UNIVERSITY OF
ILLINOIS CHICAGO

Student Disciplinary Policy

EFFECTIVE SEPTEMBER 24, 2026

Introduction

The University of Illinois Chicago (UIC) community includes students, staff, faculty, and others who have a vested interest in the University. Members of our community pride themselves on academic, personal, and professional excellence, and value integrity, accountability, and respect. The Student Disciplinary Policy underscores the pride and the values that define our community while providing UIC students with a framework to guide their actions and behaviors through the student conduct process.

As members of the UIC community, students assume obligations of academic performance and conduct reasonably imposed by the institution and consistent with its objectives and mission. UIC students and Student Organizations are expected to act in accordance with University policies, rules, and regulations, and local, state and federal laws. Students should be aware that they are responsible not only for their behavior, but also for the impact of their actions.

The purpose of the student conduct process is to assist in the development of a responsible community of students who are encouraged to pursue individual goals, respect the rights of others, and comply with legal norms of society. The Student Conduct process plays a supportive role in the development of responsible student behavior. If the behavior of a student conflicts with established university standards, the Student Conduct process seeks to educate the student about the personal and social consequences of their behavior and repair the impact of the harm to the community.

The actions imposed in the Student Conduct process may include educational and disciplinary sanctions that are designed to contribute to the growth of the student and the welfare of the community.

Because the primary goal of the Student Conduct process is educational, the process is conducted in a non-adversarial manner meant to inform and educate students. The process is not analogous to criminal or civil court proceedings, which are primarily punitive in nature.

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I. AUTHORITY AND JURISDICTION

A. Authority

The University of Illinois Statutes vest in the Senate Committee on Student Affairs, the responsibility for establishing a committee or other body concerned with discipline. (See University of Illinois Statutes, XI.2.a.). These subcommittees shall have original jurisdiction to hear and render decisions in all disciplinary cases. The Statutes authorize the subcommittee(s) to formulate and adopt a student disciplinary policy and procedure. Pursuant to that statutory provision, the Student Conduct Committee, as well as the UIC Student Disciplinary Policy, was established. In no event should this policy be utilized for anything but evaluating and resolving allegations of the violations of the Standards of Conduct described in this policy. Copies of the of Student Disciplinary Policy are available from the Office of the Dean Students (DOS) and online at dos.uic.edu.

B. Jurisdiction

This policy governs both the Chicago campus as well as all regional sites of the University of Illinois Chicago.

1. **On-Campus:** The Student Disciplinary Policy applies to the on-campus conduct of students and Student Organizations.
2. **Off-Campus:** The Student Disciplinary Policy also applies to the off-campus conduct of students and Student Organizations in connection with any required educational activity or co-curricular experience (e.g., a professional practice assignment, internship, field trip, student teaching assignment, research, student leadership conference, social event, or event sponsored, conducted, or authorized by the University. The Student Disciplinary Policy may also be utilized to address student conduct occurring off campus that affects the interests or environment of the university community and/or individual members or specific groups within that community including, but not limited to, behavior that:
    a. Constitutes a violation of local, state, or federal law (e.g., all alcohol and or/drug violations and other repeat violations of any local, state, or federal law).
    b. Poses a threat to the health or safety of the student or others.

C. Student Disciplinary Policy and Violations of Law

Violations of the Standards of Conduct set forth in this policy may also constitute violations of criminal or civil law. The Student Conduct proceedings are independent of the criminal or civil process, and will not be delayed, abandoned, or withdrawn pending the outcome of the criminal or civil process or as a result of any findings made through that process. Further, disciplinary sanctions may be imposed regardless of any findings made through the criminal or civil process.

