Adherence to University Policies

All Divinity School students are held to all policies of the University of Chicago and the Divinity School. The Student Manual (https://studentmanual.uchicago.edu/) is the official statement of University policies and regulations and expected standards of student conduct that are applicable to all students. Any student conduct, on or off campus, of individuals or groups, that threatens or violates this commitment may become a matter for action within the University’s system of student discipline. Students should read and become familiar with the expectations outlined in the Student Manual (https://studentmanual.uchicago.edu/).

Admissions Review System

The Divinity School’s Admissions Committees (Masters and Doctoral) have the authority to defer or revoke admissions before matriculation to the School. Admission may be deferred for revoked for fraud, misrepresentation, material omission of fact, dishonesty, violation of University standards in the application for admission, violation of University academic standards, or any other pre-matriculation misconduct.

Generally, the person bringing the allegation of misconduct first will discuss the allegation with the Dean of Students. The Dean of Students will notify the admitted student of the alleged infraction, request a prompt written response to the allegation, and otherwise gather and review germane information. Based on the inquiry, the Dean of Students has the discretion and authority to dismiss the complaint, resolve the complaint administratively, or refer the complaint to the area Admission Review Committee.

If convened, the area Admission Review Committee will examine expeditiously the facts related to the allegation and the response. At its discretion, the area Admission Review Committee may seek additional information from others with knowledge about the alleged misconduct and may ask the admitted student and/or others to answer specific questions or meet with the committee. The area Admission Review Committee will determine the appropriate institutional action and/or discipline, including but not limited to withdrawal of admission, deferral of matriculation, educational or training program, etc. Matriculation may be delayed so that the area Admission Review Committee may complete its investigation and make a decision.

The decision of the area Admission Review Committee is final and unreviewable within the University.

Records Maintenance

A student’s education records are defined under the Family Educational Rights and Privacy Act (FERPA) of 1974 as including, subject to the limitations described in the Act, “records, files, documents, and other materials which (1) contain information directly related to a student; and (2) are maintained by an institution or by a party acting for such institution.” At the University, a student's education records are often maintained in a number of offices: the Office of the Dean of Students in the student’s academic unit, the student’s department (if the student is a graduate divisional student), and other offices across campus. A student’s official academic record is maintained indefinitely in the Office of the University Registrar. A student’s official admissions record is maintained in the Office of Graduate Admissions.

For student records, the Divinity School’s retention policy is as follows:

- Academic Records- 5 years
- Discipline Records- 5 years from last incident, permanent if involves suspension or expulsion
- Student Affairs- 6 years
- Disability Accommodation Records- 7 years

Policies governing the maintenance, review, and ultimate disposition of students’ education are governed by the University record retention policy (https://finserv.uchicago.edu/support/policies/2700/2708_records.shtml/) Students’ rights to review their educational records are governed by the University Inspection and Review of Education Records (https://studentmanual.uchicago.edu/administrative-policies/student-education-records-and-directory-information/inspection-and-review-of-education-records/) policy.

Divinity School Leave of Absence Policy

The Divinity School recognizes that there may be times when students need to interrupt their academic program and pursue a voluntary leave of absence. Students should consult the Dean of Students, who will help them determine whether a voluntary leave of absence is appropriate. All leaves of absence must be approved by the Dean of Students in advance of the student’s break in their studies.

Students who are approved for a voluntary leave of absence may qualify for a full or partial tuition refund according to the schedule published by the Office of the Bursar (http://bursar.uchicago.edu/tuition-refund-schedule).
Availability of student health insurance (U-SHIP) during a leave of absence will be governed by the student health insurance policies at the time the leave is taken. Other University privileges, facilities, and services are not available to students on leaves of absence, unless otherwise indicated. Students on a voluntary leave of absence cannot hold work-study or maintain University student employment positions.

Types of Leave

Students may apply for a personal leave of absence for any reason. Students may be approved for a personal leave of absence for up to four consecutive academic quarters.

Students may apply for a medical leave of absence if temporarily unable to continue in their program due to illness or injury. A student may be approved for a medical leave of absence for up to four academic quarters.

A student who becomes a parent during their program may request a one-quarter Parental Relief Leave of Absence to care for the new child, and pregnant students for whom it is medically necessary, may request a Parental Relief Leave of Absence during pregnancy. Such leaves may be granted by the Dean of Students. Students are still eligible for University privileges during a Parental Leave of Absence. (For more information, refer to the Graduate Student Parent Policy.)

Students may apply for a military leave of absence in order to fulfill service in armed forces. This includes students from countries outside the United States who leave for service in their country’s armed forces.

