The Rules of University Conduct: Proposed Revisions
Proposed Procedure: Move to Internal CU-wide Hearing Process

- Complaint filed with Rules Administrator (determination made and two possible outcomes)
- Investigation
- Charges filed, Respondent makes 1 of 3 possible pleas
- Attempt at Informal resolution
- If efforts are unsuccessful
- Responsible
- Not Responsible
- Sanctioning Stage
- Not Responsible
- Hearing by University Judicial Board (Two possible outcomes)
- No Response
- Responsible
- Respondent makes 1 of 3 possible pleas
- Sanctioning Stage
- Respondent: Not Responsible
- Rules Administrator appeal
- Appeal to the Appeals Board
- Respondent/Rules Administrator appeal
- Appeal to President
Hearing to University Judiciary Board

- Get here by first being charged and then not reaching an informal resolution
- Hearing is to determine whether Respondent is responsible or not responsible
- Hearing may be open or closed
- UJB is a five member hearing panel
  - At least one member must be a student
  - At least one member must be a faculty member
  - At least one member must be administration, administrative staff, research staff, or library staff
- Members eligible for appointment to hearing panel will be determined by Senate

Appeal to Appeals Board

- Get here by being found responsible and a Respondent appeal, or being found not responsible and a University Rules Administrator appeal
- Appeal Hearing is to determine whether the Sanction or decision should be overturned or affirmed, or if the sanction should be lessened or removed altogether
- Appeal Board is a three person panel, each of whom is a Dean of School or Division
- Conflict of Interest provisions would not allow the Dean of a Respondent’s school to sit on the panel
Wider range of sanctions

Sanctions for a **simple violation**:  
- Private/public reprimand/warning  
- Disciplinary probation  
- Revocation of honors or awards  
- Restricting access to University facilities  
- Community service  
- Issuing a “no contact” order or requiring the order to remain (restricted to cases and threats of bodily harm)  
- Removal from University housing

Sanctions for a **serious violation** include those listed for a simple violation in addition to:  
- Dismissal or restriction from University employment  
- Suspension (limited time or indefinite)  
- Expulsion  
- Revocation of degree

Sanctions for **repeated simple violations** include those listed above in addition to:  
- Dismissal or restriction from University employment  
- Suspension (limited time or indefinite)
In addition to the sanctions, the University may require the following of the Respondent:

- Appropriate education and/or training related to the violation
- Counseling or support services

The University may also take the following measures to respond to incidents:

- Increased supervision at locations or activities where misconduct occurred
- Additional training and materials for faculty, students, and staff.
- Revision of the Rules of University Conduct
What Else is New?

- Inclusion of a time frame
- Greater notice for the Respondent
- Greater rights for Respondent
- The advisors that a respondent can have are explicitly listed, but the list is not exhaustive and it includes the option of an attorney-advisor
- A process for managing conflicts of interest
- Open & Closed hearing options