D. Student Disciplinary Policy and Campus Housing

Students involved in misconduct as residents of any Campus Housing facility will be held accountable through the Campus Housing Code of Conduct. Campus Housing is authorized to utilize its established procedures to hear cases of alleged student misconduct for incidents that occur in campus housing facilities, and it has the authority to issue sanctions which affect a student's resident status. Campus Housing may also issue interim measures for its residents based on the contractual obligations outlined in the housing contract. Although Campus Housing may choose to hear cases of student misconduct occurring in housing facilities, the following cases must be referred to the Office of the Dean of Students for a formal review and appropriate administrative action:

1. Behavior that poses an imminent risk to the safety of the student or others;
2. Serious infractions of the Student Disciplinary Policy including, but not limited to the destruction of property; possession of weapons; bomb threats; use, sale, or possession of illegal drugs; or violations of local, State, or Federal laws;
3. Conduct that may lead to removal from housing;
4. Misconduct committed by a non-resident student in or around a campus housing facility;
5. Repeated violations of the Campus Housing Code of Conduct; or
6. All incidents of alleged sexual misconduct as defined by the Comprehensive Policy and Procedure for Sexual Misconduct Grievance Process. All said incidents must also be referred to the UIC Title IX Coordinator.

E. Student Disciplinary Policy and Student Organizations

1. The Dean of Students and/or designee investigates, hears, and makes the decisions for all serious allegations of violations of the Standards of Conduct for student organizations. The Student Disciplinary Policy applies to both the conduct of individual students as well as the conduct of a student organization. The conduct, either of commission or of omission, by one or more members of a student organization (e.g., general members, officers, or new/associate members) may subject the organization to the jurisdiction of this policy. Student organizations may be charged with alleged violations of this policy without regard to whether members of such organizations are individually charged with alleged violations arising from the same misconduct. Misconduct may be considered reasonably associated with a student

organization when one or more of the following criteria are met:

a. The conduct is endorsed by the student organization and/or any of its officers through, for example: active or passive consent or encouragement; having prior knowledge the conduct was reasonably likely to occur; or helping to plan, advertise, or promote the conduct;
b. The conduct is committed during an activity paid for by the student organization, or paid for as a result of one or more members of the student organization contributing personal funds in lieu of organizational funds to support the activity or conduct in question;
c. The conduct occurred on property owned, controlled, rented, leased, or regularly used by the student organization or any of its members or alumni;
d. The purpose of the activity was related to initiation, admission into, affiliation with, or as a condition for continued membership in the student organization;
e. Non-members of the student organization learned of the activity from members, advertisements, or communications associated with the student organization (i.e., Twitter, GroupMe, etc.), or otherwise formed a reasonable belief that the conduct or activity was affiliated with or endorsed by the student organization;
f. Members of the student organization attempted to conceal the activity or protect other members who were involved; or One or more officer(s) of the student organization had prior knowledge, or reasonably should have known the activity/event would take place and took no action to prevent it (e.g., canceling the event, notifying the Dean of Students, University or local police, etc.

2. Student organization misconduct that does not constitute a violation of the Standards of Conduct of this policy will be handled by the student organization's respective advising area [e.g., Center for Student Involvement (CSI), Recreation and Wellbeing, Fraternity and Sorority Life (FSL), or an academic college/department/unit]. The following cases must be referred to the Dean of Students for a formal review and consideration of formal student conduct proceedings:
    a. Behavior that poses an imminent threat to the safety of the student, student organization, or any members of the university community;
    b. Serious infractions of this policy including, but not limited to: the destruction of property, possession of weapons, bomb threats, use, sale, or possession of illegal drugs, hazing, physical abuse/violent behavior, or violation of local, state, or federal laws;
    c. Repeated violations previously addressed by the student organization's respective advising area; or
3. All incidents of alleged sexual misconduct as defined by the Comprehensive Policy and Procedures for Sexual Misconduct Grievance Process. All said incidents must also be referred to the UIC Title IX Coordinator.
4. Student governance organizations include but are not limited to the following:
    a. College Panhellenic Council (CPC);
    b. Greeks of the Pan-Asian American Council (GPAAC);
    c. Interfraternity Council (IFC),
    d. Latino Greek Council (LGC);
    e. National Pan-Hellenic Council (NPHC);
    f. Undergraduate Student Government (USG);
    g. UIC Law Student Bar Association;
    h. The Graduate Student Council (GSC); and
    i. The Health Profession Student Council (HPSC)
5. Student governance organization members are expected to observe, at all times, internal policies of their student governance organization, state or local, national, or international headquarters. Student Organizations are also expected to observe the policies and rules established by university departments such as the Center for Student Involvement (CSI), Recreation and Wellbeing, Fraternity and Sorority Life (FSL), or academic college/department/units.
6. Allegations of student organization misconduct may be adjudicated before, at the same time as, or following related cases of alleged individual misconduct.