Doctoral students may apply for a curricular leave of absence to pursue another degree program that is integral to their course of study. The appropriateness, relevance, and length of time of the additional degree must be evaluated by the student’s faculty advisor and Committee on Degrees through a Minor Petition (see Doctoral Student Handbook for more information.) Students may be approved for a curricular degree leave of absence for up to three years.

Involuntary Leave of Absence

The Dean of Students may withdraw any student in academic residence who does not register as required by third week of the quarter. In unusual circumstances, the Dean of Students may place a student on involuntary leave of absence for one quarter if the student has not registered as required by third week of the quarter.

Leaves of absence do not extend the maximum registration period of 12 years for doctoral students that matriculated in the Ph.D program before Summer 2016. Leaves of absence stop the maximum registration period for doctoral students that matriculated into the Ph.D. program in the Summer 2016 quarter or later.

Leave of Absence status carries no tuition charges and confers no privileges such as registering for courses, accessing the libraries, borrowing money, deferring loans, access to health insurance or the Student Health and Counseling Service unless the student is on a medical or parental leave of absence. Access to University e-mail accounts is maintained in Leave of Absence status. Students who do not return from the Leave of Absence in the quarter following the approved leave will be withdrawn from the program.

Divinity School Academic Grievance

The University of Chicago is a community of scholars dedicated to research, academic excellence, and the pursuit and cultivation of learning. Every member of the University—students, faculty, and staff—makes a commitment to strive for personal and academic integrity; to treat others with dignity and respect; to honor the rights and property of others; to take responsibility for individual and group behavior; and to act as a responsible citizen in a free academic community in the larger society.

The Divinity School aspires to a community in which the commitments of a free academic community are upheld and in which students and faculty cultivate excellent relations. If questions or grievances about an academic matter arise, students should bring concerns about the matter forward in a timely manner, and the concern should be responded to as expeditiously as is feasible. Academic matters include by are not limited to such matters as course grades, teaching assignments, qualifying examination grades, timely feedback on academic work, timeliness of letters of recommendation, and application of polies and practices. A disappointing grade could be evidence of a grievance (e.g., discrimination, mistreatment, abuse of power) but not a grievance itself.

Students with a question about a grade received should consult with the instructor of record first. Instructors have the authority to assess the academic performance of students registered in their courses. Under normal circumstances, only the instructor who taught the course or gave the examination has the authority to change the assessment of the student’s performance. Similarly, the evaluation of students’ academic progress and standing in the program is the prerogative of the Divinity School faculty as outlined in these Announcements and the Doctoral Student Handbook.

Grievance Resolution Process

Students with an academic grievance should bring it to the attention of the Dean of Students. If the grievance concerns the Dean of Students, the student should bring the grievance to the Dean.
The Dean of Students will consult with the student about the various policies and procedures that exist
to address the concern, including but not limited to metrics laid out in the syllabus, policies and practices
established by the Area, program, School, university, or government.

If the student wishes to submit a formal grievance, the Dean of Students will ask the student to submit the
grievance in writing. The written grievance should include any supporting documentation. The Dean of Students
will review the written materials and may ask the student for clarification. As part of the initial review, the
Dean of Students may consult with the course instructor/examiner, student faculty advisor, Area chair, program
director, other faculty as appropriate, and/or the Dean to review the student grievance.

Based on the outcome on this review, the Dean of Students may recommend that the Dean convene a
Grievance Review Committee, comprised of Divinity School faculty—members of which are appointed by the
Dean. The Dean of Students attends the Review Committee as a non-voting member. The Dean of Students will
discuss the outcome of the Committee’s review in a meeting with the student and follow up in writing.

Students with questions about the procedures may contact the Dean of Students or Dean in cases where the
grievance concerns the Dean of Students.

Other Complaints

Complaints about sexual harassment or discrimination and harassment on the basis of race, color,
religion, sex, sexual orientation, gender identity, nationality or ethnic origin, age, disability, veteran status,
genetic information, or other protected classes under the law are addressed under the University’s unlawful
discrimination and harassment policy (https://harassmentpolicy.uchicago.edu/policy/).

Complaints about student conduct involving possible violation of University policies and regulations
and other breaches of standards of behavior expected by University students should be brought
promptly to the attention of the Dean of Students. Please see University Disciplinary Systems (https://
studentmanual.uchicago.edu/student-life-conduct/university-disciplinary-systems/) for more information.

