Duly registered student clubs and organizations that are accused of violating conduct standards or university regulations, on or off campus, will have the opportunity to respond to any allegation of misconduct through a review process for student organizations. Groups of students who are not registered with the Office of Student Involvement and are accused of organizational misconduct are not afforded the process outlined in this policy. Conduct standards and jurisdictional parameters defined in the Student Code of Conduct shall be used in determining if a violation by a registered student organization has occurred.

A. Student Organization Conduct Review Process

Upon receiving a reported allegation of student organization misconduct submitted to the Dean of Students Office, the Associate Dean of Students or designee will review the information and do an initial assessment of the incident(s) in question. If sufficient evidence exists to warrant further investigation based upon the nature of incident and presented evidence, an investigation will be conducted to examine the alleged misconduct. In some instances, student organizations will be placed on interim suspension by the Dean of Students or designee, Director of Student Involvement, or Director of Recreational Services until the Student Organization Conduct Review Process has been completed.

Upon completion of an investigation, the Associate Dean of Students or designee will determine if sufficient evidence was presented to move the case thru the Student Organization Conduct Review Process. If the case moves forward, the following procedures will be followed:

1. Student Organization Conduct Reviews are conducted by the Associate Dean of Students or designee and/or the Director of Student Involvement and/or Director of Recreational Services, as the designated reviewing authority.

2. An initial meeting involving the President of the organization and reviewing officer to review the charges and investigation report will be scheduled. At this meeting the student organization may choose to accept or deny responsibility for the violation(s) in question. If additional time is needed, student organization representatives may be given up to five (5) business days to enter a response.
a. If accepting responsibility, the student organization will be provided the opportunity to make a statement about the incident for consideration by the reviewing officer prior to issuance of sanction.

b. If denying responsibility, a Student Organization Conduct Review will be scheduled.

3. A Student Organization Conduct Review may be attended only by the following:

a. The designated reviewing officer(s).

b. The investigator if other than the reviewing officer.

c. Two (2) representatives of the student organization one of whom must be the President or chief officer of the registered student organization. Other members of the student organization, unless specifically called to the review, may not attend the proceeding. Student organizations that do not appear for their review will have their case heard without the benefit of their participation and a decision made based on the presented evidence.

d. The official advisor of the registered student group. It is the student organization’s responsibility to request the presence of their advisor and to notify him/her of the date and time of the review. Advisors are not direct participants in the review meeting but can advise their organizations in private as reasonably necessary.

4. The reviewing officer will go over the investigation report with attendees.

5. The student organization representatives are invited to present a response to the investigation report and/or present any new evidence or information regarding the allegations contained in the report.

6. The reviewing authority will ask questions to the parties in attendance regarding the incident, investigation report or new information presented during the review.

7. After the review process is completed, the reviewing authority may: rule on the decision immediately, further deliberate on the case, or decide additional investigation is warranted.

8. Upon examination of the available evidence including any follow up or supplemental investigation, the reviewing authority will make one of the following decisions based upon the preponderance of evidence:

a. The student organization is found not responsible.

b. The student organization is found responsible and a sanction is imposed.
c. The case is dismissed.

9. Any sanction levied against a student organization, if necessary, is done so organizationally. Individual student behavior and sanctions may be addressed through the student conduct system separately consistent with the Document on Student Rights & Welfare and the Student Code of Conduct.

10. A report of the decision will be made, in writing, within a reasonable period of time, approximately 5 to 10 business days, by the hearing authority to the President of the student organization. A copy may be sent to university officials who have a legitimate educational interest to know the outcome of the hearing or sanction imposed including the Office of Student Involvement and/or Office of Recreational Services as the designated oversight authority of registered student organizations.