F. Student Disciplinary Policy and University Policies/Procedures

The Office of the Dean of Students will work with other offices, as appropriate, to address any conflicts associated with concurrent processes to address the same behavior.

1. **Academic Misconduct/Professionalism:** It is acknowledged that certain behaviors may be categorized as both disciplinary (e.g., behavior that falls within the definitions of the Standards of Conduct contained herein) and academic in nature. This policy recognizes faculty members — as well as other members of a college/department—may exercise discretion in making academic decisions and evaluations (e.g., issuing a failing grade for an assignment or class) based upon a student's academic performance, even if that performance includes academic misconduct described in this policy, without making a referral for disciplinary action under this policy. In addition, to the extent that a college or other academic unit adopts an alternative policy or process for assessing academic performance, including behavior which may be described in this policy, but which also relates to a college's academic standards (e.g., academic misconduct or violation of professional standards), it is at the discretion of the faculty member, academic unit, or college to determine

whether to submit the matter to its own process or to this one for resolution.

2. **Students with Special Relationships to the University:** Students who are athletes, student leaders, employees, or hold other unique relationships with the University, and whose behaviors violate the Student Disciplinary Policy, may also fall within the jurisdiction of another university policy or process associated with that relationship. Likewise, employees who enter into a relationship with the University as students may be held accountable for misconduct through the Student Conduct process in addition to any action one faces as an employee.
3. **University Policies:** Although other policies and procedures may exist to address student policy violations, the following matters must be referred to the Office of the Dean of Students for consideration of formal Student Conduct proceedings (either instead of or in addition to other applicable policies or procedures):
    a. Behavior that poses an imminent risk to the safety of the student or any members of the university community;
    b. Serious infractions of the Student Disciplinary Policy including, but not limited to: the destruction of property; possession of weapons; bomb threats; use, sale, or possession of illegal drugs; or violations of local, state, or federal laws;
    c. All incidents of sexual misconduct as defined by the Comprehensive Policy and Procedures for Sexual Misconduct Grievance Process. Please see Article VIII of this document. All said incidents must also be referred to the UIC Title IX Coordinator.

G. Student Status and Holds

In order to be subject to the Student Disciplinary Policy, the alleged misconduct must have occurred while the individual was a student, as defined by this policy. A student charged with violating the Standards of Conduct may not avoid the conduct process by withdrawing from courses and/or the University. Student conduct proceedings may continue as described in this document without the student's participation, and/or, at the discretion of the Dean of Students, a hold may be placed on the student's record prohibiting further registration, graduation, issuance of a degree or transcript, and/or release of transcripts until the case is resolved.

H. Retaliation

The act of taking or attempting any adverse action (e.g., intimidation, threatening, coercion, improperly influencing, etc.) against any member of the university community based on the person's reporting or participation in the student conduct process outlined in this policy is expressly prohibited. Retaliation includes behavior on the part of the Respondent(s), the Complainant(s), and/or other related persons, including, but not limited to: acquaintances, witnesses, friends, or family members. It is expected and understood that both the Complainant and the Respondent will discourage such actions by those acting on their behalf, and may be held responsible to the extent of their involvement in the retaliation. Retaliatory behavior should be reported immediately through the Student Misconduct Incident Report form at **go.uic.edu/conductIR**. Independent disciplinary action may be taken against anyone engaging in or encouraging retaliation.

II. STUDENT RIGHTS AND RESPONSIBILITIES

Student complainants and respondents have the rights and responsibilities as described in **Addendum B**.

III. REPORTING STUDENT MISCONDUCT

The Office of the Dean of Students encourages members of the university community to report violations of the University's Standards of Conduct by filing a formal complaint. A complaint should be filed as soon as possible after the alleged misconduct occurred and should describe the incident, the alleged violation(s) of the Standards of Conduct, and identify the individuals involved in or witness to the misconduct. Additional materials that support the complaint should be submitted (e.g. photos, written correspondence, copies of emails and/or texts).

