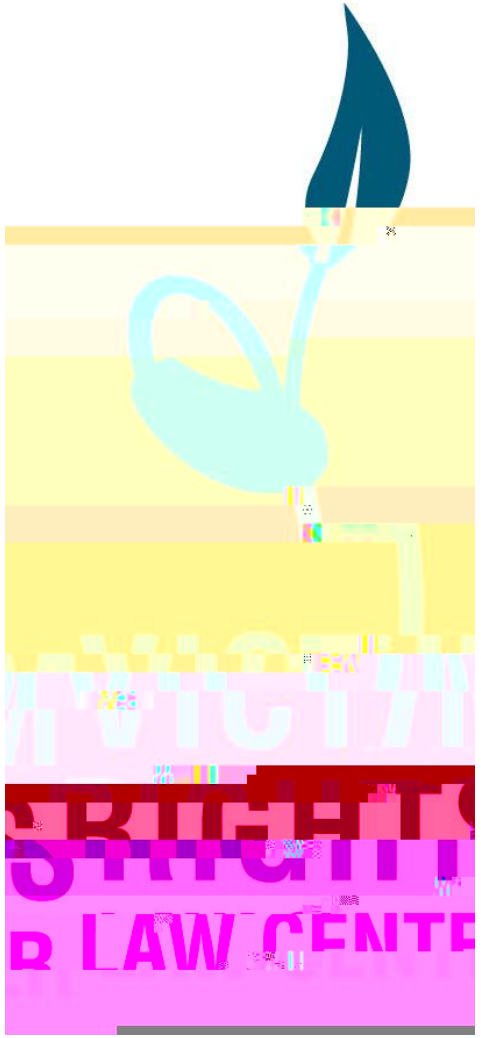
Types of Sanctions

1. Restrictive (Ex: Housing Ban)
2. Exclusionary/Separation (Ex: Suspension, Dismissal)
3. Deterrent/Warning (Ex: Reprimand, Probation)
4. Educational
5. Interventions Outside of the University

Discussion

Question to consider:

- What factors do you consider when assigning a sanction?