B. Sanctioning

1. Sanctions

The appropriate reviewing authority, upon determining a duly recognized student organization, club or group has, in fact, been found to be responsible for violating a University conduct standard, shall impose one or more of the following sanctions. These sanctions are not progressive in nature and may be applied as warranted.

a. Disciplinary Reprimand: Issued when a student organization has violated university policy and its conduct is deemed to be unsatisfactory to the degree that the university makes a record of the incident and warns the student organization against repetition of similar behavior.

b. Educational Activities: The required participation in a specified activity, service project, community service, educational/training program, event, assignment or other educational and/or restorative assignment or activity.

c. Restitution: The student organization is required to make payment for replacement or repair for damages to public or private property.

d. Disciplinary Probation: A serious form of reprimand issued for a specified period of time not to exceed two (2) years which indicates to a student organization that future violations of university regulations will result in deferred suspension, suspension or loss of recognition.
Under this sanction the hearing authority may further limit the student organization as deemed appropriate.

e. Deferred Suspension: The most serious level of disciplinary sanction short of loss of recognition for a student organization issued for a specified period of time not to exceed two (2) years. The student organization’s continued status on campus depends upon the successful maintenance of satisfactory behavior and completion of other required sanctions as applicable. Deferred suspension may include denial of campus privileges as specified by the reviewing authority.

f. Suspension of Recognition: University recognition of a student organization is suspended upon the approval of Associate Dean of Students for a specified length of time not exceeding four (4) years. During this period of time, the organization will cease to function at the university and is denied all benefits of university recognition including but not limited to new member recruitment, use of campus facilities, participation in university events, sponsorship of activities and funding.

2. Application and Maintenance of Sanctions

All sanctions imposed upon a student organization will be kept on file in the Dean of Students Office as an indication of an organization’s conduct and to determine future sanctions, if necessary. Records related to previous incidents will not be considered by reviewing authorities before a finding of responsibility has been determined in the current proceeding unless the past behavior is directly related to current case in question. Sanctions are not progressive in nature and may be applied as warranted.

3. Jurisdiction

a. All authorized hearing authorities may impose all sanctions with the noted exception of suspension or dismissal; if a suspension or dismissal from the university is warranted, a reviewing authority must make a recommendation for separation.

b. Loss of Recognition of a student organization must be approved by the Associate Dean of Students or Dean of Students.
C. Appeals

1. All registered student organizations, after having their case reviewed and decided by the appropriate hearing authority, may appeal the decision to the Dean of Students. In cases where the Dean of Students adjudicates or is directly involved with case in question, an alternate reviewing authority will be assigned.

a. Appeal Guidelines

i. Within five (5) business days, after being officially informed in writing of the decision, a written appeal from the chief student organization officer shall be submitted to the Dean of Students Office.

ii. The submitted appeal must contain specific citation that shows the basis for the appeal consistent with one for more of following reasons for appeal:

   a) When evidence is presented to clearly show the student organization conduct review process was not conducted in accordance with the relevant procedures and process defined in this policy.

   b) When there is a strong indication that the evidence presented during original process was not sufficiently substantial to justify the decision reached or sanction imposed.

   c) When new evidence would have significant bearing on the reversal of the decision and/or reduction or increase of the severity of the sanction imposed sanction.

iii. Substantial credible evidence citing new evidence or the specific procedural or substantive error claimed in the initial process must be presented.

b. Appeal Process

i. The Dean of Students will review the appeal to determine the merits of the stated basis for appeal.

ii. If the stated reasons are insufficient to warrant further review, the appeal will not be accepted.

iii. If the appeal is accepted, the Dean of Students will review the appeal. If necessary, representatives from the student group may be called to meet with the Dean of Students about the appeal.
iv. A student organization sanctioned for a violation will remain under sanction until their appeal is fully heard.

c. Decisions of Appeal

After hearing and reviewing all evidence presented in the appeal, the reviewing authority shall decide to do one or more of the following and inform the appellant, in writing, within five (5) university business days:

i. Uphold the previous decision.

ii. Overrule the previous decision and dismiss the case.

iii. Overrule the previous decision and remand the case back for further review on the stated basis of appeal only.

iv. Modify the sanction imposed by the original hearing authority.

d. Final Determination

All decisions regarding student organization appeals of the Dean of Students are final and may not be further appealed.