A. How to File a Complaint

Reports may be made utilizing the University's online incident reporting forms. To report non- academic misconduct, please use the Student Misconduct Incident Report at **go.uic.edu/conductIR**. To report academic misconduct, please use the Academic Integrity Incident Report at **go.uic.edu/academicIR**. To report sexual misconduct, access the Sexual Misconduct/Title IX reporting form at **go.uic.edu/TitleIXReporting**. To report unlawful harassment or discrimination, use the OAE-Discrimination/Harassment Report Form located at **go.uic.edu/HarassmentForm**.

B. False Complaints

The University considers the intentional filing of a false complaint as a serious matter. It is a violation of the Student Disciplinary Policy to make an intentionally false complaint.

C. Complaint Review Process[1]

1. **Initial Review of Complaint:** Upon receiving a complaint, the Office of the Dean of Students will review the information acquired from the Complainant and may conduct an initial inquiry to determine if there is sufficient information to proceed with the Student Conduct process. If the complaint does not contain adequate documentation, the Complainant may be contacted to provide additional information or clarification regarding the incident. Preliminary meetings with the Complainant, Respondent, and/or witnesses may occur prior to initiating the Student Conduct process. The Dean of Students reserves the right to initiate a case without a formal complaint and to conduct an inquiry into anonymous reports.
2. **Complaint Review Outcomes:** The outcome of an initial review includes, but is not limited to:
    a. **Student Conduct Process Initiated:** If there is reliable information indicating that a violation of the Standards of Conduct may have occurred, the Student Conduct process will be initiated, creating a conduct case.
    b. **Case Not Pursued:** If there does not appear to be credible or sufficient information to suggest a violation of the Standards of Conduct occurred, the complaint will not move forward through the formal Student Conduct process. The complaint and any information gathered during the preliminary investigation will be retained by the Dean of Students to document that the situation was reviewed.
    c. **Informal Response:** If the conduct described in the complaint is concerning, but does not appear to be a violation of, the Standards of Conduct (such as repeated low-level behaviors) or falls outside the jurisdiction of the policy, there may still be an institutional response without the initiation of the formal Student Conduct process. For example, the student may be asked to meet with a staff member to discuss the conduct or participate in a mediated conversation.
    d. **Mutual Agreement:** For relatively minor infractions of the conduct code, where (1) the student accepts responsibility for the misconduct, and (2) both the student and Complainant agree to a sanction or sanctions prescribed by the Dean of Students, a final decision reflecting that mutual agreement may be issued. That decision will reflect that there will be no subsequent proceedings or right to appeal. The decision that is issued in these circumstances should be signed by both parties, and should specifically reflect the following:
        1) that the student accepts responsibility for violation of the specific Standards of Conduct related to the incident,
        2) that both the student and Complainant have been informed of their respective rights to move the matter forward to a conduct hearing as set forth in the Student Disciplinary Policy,
        3) that both have agreed to waive the rights to a hearing,
        4) that the decision/agreement reflects the mutual agreement of the parties and DOS for sanctions related to the violation(s), and
        5) that both parties understand their respective signatures on the agreement reflect their agreement with the terms of the mutual decision and a waiver of any appeal rights.
    e. **Dean of Students Review:** All complaints alleging a violation of the Standards of Conduct other than or in conjunction with academic integrity will be reviewed by the Dean of Students. The Dean of Students will determine if the complaint should be: dismissed based on insufficient grounds/evidence; referred for an informal response for mutual agreement/academic liaison; referred to another university department (per applicable policy or procedures); referred to an Administrative Hearing; or referred to a Student Conduct Committee Hearing.
    f. **Sexual Misconduct Complaints:** For all reports of sexual misconduct, please see Article VIII.
    g. **Referral to University Departments:** The Office of the Dean of Students may determine the case should be handled—instead of or in addition to the Dean of Students—by another office (e.g., Campus Housing, Center for Student Involvement, Recreation and Wellbeing, and UIC Police Department) and will refer the case to the appropriate office for review and action.
3. **Student Conduct Process Informational Meeting:** When a decision has been made to initiate the student conduct process, a member of the Office of the Dean of Students may reach out to the involved parties to conduct an informational meeting to discuss the complaint, an overview of the disciplinary process, and any support or other resources a student may utilize during the disciplinary process. Afterward, the Office of the Dean of Student(s) may solicit a statement from the involved student(s).