Disciplinary Policy

The University of Chicago is a community of scholars dedicated to research, academic excellence, and the
pursuit and cultivation of learning. Every member of the University—students, faculty, and staff—makes a
commitment to strive for personal and academic integrity; to treat others with dignity and respect; to honor the
rights and property of others; to take responsibility for individual and group behavior; and to act as a responsible
citizen in a free academic community in the larger society. Any student conduct, on or off campus, of individuals
or groups, that threatens or violates this commitment may become a matter of action within the University’s
system of student discipline.

The University believes that students must take responsibility for their own conduct. Under some
circumstances, students must also take responsibility for the conduct of a group, or individual members of a
group of which they are part. The group may be informal, such as a study group, or formal, such as a student
organization.

Groups are often bound by shared interests, values, and a mutual trust. Trust is also a critical underpinning
of our community—trust between and among peers as well as trust between and among individuals of different
rank or status.

Each student bears responsibility of their own misconduct, regardless of whether the misconduct takes place
in a group setting or as a member of a group. However, individual misconduct may also be, at least in part, the
responsibility of other members of the group and the group leadership. Misconduct by individual members
of a group thus may become a matter for disciplinary action against the individual, the group, and the group
leadership.

The goal of the student disciplinary systems is to ensure a fair and orderly proceeding on questions of
possible student misconduct. A disciplinary proceeding enjoys neither the advantages nor the limitations
inherent in an adversarial proceeding of a court of law.

Student misconduct maybe simultaneously subject to external legal or administrative proceedings
and the University's disciplinary system. Under those circumstances, the University’s disciplinary system
normally will proceed independently and notwithstanding the pendency of external processes. Furthermore,
University disciplinary committees are not bound by external findings, adjudications or processes, and thus
they make independent judgments about the extent to which (if at all) to consider such matters. The University's
disciplinary procedures therefore should not be confused with the processes of law: the University’s regulations
are applied to incidents that are not “cases,” the bodies that hear and dispose of incidents are not “courts,”
individuals who may accompany a student in the course of a disciplinary proceeding are not “counsel”
advocating on behalf of the student and scrutinizing procedures for compliance with “rules of evidence,” and
requests for review of disciplinary decisions are not “appeals.” As a leading illustration of the sense of this
statement, the relation of collegiality and trust that binds all members of the University community entails an
obligation of truthfulness and candor on the part of everyone who participates in a disciplinary proceeding.
An accused student, the accuser, and others must appear before a disciplinary committee if summoned and
participate in a manner that helps the committee reach a complete and fair understanding of the facts of the incident at issue.

Disciplinary processes will proceed for anyone who has been matriculated at the University whether or not they are in residence and for anyone after graduation but only if the misconduct occurred before the degree was awarded. A sanction given to a student not currently in residence takes the form of a condition imposed upon resumption of active status as a student. If a complaint against a student who has applied for graduation has been brought to the attention of the area Dean of Students or the Associate Dean of Students in the University for Disciplinary Affairs but an Area or University Disciplinary Committee has not yet been convened by graduation time, the Dean of Students or the Faculty Chair of the University-wide Disciplinary Committee has the discretion and authority to decide whether the accused student may receive the degree and/or participate in convocation. When an Area or University Disciplinary Committee has been convened by the graduation date, but the proceedings have not concluded, the accused student’s graduation shall be postponed until the conclusion of the disciplinary proceedings including the completion of all sanctions.

**Divinity School Area Disciplinary Process**

In all instances, conduct involving possible violation of University policies and regulations and other breaches of standards of behavior expected of a student in the Divinity School should be brought promptly to the attention of the Dean of Students of the Divinity School.

Reports from University Police about student misconduct will routinely be brought to the Dean of Students for possible disciplinary action. Furthermore, the Dean of students may investigate and recommend disciplinary action based on reports from third parties of arrests, citations, or other conduct from external parties that come to the attention of the Dean of Students.

Such violation and breaches of standards include but are not limited to: plagiarism, cheating on examinations, falsifications of documents or records, theft, vandalism, violation of computing policies, violation of the alcohol and other drug policy, physical or verbal abuse which threatens or endangers the health or safety of others, violation of an administrative department's regulations, failure to comply with directives of University officials including the University Police, and violation of the terms of imposed disciplinary sanctions.

Generally, the person bringing the allegation of misconduct by a Divinity School first will discuss the allegation with the Dean of Students of the Divinity School (or their designee). The Dean of Students (or designee) will notify the accused student of the complaint via e-mail and, to the extent possible (based on the available facts), provide the student with a brief description of the reported behavior, the related policy and the name of the complainant. From the date of the e-mail, the respondent will generally have up to 5 business days to schedule a meeting with the Dean of Students (or designee) to discuss the reported behavior and the options for resolution.

