

2.10 OUTCOMES/SANCTIONS/ RESTORATIVE ACTIONS

The following outcomes, sanctions, and restorative actions may be imposed individually or in combination upon a Student or Student Organization found to have violated the Community Standards or any other University Policy. Other outcomes and sanctions not listed may be imposed upon recommendation by the Hearing Officer, Hearing Panel, or Appeal Body. The type and length of an outcome or sanction is at the discretion of the Hearing Officer, Hearing Panel or Appellate Board. Students with unsatisfied obligations (i.e. incomplete, overdue sanctions) and/or Students who are on Disciplinary Probation may not be considered in "Good Standing" with the University. Students must complete their outcomes in the time period directed in order to remain in good standing.

AlcoholEdu for Sanctions. Online, evidence based alcohol risk reduction program.

Billikens ACT (Acting Courageously Together) consists of three parts. First students are provided reading on the University's mission and values, and bystander intervention. Students then participate in a guided discussion to promote the articulation of their values and the congruence of their values and their actions. Finally, students engage in a reflective exercise.

Billiken Connections Program: The Billiken Connections Program is a 6–8 week individualized experience assigned as an outcome in select Community Standards cases. The goal of the program is for students to work with a staff member one on one to identify their goals and values, explore what it means to be a member of the SLU community, and identify opportunities for living the mission of Saint Louis University. Students engaged in the program will complete short readings and homework assignments related to themes of the program. Students who complete the program will gain a better sense of themselves, their place in the SLU community, and the congruence between their values and actions.

CHARM (Cannabis Harm and Risk Mitigation) is a facilitated workshop that provides evidence-based education on cannabis and promotes healthy decision making and risk mitigation.

Community Service. Community Service is assigned by hour requirements. This requirement is determined by the Hearing Officer and/or Decision Maker. Community Service requirements do not include specific organizations to serve, but must:

- a. abide or be in correlation with the University's mission and
- b. relate to the community standard that was violated.

Failure to complete the required Community Service may result in additional charges or fines.

Counseling Assessment. Assessments will be administered by the University Counseling Center, unless otherwise approved by a University counselor to conduct assessment outside the university. Counseling assessments can result from consistent violations of alcohol/drug policies, continued violations of similar Community Standards, and/or continued and repeated behavior deemed inappropriate for the University's community. Assessments must be completed by the assigned date by the Hearing Officer.

Degree and/or Transcript Withholding. The University may withhold awarding of a degree otherwise earned or an official University transcript until the completion of the process set forth in the Community Standards, including without limitation, the completion of all sanctions imposed.

Disciplinary Probation. Disciplinary probation is a formal notice, affecting the non-academic status of the Student, that the Student's behavior is unacceptable within the University community. Any Student or Student Organization placed on probation will be notified in writing of the terms and length of the probation. Probation may include restrictions upon University extracurricular activities and/or participation in intercollegiate athletics, or any other appropriate special condition(s). Continued enrollment of a Student or recognition of a Student Organization on probation may be conditioned upon adherence to these policies. Any conduct that constitutes further violation of these policies while on probation status or the failure to comply with the terms of the probation may result in the imposition of further disciplinary action including suspension or expulsion. Probationary status may impact a Student's scholarship, study abroad opportunities, Student Organization leadership opportunities, on campus employment, and other opportunities provided at the University.

Disciplinary Warning. A disciplinary warning is an official written notification that the Student's or Organization's behavior is objectionable and violates the Community Standards; that the action or behavior must cease. Disciplinary warnings are put in place for one year. Students found responsible for further misconduct within the same year, may be placed on Disciplinary Probation. A disciplinary warning is maintained in the Student's disciplinary file for one year and would serve as a basis for further sanctioning should subsequent violations occur. If there are no further violations within that one-year period, the warning will be removed from the permanent record.

Discretionary Sanctions. Discretionary sanctions include, but are not limited to,

- restorative practices and actions to help ensure education and well-being, along with service to the University or community;
- letters of apology, reflection or restoration;
- active participation or completion of educational programs;
- assessment and counseling;
- evaluation or treatment by an appropriate health care or other licensed/approved professional;
- random drug testing;
- disqualification, for a specified period of time, from representing the University in official capacities such as intercollegiate athletics or holding or seeking a Student officer position, or participating in University events and programs; or
- other discretionary assignments deemed appropriate by the Hearing Officer and/or Decision Maker.