D. Notice to the Student

1. After receiving a complaint, the Dean of Students will send the respondent a written notice, a copy of the complaint, and information regarding where to obtain the Student Disciplinary Policy. The notice will include a copy of the Student's Rights and Responsibilities as set forth in Addendum B.
2. The standard and primary method of communication to correspond with students about matters covered by this policy

[1] Sexual misconduct complaints are handled pursuant to Article VIII below.

is through university email (netid@uic.edu). Notices may also be delivered via US Postal Service, mailed to a student's address as listed in their official records held by the Office of the Registrar, hand-delivered to the student, or given to the student in the Office of the Dean of Students. The Dean of Students may place a hold on the records of a student who fails to comply with any notice.

3. Students may request a meeting with the Office of the Dean of Students to learn more about the Student Conduct process, the Student Disciplinary Policy, and any information related to the alleged violations.
4. Failure to respond to notices delivered via Article III, Section D2 may constitute a separate violation of this policy. Failure of the respondent to respond to these notices shall in no way prevent the University from scheduling and initiating the Student Conduct process (as outlined in Article III, Section C) in the absence of the respondent.

E. Request for a Delay

Requests for a delay related to the Student Conduct process will be considered only in extraordinary circumstances.

F. Interim Measures

1. Interim measures may be put into place at any time after the initial reporting of alleged misconduct for the following reasons (non-exhaustive list):
    a. To protect the health, welfare, or safety of a student, student organization, or the university community;
    b. To prevent or address significant disruption to the educational process and/or the normal operations of the University;
    c. To provide legally mandated interim remedies, such as may be required for the University to comply with Title IX or as ordered by a court; and/or
    d. If the student cannot be located and/or does not participate in the conduct process.
2. Interim measures for reports of sexual misconduct are known as supportive measures and will be implemented in coordination with the Title IX Coordinator and subject to the limitations set forth in the for Sexual Misconduct Grievance Process.
3. If interim measures are necessary, the student(s) or student organization(s) affected by the measures will be provided with a written notice outlining the measures to be implemented. The interim measure notices will be sent to both the Complainant and the Respondent where appropriate and subject to applicable notice limitations for supportive measures. In addition, the notices will specify the measures that have been put into place and the reason(s) for the action. Interim measures will vary depending upon the facts of each case.
4. Interim measures will not include a termination of the respondent's status as a student and will not be construed as a finding of responsibility. A student's failure to abide by any or all the interim measures may be considered an additional violation of the Student Disciplinary Policy.
5. Interim measures may include, but are not limited to:
    a. Change of Campus Housing room assignment or temporary/permanent removal from Campus Housing;
    b. Change of dining/parking/transportation arrangements;
    c. Restrictions on participation in Student Organizations and/or student/university activities;
    d. Change in work schedules/assignments;
    e. Alteration of academic schedules;
    f. Withdrawal from/retake of a class without penalty;
    g. Limited access to university services;
    h. Limited/Restricted access to university buildings/facilities;
    i. No-contact directives;
    j. Imposition of a disciplinary hold.
    k. Interim Suspension
6. In addition to the interim measure(s) listed above, in certain circumstances, it may become necessary to impose interim measure(s) for a student organization while a conduct matter is being addressed. They may include, but are not limited to:
    a. Temporary Suspension of All Activities of Student Organization (Cease & Desist): All operations and activities of the student organization must immediately end until further notice. This includes, but is not limited to, new members programs, social events, representation at University events, chapter meetings, electing new officers and hosting, sponsoring, or cosponsoring any event. The student organization will not be eligible to receive any campus privileges (e.g., reserving space).