The Dean of Students (or designee) will simultaneously conduct an inquiry into the facts, which may include but is not limited to interviews and obtaining written statements from pertinent other people. Based on the inquiry the Dean of Students has the discretion and authority to dismiss the complaint, or to (a) resolve the complaint informally with the parties, (b) to resolve the complaint administratively (without a hearing), or (c) to refer the complaint to the Dean of the Divinity School with a recommendation to convene an Area Disciplinary Committee.

**Informal Resolution**

If the area Dean of Students resolves an allegation of misconduct informally, the area Dean of Students may give the respondent an official warning and suspend specific student rights and privileges for a designated period of time. A copy of the written notice warning the respondent that they are violating or have violated University policies or regulations will be placed in the student’s educational record and retained according to the retention policies delineated above (see the section on “Record Maintenance”). If the Dean of Students later finds that the student has engaged in additional misconduct, the Area Disciplinary Committee may be informed of the earlier warning. If the Area Disciplinary Committee is informed of the earlier warning the Committee must consider it in determining further sanctions.

**Administrative Resolution**

In situations where an individual student has acknowledged responsibility for misconduct and the most likely outcome for that misconduct would be a sanction of warning or disciplinary probation if the Area Disciplinary Committee were to be convened, the Dean of Students (or designee) may offer to resolve the allegation of misconduct administratively without referral to an Area Disciplinary Committee. In such matters, the Dean of Students can propose the sanction of an official warning or place the student on disciplinary probation for a specified period of time (e.g., a quarter, a year, for the duration of the student’s enrollment, etc.). The student will be given the option to accept or reject this offer for resolution in writing. If the student rejects this offer for resolution, then the Dean of Students may refer the complaint to the Dean of the Divinity School with a recommendation to convene an Area Disciplinary Committee. If the student accepts the Dean of Students’ offer for administrative resolution, the decision becomes final and unreviewable within the University, with one exception: If the Dean of Students later receives new information that materially changes their evaluation
of the case, then the Dean of Students may withdraw the administrative resolution and refer the complaint to
the Dean of the Divinity School with a recommendation to convene an Area Disciplinary Committee. If the
Dean of Students later finds that the student has engaged in additional misconduct, the Area Disciplinary
Committee may be informed of this resolution. If the Area Disciplinary Committee is informed of this resolution,
the Committee must consider it in determining further sanctions.

Area Disciplinary Committee Resolution
If the Dean of Students refers the case to the Dean of the Divinity School with a recommendation to convene
an Area Disciplinary Committee and the Dean decides that an Area Disciplinary Committee is to be convened,
the Dean of Students will send written notification to the respondent and complainant (if applicable). The Dean
of Students will ask the complainant to submit in writing the allegation as well as any available documentation
supporting the allegation. The Dean of Students will subsequently inform the respondent of the allegation,
including the date, time and place of the alleged policy violation and, as applicable, a list of individuals allegedly
involved in and/or affected by the student's actions; additionally, the Dean of Students will provide a copy of the
Divinity School's disciplinary procedures and ask the student to prepare a written response to the accusation and
provide any relevant exonerating materials. The respondent is expected to provide this written response within
5 business days. If there were witnesses to the alleged misconduct, the Dean of Students may ask pertinent
witnesses to come before the disciplinary committee to answer questions and/or may ask witnesses to submit a
written statement.

A complainant should make every effort to include in the complaint all germane facts known at that
time and provide all available supporting materials. Normally, once a disciplinary committee is convened, the
complaint will not be revised to include new or different allegations or supporting materials.

However, once a disciplinary committee is convened, the Dean of Students may decline to investigate,
or recommend that the same disciplinary committee or another disciplinary committee should decide new or
different allegations based on facts that were known or should have been known to the complainant at the time
of the initial complaint, or that were discovered in the course of the investigation.

When a respondent makes a counter-complaint against a complainant, the Dean of Students may investigate
the respondent's complaint at or about the same time the Dean of Students investigates the complainant's original
complaint. The Dean of Students may decline to recommend that a disciplinary committee hear either complaint
or both of the complaints. The Dean of Students also may recommend that both complaints be simultaneously
heard by a single disciplinary committee or heard separately by the same or different disciplinary committees.

Pending the Divinity School Disciplinary Committee proceedings, the Dean of Students may impose an
interim suspension or any other interim measure to ensure the safety and well-being of others or to ensure
the respondent's own safety and well-being. The Dean of Students has the authority to inform the University
Registrar not to release the academic record of the respondent's pending the outcome of the disciplinary
proceedings.

