

Oberlin College

Corrective Action

A Hearing Body that finds a Responding Party responsible for a violation of this policy will recommend appropriate corrective action that may include, but is not limited to, those set forth below. Corrective action may be issued individually, or a combination of corrective actions may be imposed. The Reporting Party and Responding Party will each have the opportunity to present a written statement about impact and/or request corrective action to the Hearing Coordinator in advance of the hearing. The Hearing Body will review these statements only if the Responding Party has been found responsible for one or more violation.

In general:

- Any person who is determined to have committed non-consensual sexual intercourse may receive a sanction ranging from suspension to expulsion/termination. As a general expectation, suspensions should last at least until the Reporting Party has graduated (or otherwise separated) from the College.
- Any person who is determined to have committed non-consensual sexual contact or any other prohibited form of conduct may receive a sanction ranging from a warning to expulsion/termination.

The Hearing Body may deviate from the range of recommended corrective action, based upon a full consideration of the following factors:

- the impact of the conduct on the Reporting Party;
- the impact of the conduct on the community, its members, or College property;
- the nature and violence of the conduct at issue;
- prior misconduct by the Responding Party, including the Responding Party's prior discipline or criminal history, both at the College or elsewhere, if known;
- whether the Responding Party has accepted responsibility for their actions;
- how the College has sanctioned similar incidents in the past, based upon information about such similar incidents that the Hearing Coordinator will provide upon request;
- maintenance of a safe and respectful environment conducive to learning;

- protection of the College community; and
- any other mitigating, aggravating or compelling circumstances in order to reach a just and appropriate resolution in each case.

The Hearing Body may also consider educational strategies that, taking into account the impact on the Reporting Party and the safety of the community as a whole, allows a Responding Party to learn about the origins of their behavior, their responsibility for this behavior, and how they can change this behavior. Such strategies may be suggested in addition to, but not in place of, the recommended corrective action.

The Hearing Body will make a recommendation about the appropriate sanction. The Hearing Coordinator and the Director of the Office for Institutional Equity/Title IX Coordinator will review the Body's recommendations and take reasonable steps to foster consistency for similar violations and circumstances.

Corrective action that may be imposed under this policy include, but is not limited to, the following:

- **Warning:** Notice, in writing, that continuation or repetition of prohibited conduct may be cause for additional disciplinary action.
- **Disciplinary Probation:** A written reprimand for violating College policy that specifies a period of time during which the Responding Party is not in good standing with the College resulting in limited participation in College programs, activities, or awards. The Responding Party is officially warned that continuation or repetition of prohibited conduct during this period may be cause for additional conduct action including probation, suspension, or expulsion from the College.
- **Training:** A requirement that the Responding Party receive specific training within a designated time period and at their own expense to prevent further misconduct. Failure to submit documentation of completion of the training within the specified time period may lead to further disciplinary action.
- **Limits on Participation:** Exclusion from participation in programs or activities for a specified period of time. For students such limitations may preclude participation in, elected or appointed student positions, student research, athletics, student employment, study abroad, as examples.

Additional restrictions or conditions may also be imposed. Violations of the terms of disciplinary probation or any other College policy violations may result in further disciplinary action.

- **Restitution:** Repayment to an affected party, including the College, for damages resulting from a violation of this policy. To enforce this sanction, the College reserves the right to withhold its transcripts and degrees or to deny a student participation in graduation ceremonies or other programs or activities.
- **Removal from Campus Housing:** Students may be removed from College housing and/or barred from applying for campus housing due to disciplinary violations of this policy without refund and at the students own expense.
- **Suspension:** Temporary removal from student or employment status for a stated period of time. Notice of this action will remain in the student conduct file or employee file.
- **Expulsion:** Permanent termination of student status and exclusion from College premises, privileges, and activities. This action will remain in the student conduct file and will be permanently recorded on the student's academic transcript.
- **Termination:** Permanent employment separation of the faculty or staff member from the College.
- **Withholding Degree:** The College may withhold awarding a degree otherwise earned until the completion of the process set forth in this policy, including the completion of all corrective action imposed, if any.
- **Revocation of Admission and/or Degree:** Admission to, or a degree awarded by, the College may be revoked for fraud, misrepresentation in obtaining the degree or violation of College policies, the Student Code of Conduct or for other serious violations committed by a student prior to enrollment or graduation.

Other corrective action may be imposed instead of, or in addition to, those specified here. Service, education or research projects may also be assigned. More than one of the corrective actions listed above may be imposed for any single violation.

The Hearing Body may also recommend remedies for the Reporting Party and remedies for the Oberlin community. On the conclusion of the hearing, the Director of the Office for Institutional Equity/Title IX Coordinator is responsible for reviewing, adjusting, and implementing these remedies in order to promptly eliminate discrimination and harassment and prevent its re-occurrence.