G. Interim Suspension

1. If the Office of the Dean of Students becomes aware of a student whose continued participation within the university community poses an immediate threat to the health or safety of themselves or others, or poses an imminent threat of significant disruption to normal campus operations, the Dean of Students may implement interim suspension procedures. These procedures are to be utilized only in those extraordinary situations where, in the judgment of the Dean

of Students, the prescribed Student Conduct process is not appropriate or cannot be applied in a timely manner. These procedures are to be utilized only in those extraordinary situations where, in the judgment of the Dean of Students, the prescribed Student Conduct process is not appropriate, or cannot be applied in a timely manner.

2. In the case of alleged sexual misconduct and consistent with applicable federal regulations, an interim suspension will be available only when the University undertakes an individualized safety and risk analysis that determines that an immediate or serious threat to the health or safety of a Complainant or any students, employees, or other persons arises from the allegations of sexual misconduct and justifies removal. In such cases, the University shall provide the Respondent notice and an opportunity to challenge the decision immediately following the removal by submitting a written response to the Office of Dean of Students for consideration. Upon receipt of a challenge, a three-person panel will be convened from the members of the Student Conduct Committee to review the challenge and issue a determination.
3. An interim suspension may include, but is not limited to, the following:
    a. Restriction from some or all university premises, including Campus Housing;
    b. Partial or full prohibition from participating in classes, either in person or electronically/virtually;
    c. Partial or full prohibition from participating in university-related activities;
    d. Registration hold;
    e. Graduation hold (if student is on the graduation list or scheduled to graduate within the semester of the suspension); and/or
    f. Notification of suspension to relevant academic program or others, as appropriate.
4. The student will be notified of the interim suspension status by official UIC email, telephone, and/or in person. The notification will include an explanation for the imposition of the interim suspension and outline the restriction(s) and/or prohibitions imposed on the student during his/her suspension.
5. After the issuance of the interim suspension notice, the Dean of Students will inform all appropriate campus administrative units of the imposition of the interim suspension. The student will abide by the restrictions and prohibitions detailed in the notice until the hearing, and failure to do so may result in additional disciplinary action.
6. The Dean of Students will schedule a hearing within five (5) days of the student's receipt of the notice of the interim suspension, except in the cases of sexual misconduct where a longer period may be required. An additional notification will be sent to the student with a date and time for the Student Conduct Hearing. The Hearing will be conducted as described within this policy (as outlined in Article VII). If the hearing is delayed or rescheduled (Article III, Section E), the suspension will remain in effect until the hearing has been completed.

H. Student Organization Complaints

1. Any person(s) having knowledge of any activity or conduct by a student organization that may constitute a violation of this policy (e.g., inappropriate use of spaces, lack of financial stewardship, etc.), should report using the Student Misconduct Incident Report at **go.uic.edu/ConductIR**.
2. Student organization/team members and officers/captains should immediately report any incidents that occur within their student organization to the Office of the Dean of Students, providing a detailed description of the events that have transpired, the names of any individuals involved, and a description of any actions taken by the organization.
3. The determination of whether a case involves student conduct code violations by individuals and/or the student organization will be determined on a case-by-case basis by the Dean of Students and/or designee.
4. Allegations of organizational misconduct involving sexual misconduct will be referred to the Title IX Coordinator for appropriate action.
5. Hazing Allegations and Amnesty
    a. Any person having knowledge of any activity or conduct, which may constitute hazing, should report it to the Dean of Students using the Hazing Incident Report at **go.uic.edu/HazingIR** or report directly to University Police.
    b. Hazing Amnesty: Students who report a hazing complaint in good faith, or victims of hazing who participate in an investigation, will not be charged with other University policy violations that are brought to light in the course of the investigation arising out of, or committed as a direct result of, the hazing incident(s) under investigation (e.g., students forced to consume alcohol as part of a hazing incident will not be charged with violations of the University's alcohol policy), unless the University determines that the violation was egregious, including, without limitation, an action that places the health or safety of any person at risk, or constitutes sexual misconduct. The University reserves the right to follow up with those students related to those issues as appropriate in a non-disciplinary setting.
6. Investigations
    a. Upon receiving a report of alleged student organization misconduct outlined in Article I - Section E2, the Dean of Students may assign the case to an investigator.
    b. The investigator and/or designee will, at minimum:
        1. Make contact (if possible) with the individual(s) bringing forward the allegation(s);
        2. Make contact with the individual(s) alleged to have perpetrated the violations. If the conduct is organizational

in nature, the investigator will contact the advisor and president of the organization under investigation;