Area Disciplinary Committee Procedures for Allegations of Misconduct by an Individual

The Dean of the Divinity School (or their designee) will appoint the members of the Divinity School Area
Disciplinary Committee. All members of the Disciplinary Committee are expected to maintain independent
judgment and open-mindedness about the alleged misconduct. The Disciplinary Committee consists minimally
of three faculty members, one student, the Dean of Students of the Divinity School (or their designee), and a
representative of Campus and Student Life. The latter two attend the Disciplinary Committee meeting in a non-
voting, advisory capacity. The Area Disciplinary Committee may have as many as two student members of
the Divinity School. Three faculty members, the Dean of Students (or their designee), and a representative of
the Office of Campus and Student Life constitute a quorum. The Disciplinary Committee will meet as soon as
practicable.

When a Divinity School Disciplinary Committee is convened, the respondent will be informed in writing of
the alleged misconduct and the date, time, and place of the Divinity School Disciplinary Committee proceedings.
The Divinity School Disciplinary Committee may convene before meeting to discuss procedural matters. If the
respondent has been accused of misconduct before, the Dean of Students of the Divinity School may inform
the Area Disciplinary Committee of the previous accusation, of pertinent information related to the previous
accusation, and of any disciplinary action. In advance of the meeting, the respondent will be provided with a
copy of all the written material furnished to the Disciplinary Committee. The respondent has 5 business days
to submit an optional response statement (including any additional exonerating material beyond that already
provided to the Area Disciplinary Committee).

The Disciplinary Committee will seek to reach a complete and fair understanding of the facts of the incident
at issue. The chair of the Disciplinary Committee reminds all present that disciplinary proceedings are distinctly
different from the legal-judicial processes of the general society; that the relation of collegiality and trust that
binds all members of the University community entails an obligation of candor on the part of anyone involved
in a disciplinary proceeding; that disciplinary proceedings and their outcome are to remain confidential. The
chair then restates the allegation into which the Area Disciplinary Committee is inquiring to determine what may
have happened and whether sanctions are to be imposed. The respondent may be asked to provide opening and
closing statements in response to the allegation before the Area Disciplinary Committee and provide answers to the committee members’ questions. If the proceedings involve multiple students accused of participation in the same misconduct, the respondents will each be heard separately and not in the presence of the other accused students. The Disciplinary Committee may also ask or summon the complainant and others to appear before the Committee to answer questions of the Disciplinary Committee. During the proceedings, if the Disciplinary Committee hears other individuals, the respondent may choose to be present when those individuals are heard. Only the Disciplinary Committee may ask questions of the respondent and others who appear before the Committee. If the respondent refuses to appear before the Area Disciplinary Committee, the Disciplinary Committee shall proceed without the respondent.

At the completion of the inquiry, all present who are not members of the Disciplinary Committee will be asked to leave while the Committee members deliberate on the allegation and inquiry, possible sanctions and implications of those sanctions, and come to a decision.

The Disciplinary Committee decides, by majority vote and in consideration of all of the information before it, whether it is more likely than not that the respondent’s conduct violated University policies and regulations or breached standards of behavior expected of University students.

Disciplinary sanctions available to the Area Disciplinary Committee are set forth in the sections below.

When the Area Disciplinary Committee reaches its decision, the Dean of Students will inform the respondent as soon as practicable and will subsequently send a formal hearing outcome letter in which both the decision and the request for review process are delineated. The action of the Disciplinary Committee is reported to Campus and Student Life. Decisions of disciplinary suspension will be recorded on the student’s transcript and will read “Not permitted to register from [Date] to [Date]. [Name and Title of the Dean of Students in the University], [Date].” In cases of expulsion the notation will read “Permanently not permitted to register effective [Date]. [Name and Title of the Dean of Students in the University], [Date].” Other offices (e.g., Housing and Residence Life, University Registrar, etc.) are to be notified if the action taken by the Disciplinary Committee affects those offices. Where appropriate, and as permitted by law, the Dean of Students may disclose allegations of misconduct and the outcomes of disciplinary proceedings to third-parties, including to external organizations.

A written record of the disciplinary incident will be kept by the Office of the Dean of Students as part of the student’s educational record with a copy furnished to Campus and Student Life. This record should include all materials provided to the Disciplinary Committee, a copy of the outcome letter sent to the respondent, a statement of the main findings which were relevant to the final outcome of the disciplinary proceedings and to the sanctions imposed, as well as any considerations of the possible implications of the sanctions. This record will be maintained according to the retention policies for student records (see the section above on “Record Maintenance”).