Sanctioning Considerations

- Campus safety

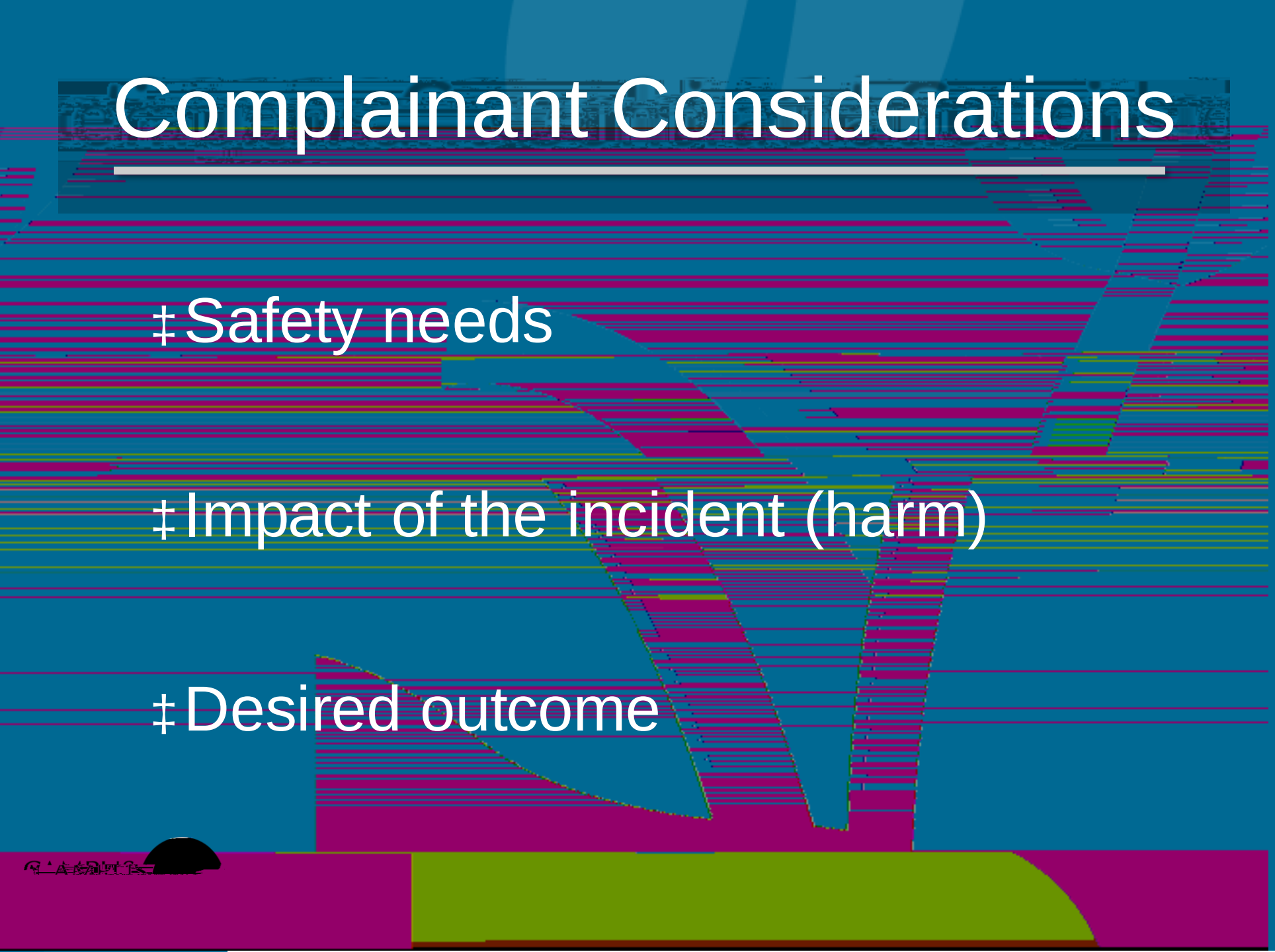
-

Respondent Considerations

- Did the respondent accept any responsibility for their behavior?
- :KDW ZDV WKH UHVSRQGHQW·V XQGHUVWDQGL
- What is necessary to prevent the recurrence of their behavior?
- What areas of growth are available?
- Previous behavior/policy violations

Complainant Considerations

- Safety needs
- Impact of the incident (harm)
- Desired outcome

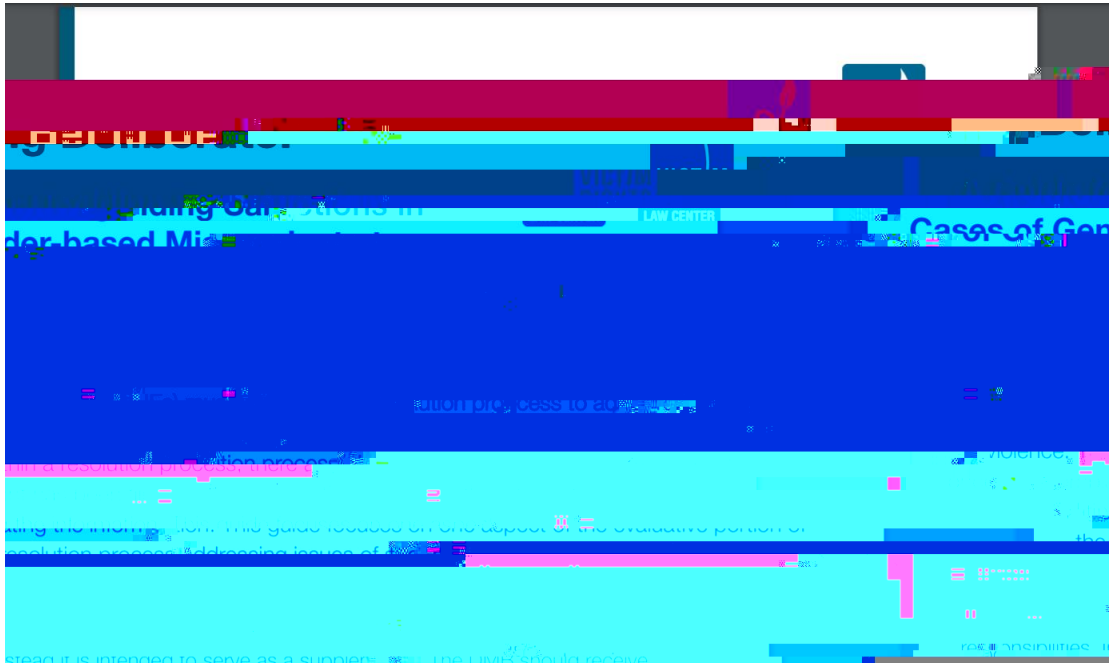


Tools Needed for Assigning Sanctions

1. Nature of the violation
   - With a philosophy that addresses:
     - Why are we sanctioning?
     - What is it designed to accomplish?
     - How it intends to do so?

2. List of possible sanctions (consistent with university policy for Clery purposes), including a description of each

Resources:



https://victimrights.org/resource -library/