3. Conduct interviews with all parties, including victims, student(s) alleged in violating the Standards of Conduct, and any witnesses. Any person believed to have information relevant to an investigation may be contacted for an interview. The investigator may recommend interim measures (as described in Article III – Section F) to the Dean of Students at any point during the investigation.

c. Investigatory Meeting:
   1. The investigator may require students, or a select group of students (e.g., all new members of an organization) to participate in an investigatory meeting at a pre- determined time and location. For purposes of scheduling, only the student(s) academic class schedule will only be taken into account.
   2. Investigation Rules:
      a. All electronic devices must be turned off and collected upon arrival at the designated meeting/interview location.
      b. A staff member will remain in the waiting room for the duration of any meeting/interview during which more than one person has been asked to attend.
      c. Students invited to participate in the interview process shall meet individually with the Investigator. After the student meets with the investigator, they will be dismissed and not permitted to re-enter the waiting room if other parties involved in the matter are present in that space.
      d. Any individual(s) refusing to cooperate with the investigation process may be referred for disciplinary action through the conduct process for Failure to Comply with University Directives.
      e. The investigator will also gather other relevant information or evidence, including, but not limited to documents, photographs, communications between the parties, medical records (subject to the consent of the applicable person), and other electronic records as appropriate.
      f. The University strives to work in partnership with the national or international offices of a student organization. To that end, the University may notify the national office of alleged organizational misconduct at any point in the process. Additionally, the University recognizes the right of a national or international office to initiate its own proceedings regarding alleged organizational misconduct. To the degree, the University believes it is appropriate, the University may honor any sanctions imposed by the national or international office of a student organization as additions to any sanctions the University imposed.

d. Conclusion of Investigation:
   1. Investigations are normally concluded, including submission of the investigative report, within 45 days. If additional time is needed, all parties will be notified of the reason for delay and a projected timeline for completion.
   2. The investigator will provide a written investigative report, which includes a synopsis of all relevant information, to the Dean of Students. Investigative reports will not include names or identifying information; however, it will provide pseudonyms for all participants.
   3. Upon receipt of this report, the Dean of Students will determine if alleged violations of the Standards of Conduct are warranted. If alleged violations are warranted, the Dean of Students Office will charge the individual student(s), the involved student organization(s), and/or the President or other responsible officers of the involved student organization(s) or any other complicit bystanders in accordance with the Standards of Conduct of this Disciplinary Policy.
   4. Adjudication of said charges shall be conducted pursuant to the Student Disciplinary Policy.

IV. STANDARDS OF CONDUCT[2]

UIC students and Student Organizations are required to abide by the Standards of Conduct outlined in the Student Disciplinary Policy. The University may at any time put into place interim measures or impose disciplinary sanctions for violations of the Standards of Conduct. The Standards of Conduct include, but are not limited to, the following:

A. Academic Integrity: As an academic community dedicated to the creation, dissemination, and application of knowledge, the University of Illinois Chicago is committed to fostering an intellectual and ethical environment based on the principles of academic integrity. Academic integrity is essential to the success of the University's educational and research missions, and violations of the Guidelines for Academic Integrity constitute serious offenses within the entire academic community. Students are expected to comply with the UIC Guidelines for Academic Integrity found at **go.uic.edu/AcademicGuidelines**.

1. Violations of the UIC Guidelines for Academic Integrity include, but are not limited to:
   a. Cheating: Either intentionally using or attempting to use unauthorized materials, technology, information, people, artificial intelligence, or study aids in any academic exercise; providing to, or receiving from another person, any kind of unauthorized assistance on any examination or assignment.