If the Disciplinary Committee imposes a sanction, the respondent may submit a request for the Area Disciplinary Committee’s decision to be reviewed. Request for Review procedures are set forth in the Review Process section.

Support Person

The respondent may bring one person of their choice to required meetings with the Dean of Students (or designee) or have them attend and provide support to the respondent during phone calls or other interactions related to the investigation and adjudication of the incident. This support person can also accompany the respondent to the proceedings and be present during the hearing. The support person may confer quietly with the respondent during the proceedings and offer advice and other support during breaks. The support person can also assist with the review and preparation of materials, although authorship of statements should be the respondent’s alone. The support person may not speak for the respondent during the proceedings and is not allowed to direct questions to the complainant, witnesses or Committee members.

The respondent should inform the Dean of Students at least 3 business days before the Area Disciplinary Committee is to meet if a support person will be attending the proceedings. If the person providing support is a lawyer, a representative of the University’s Office of Legal Counsel also will attend the proceedings.

Sanctions for Misconduct of Individual Students

Sanctions delineated here are imposed on individual students for misconduct whether the misconduct involved only the student or the student as part of a group. The Dean of Students who resolves a case administratively, or the Disciplinary Committee, may combine different sanctions in a given decision. A Review Board may make use of all the alternative forms of sanctions.

Warning

The area Dean of Students who resolves an incident administratively, or the Area Disciplinary Committee, may give the respondent an official warning. A copy of the written notice warning the student that they have violated University policies or regulations will be placed in the student’s educational record. This record will be maintained according to the retention policies for student records (see “Record Maintenance”).
If the Dean of Students later finds that the student has engaged in additional misconduct, the Disciplinary Committee may be informed of the earlier warning and the circumstances related to the warning. If the Disciplinary Committee is informed of the earlier warning, the Disciplinary Committee must consider it in determining further sanctions.

Disciplinary Probation

The Dean of Students who resolves an incident administratively, or the Disciplinary Committee, may place the accused student on disciplinary probation for a specified period of time (e.g. a quarter, a year, for the duration of the student's enrollment, etc.). The Disciplinary Committee may stipulate whether the disciplinary probation status will be noted on the official transcript and for how long. A student on disciplinary probation is not considered to be a student in good disciplinary standing at the University for the period of the disciplinary probation status. The Dean of Students who resolves a case formally or the Area Disciplinary Committee may specifically stipulate which, if any, of the normal rights and privileges enjoyed by students will be withheld during the period of disciplinary probation.

Loss of Privileges

The Dean of Students who resolves an incident administratively, or the Disciplinary Committee, may suspend specific student rights and privileges for a designated period of time.

Discretionary Sanctions

The Dean of Students who resolves an incident administratively, or the Disciplinary Committee, may assign the student specific academic work, community service for a specific number of hours, or other appropriate discretionary assignments to be completed by a specific date, or impose restitution or fines.

Disciplinary Suspension

Only the Area Disciplinary Committee may impose a disciplinary suspension. During the period of suspension, the student is barred from all University property, absent written permission from the Dean of Students, and is prohibited from exercising any rights and privileges of a student in the University. Unless the Disciplinary Committee specifically states otherwise in its decision, at the expiration of the period of suspension the student may resume active status as a student without any action on their part other than what would be required of any student who has, for a comparable period, interrupted their residence in the University for any other reason. However, a student under suspension who has been charged with another offense may not resume active status as a student until final action has been taken on such charge by the Dean of Students or the Disciplinary Committee. The minimum length of a suspension is one full academic quarter.

Disciplinary Expulsion

Only the Disciplinary Committee may expel a student. A student who has been expelled is permanently excluded from all current and future academic programs. A student who has been expelled is barred from all University property, absent written permission from the Dean of Students in the University, and automatically forfeits all rights and privileges as a student in the University and any degrees not actually conferred at the time of the expulsion.

Revocation of the Degree

The Disciplinary Committee may recommend revocation of the degree for misconduct that occurred before the degree was awarded.

Allegation of Misconduct by a Group (Not Sexual Harassment, Sexual Assault or a Sex Offense)

If the Dean of Students receives a complaint alleging misconduct of a student group, the Area Disciplinary procedures will be invoked with the following clarifications and modifications. Misconduct of a student as a member of a group may have consequences for the individual student, for the group, as well as for the group leadership. Any member or members of a group and/or group leadership may also be held accountable for the misconduct if they were involved in the misconduct. Group members and/or leadership may also be held accountable if they:

§ knew about the intended misconduct and failed to take appropriate steps to prevent it;
§ should have anticipated the misconduct and taken appropriate steps to prevent it; or
§ failed to disclose all information relevant to an investigation of misconduct of a group member or guest.