Expulsion. Permanent separation of the Student from the University. Any Student who has been expelled from the University under the Community Standards may be re-admitted only with written approval of the Vice President for Student Development. Students who are expelled from the University may forfeit all tuition and other fees paid or required to be paid for the academic year. Students who are expelled from the University may not visit the university or attend university activities and or functions.

Fees/Fines. The imposition of a monetary fee/fine appropriate under the circumstances. Fees are used to compensate for programs/classes used as educational sanctions. Based on the severity of the violation, fines are

imposed to deter repeat behavior. The below information provides a list of violations and standard corresponding fines - this list does not include the fee amounts for programs/classes. A fine may be included as a sanction for any violation although it may not be listed below. A Student's disciplinary history is taken into consideration when determining the appropriate fine amount.

Alcohol

1st offense: \$75 fine
2nd offense: \$175 fine
3rd offense: \$225 fine

Billikens ACT Workshop Program Fee

\$50

Alcohol Education Program (SHARRP) Fee

\$50

Cannabis Education Program (CHARM) Fee

\$50

Drugs

1st offense: Cannabis/Marijuana: \$75 fine
Other: \$125 fine
2nd offense: \$225 fine
3rd offense: \$325 fine

Fake ID

\$125 fine (per ID).

Tobacco Use

\$125 fine

Tampering with Fire/Life Safety Systems

\$325 fine

Housing Contract Review. The Director of Housing and Residence Life will review the Student's Community Standards violation(s). Based upon the review, the Student's housing contract may not be impacted, the Student may receive a housing reassignment, or they may receive a contract termination.

Loss of Privileges. Denial of privileges to University services and facilities and/or attendance or participation in activities, events or programs.

No Contact Order. No Contact Orders are issued by the Office of Student Responsibility and Community Standards. They are written directives prohibiting all forms of communication among Students, including written and verbal communication, indirect and direct communication, as well as social media and electronic platforms. They also prohibit using other Parties to communicate with a Student on a Student's behalf. Generally, they are not issued as an outcome or sanction, but rather, upon request and review by a Student.

Reflection Papers/Prompts. The Office of Student Responsibility and Community Standards strives to build Students who reflect on their actions for positive growth and development. Reflection Papers/Prompts will ask Students to look at their decisions and actions that violate community standards and discuss how they will improve to be better

Billikens. Reflective Learning is key to this outcome/sanction. All papers are kept on file. The Hearing Officer and/or Decision Maker will determine the length, outline, and requirements for the reflection papers/prompts. Reflection Papers/Prompts must be completed and submitted by the assigned deadline.

Restricted Access. Restriction or termination of a Student's access to a residence hall/apartment or designated portion of a residence hall/apartment as a guest, or other University facilities or a portion thereof. Restricted Access can be placed in addition to the campus restriction inherent in an outcome of suspension. This means that once a student who has been suspended completes their term of suspension, a Restricted Access designation can continue past the date of suspension, if the student chooses to not re-enroll at the University or if other circumstances warrant restriction from a portion of campus upon the student's return.

Restitution. Monetary compensation for loss, damage or injury as determined by the Hearing Officer and/or Decision Maker.

Revocation of Admission and/or Degree. Admission to, or a degree awarded from the University, may be revoked for fraud, misrepresentation, or other violation of standards in obtaining the degree, or for serious violations committed by a Student prior to graduation.

SHARRP (SLU Harm and Alcohol Risk Reduction Program). A facilitated workshop that incorporates social norms, alcohol education, and bystander intervention to promote personal reflection and responsible decision making.

Suspension. Separation of the Student from the University for a defined period of time, usually not to exceed two years, after which the Student is eligible to return. Conditions of re-admission may be specified. Students who are suspended from the University may forfeit all tuition and other fees paid or required to be paid for the academic year. Students who are suspended from the University may not visit the University or attend University activities and or functions during their period of suspension. Violations of the Community Standards while suspended, will go before a Hearing Officer and/or Decision Maker and may result in increased suspension or possible expulsion. Failure to comply with the requirements stated in the Student's formal hearing outcome letter may result in an extension of a suspension. Suspension from the institution means that for the designated period of time one's status as a student is suspended. The student is not permitted to take any courses at Saint Louis University, remotely or in-person, or participate in any Saint Louis University activities during this time.

Termination (Student Organizations). Permanent separation of a Student Organization from the University and the forfeiture of any organizational funds in the possession of the University.

University Censure. A censure may be issued to any Student or organization whose conduct violates University rules. Censure provides notice that any further violation(s) will result in more serious disciplinary action and may be used as a basis for future sanctioning should further violation(s) of the University's Community Standards occur.