



- 4.1.4. The presence of Compounding Factors tends to indicate that the sanction should be higher than the specified sanctioning range. Compounding Factors are facts such as a prior history of misconduct.
    - 4.2. the Hearing Panel , but is not required to, impose a secondary sanction.
      - 4.2.1. Secondary sanctions can include, but are not limited to, training, meetings, and restrictions on the activities of the Student or Employee.
5. – The range of primary sanctions for Students includes the following, in order from least severe to most severe:
  - 5.1. “Reprimand,” which means a written warning that the Student’s behavior was in violation of the Civil Rights Policy and should not be repeated.
  - 5.2. “Probation” is a period of observation and evaluation of a Student’s conduct. The Student receives written notice of the seriousness of the misconduct, which includes the probability of a more severe sanction, including expulsion, if the Student commits a similar or related violation during the probationary period.
    - 5.2.1. During the probationary period and subject to appeal, a Student is ineligible to participate in an international study abroad program, hold an officer position in a student organization, or be hired by the Office of Student Affairs, including as a Resident Assistant.
    - 5.2.2. A Student on Probation will typically have Secondary Sanctions, which may include requirements or restrictions including, but not limited to, community service, educational classes, and/or prohibition from participation in co-curricular activities.
    - 5.2.3. “Level I Probation,” which means that the Student found responsible is placed on probation for a specified period of time (e.g., a specified number of semesters, or until a specific date).
    - 5.2.4. “Level II Probation,” which means that the Student found responsible is placed on probation for the remainder of their time at the University.
  - 5.3. “Suspension,” which means that the Student is suspended from enrolling in courses at the University for a specified period of time (e.g., a specified number of semesters, or until a specific date).