If the Dean of Students is informed of misconduct of a group and believes that the circumstances warrant it, the Dean of Students arrange for a meeting with the group, group's leadership, or individual members as soon as practicable. In the meeting, the Dean of Students will inform the student(s) of the alleged misconduct and will discuss the allegation. When a group member or leader has knowledge that the misconduct is attributable to a specific member, members, guest, or guests of the group, the student is expected to promptly identify the group member(s) or guest(s) to the Dean of Students.
The Dean of Students will conduct an inquiry into the facts. The inquiry may include interviews with
cognizant other people or obtaining written statements. Based on the inquiry the Dean of Students has the
discretion and authority to dismiss the complaint, resolve the complaint informally with the parties, to resolve
the complaint administratively, or refer the complaint to the area Academic Dean with a recommendation to
convene an Area Disciplinary Committee for the individual group member, more than one group member
(including the leaders), and/or for the whole group.

An Area Disciplinary Committee convened to examine the allegation(s) of misconduct involving
multiple students should follow, as much as reasonably possible, the procedures outlined for a hearing
when an individual student is brought forward. Confidentiality of the individuals (including keeping them from
knowing that others also are accused of misconduct and prohibiting them from colluding in responding to the
allegations) should be given high priority.

If in the disciplinary process it becomes clear that hearing the students together would help to reach a
complete and fair understanding of the facts, the respondents may be informed that other students are involved
in the same alleged misconduct. The Dean of Students will ask each student if they will agree to appear before
the committee in the presence of the other student(s). If all of the respondents agree, they will be informed of
the identity of the other students and asked to appear before the disciplinary committee each to speak in the
presence of the other accused students.

If a respondent declines the opportunity to appear before the Area Disciplinary Committee in the presence
of other accused students, the Area Disciplinary Committee will hear that student separately. The committee will
meet as a group with those respondents who have agreed to be heard in the presence of the other students.

When students are heard in the presence of each other, they are obligated to maintain confidentiality of the
proceeding and must not communicate about the proceeding with others or each other outside of the committee
hearing.

Sanctions for Misconduct of a Student Group

Sanctions delineated here are imposed on a student group. The Dean of Students who resolves a case
administratively, or the Disciplinary Committee, may combine different sanctions in a given decision. A Review
Board may make use of all the alternative forms of sanction.

As previously noted, every student bears responsibility for their misconduct, regardless of whether the
misconduct occurred in a group setting or as a member of a group. Misconduct by individual members of a
group thus may also become a matter for disciplinary action and sanctions against the individuals.

Warning

The Dean of Students who resolves an incident administratively, or the Disciplinary Committee, may give
the group an official warning. A copy of the written notice warning the group that it has violated University
policies or regulations will be forwarded to Campus and Student Life and the Center for Leadership and
Involvement.

If the Dean of Students later finds that the group has engaged in additional misconduct, the Disciplinary
Committee may be informed of the earlier warning and the circumstances related to the warning. If the
Disciplinary Committee is informed of the earlier warning, the Area Disciplinary Committee must consider it in
determining further sanctions.

Disciplinary Probation

The Dean of Students who resolves an incident administratively, or the Disciplinary Committee, may place
the group on disciplinary probation, during which time the group continues to enjoy all the rights and privileges
of a group except as the Area Disciplinary Committee may specifically stipulate.

If, during the period of disciplinary probation, an Dean of Students finds that the group has engaged in
additional misconduct, the Disciplinary Committee will be informed of the group's probationary status and
the circumstances related to the group's probationary status. The Disciplinary Committee must consider the
probation in determining further sanction.

Loss of Privileges

The Dean of Students who resolves an incident administratively, or the Disciplinary Committee, may
suspend specific group rights and privileges for a designated period of time. Such loss of privileges may include
but is not limited to loss of University funding, suspension or revocation of the privilege to apply for University
funding, suspension or revocation of the privilege to use University space or facilities, suspension or revocation
of the privilege to sponsor, co-sponsor and/or participate in any social event or other activity, and the suspension
of revocation of the privilege to raise funds or recruit new members for the group.

Discretionary Sanctions
The Dean of Students who resolves an incident administratively, or the Disciplinary Committee, may assign the group specific academic work, community service for a specific number of hours, or other appropriate discretionary assignments to be completed by a specific date, reporting to local and national organizations of the misconduct, or impose restitution or fines.

**Disciplinary Suspension**

Only the Disciplinary Committee may impose a disciplinary suspension of Recognized Student Organization status. During the period of suspension, the group is prohibited from exercising any rights and privileges of a Recognized Student Organization in the University. Unless the Disciplinary Committee specifically states otherwise in its decision, at the expiration of the period of suspension the group may resume active status as a Recognized Student Organization without any action on the part of the group. However, a group under suspension who has been charged with another misconduct violation may not resume active status as a Recognized Student Organization until final action has been taken on such charge by the Dean of Students or the Disciplinary Committee. The minimum length of a suspension is one full academic quarter.

**Disciplinary Withdrawal**

Only the Disciplinary Committee may permanently withdraw Recognized Student Organization status. A group whose Recognized Student Organization status has been withdrawn automatically forfeits all rights and privileges as a Recognized Student Organization at the University.

**Area Disciplinary Systems Review Process**

If a student found responsible for violating one or more University policies wishes to request a review of the decision, the student must make a request in writing to the Dean of Students in the University (or designee) not more than fifteen days following the date on which the Area Disciplinary Committee’s decision is formally communicated to the student in writing. The student must submit the request for review and any supporting material in writing; the Review Board will consider only a request for review and/or supporting materials prepared and/or submitted by the disciplined student, i.e., the Review Board will not consider materials prepared or arguments advanced by other parties (e.g., an attorney). At the written request of the disciplined student, the student may be granted an additional fifteen days to submit those materials. Extension requests must be submitted to the Dean of Students in the University (or designee) not more than fifteen days following the date on which the Area Disciplinary Committee’s decision is formally communicated in writing. Further extensions of time will not be considered (nor will “supplemental” submissions of supporting materials). The only legitimate grounds for review of a decision made by an Area Disciplinary Committee are: (1) that prescribed procedures were not followed, and (2) that new and material information unavailable to the Area Disciplinary Committee bears significantly in the student’s favor.

Requests for review should clearly state the basis for the request (i.e., that prescribed procedures were not followed and/or that new and material information is newly available) and include in the submission materials that directly support the respondent’s claim(s). Character references should not be submitted and will not be considered by a Review Board.

The Dean of Students in the University (or designee) will evaluate the request for review to determine whether it meets the above-stated criteria for convening a Review Board. Key to this evaluation is whether the claims presented in the request for review individually or collectively were more likely than not to have had a bearing on the Area Disciplinary Committee’s findings on whether the respondent violated one or more University policies.

**Area Disciplinary System Review Board**

If a request for review meets one or more of the permitted grounds for review (i.e., prescribed procedures were not followed and/or new and material information is submitted that was unavailable to the Area Disciplinary Committee and bears significantly in the student’s favor), a Review Board will be promptly constituted by the Dean of Students in the University (or designee). The three-person Review Board ordinarily consists of the Dean of Students in the University (or designee), one member of the faculty of the student’s academic area who serves as chair, and one student member of the student’s academic area. The faculty and student members are both appointed by the Dean of Students in the University (or designee) and neither shall be a member of the Area Disciplinary Committee that rendered the decision under review. All members of the Review Board must be able to maintain independent judgment and discharge their obligations in a fair-minded fashion, free from material bias and conflicts of interest, or they should recuse themselves. As soon as practicable before the hearing, the Dean of Students in the University (or designee) will notify the respondent of names and academic affiliation of Review Board members. The respondent may request a replacement for any member of the Review Board on the grounds that such member has a genuine and material conflict of interest. Such requests must be made to the Dean of Students in the University (or designee) within 2 business days of receiving notice of the identities of the Review Board members. Requests must identify with specificity the alleged nature of the conflict of interest. Using reasoned judgment, the Dean of Students in the University (or designee) will decide whether the alleged conflict is genuine and material and, if so, whether it compels the Review Board member’s replacement.

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In making a decision, the Review Board does not conduct a new disciplinary proceeding and normally does not interview witnesses or seek additional information from the student seeking review or witnesses, although the Review Board has the authority to do so and may seek additional information regarding the proceeding from Campus and Student Life or the Dean of Students of the unit in which the matter originated. The Review Board, acting on the basis of the entire record, may sustain, reduce, increase, strike or otherwise modify the sanctions imposed if it determines that prescribed procedures were not followed or, if it is satisfied in its reasoned judgment that the new and material information not available to the Area Disciplinary Committee more likely than not would have resulted in a different decision, it may require the quorum of the original area Disciplinary Committee to reconvene and consider the new information in the proceedings. The Review Board’s decision is final and non-reviewable.

The Dean of Students in the University (or designee) will promptly communicate the Review Board’s decision in writing to the requesting student.