[2] See Section V.A. regarding limitations on sanctions for conduct that is determined to be speech protected by the First Amendment.

b. **Fabricating Academic Materials:** Unauthorized reproduction, falsification, lack of attribution, or invention of any information or citations in an academic exercise.
c. **Facilitating Academic Dishonesty/Plagiarism:** Intentionally or knowingly misrepresenting the words or ideas of another as one's own in any academic exercise.
d. **Offering Bribes, Favors, or Threats:** Bribing, attempting to bribe, promising favors to, or making threats against any person with the intention of affecting a record of a grade or evaluation of academic performance; any conspiracy with another person who then takes, or attempts to take action on behalf of, or at the direction of the student.
e. **Examination by Proxy:** Taking or attempting to take an exam for someone else is a violation by both the student enrolled in the course and the proxy or substitute.
f. **Grade Tampering:** Any unauthorized change, attempt to change, or alteration of grades.
g. **Submitting Non-Original Works:** Any unauthorized submission or attempt to submit any written work, written in whole or in part, by someone other than the student.

2. Other applicable policies, rules, guidelines, or procedures established by the University, college, academic unit, or instructor (e.g., in a course syllabus) related to academic integrity. The following may be considered violations of those standards:
   a. **Professional Standards:** Conduct which violates any commonly recognized or generally accepted professional standards (as defined by the student's college) including, but not limited to, unacceptable conduct in clinical, practicums, internships, or off-campus training sites. Note: A representative from the student's college will be invited to any conduct meeting where this violation is alleged to explain the college's professional standards.
   b. **Research Misconduct:** Any conduct that falls within the definition of Research Misconduct in the University of Illinois System Policy on Integrity in Research and Publication at **go.uic.edu/policy_integrity_research**, including, but not limited to: Fabrication; falsification; plagiarism; not retaining or maintaining data, code, or other information or materials underlying research results for the period of time necessary to meet all relevant legal obligations and professional standards; misleading statistical analyses or data processing; serious Interference in the research of another; evasion of or failure to comply with research regulations, such as those governing conflict of interest or commitment, human subjects, laboratory animals, new drugs, radioactive materials, genetically altered organisms, and safety; misleading or false reporting of credentials and related information; breach of confidentiality with respect to unpublished materials; misappropriation of research materials; unethical or biased treatment of others that impedes or diminishes the research productivity of others that is not covered by other university or System policies; or, any other conduct that constitutes a significant departure from accepted Research Integrity standards or from accepted practices of the relevant research community, ethical guidelines, or professional standards in scholarship and research that affects the integrity of the conduct, evaluation, or reporting of research.
   c. **Unauthorized Collaboration:** Working with others without the express permission of the instructor on a submission, whether in draft or final form, to meet course requirements (including a paper, project, take-home exam, computer program, oral presentation, or other work). Unauthorized collaboration also means using any work submitted from a previous semester of a course by another student to meet course requirements. Collaboration between students will be considered unauthorized unless expressly part of the assignment in question, or expressly permitted by the instructor.
   d. **Abuse of Academic Materials:** Destroying, defacing, stealing, or making inaccessible library or other academic resource material.
   e. **Participation in Academically Dishonest Activities:** The University defines participation in academically dishonest activities as any action taken by a student with the intention of gaining an unfair advantage over other students. Examples include, but are not limited to:
      1. Misrepresenting oneself or one's circumstances to an instructor;
      2. Purchasing a pre-written paper(s) or assignment(s);
      3. Selling, loaning, or otherwise distributing materials intended for the purpose of cheating, plagiarism, or other academically dishonest acts;
      4. Destroying, altering, stealing, or forging someone else's work, library materials, laboratory materials, academic records, course syllabi, or examination/course grades;
      5. Misrepresenting academic documents, including forgery, alteration, or knowing misuse of graded examinations, quizzes, grade lists, or official records of documents, including, but not limited to, medical excuses, transcripts from any institution, letters of recommendation, degree certificates, change of grade slip, examinations, quizzes, or falsifying academic information on one's resume.
      6. Unauthorized usage or access to technology during exams as laid out by the faculty member.

B. Standards of Classroom Behavior

Students are expected to demonstrate behavior in the classroom that is not disruptive to the educational/learning

environment. The primary responsibility for managing classroom behavior rests with the faculty. Students who engage in any behavior that results in the disruption of a class may be directed by the faculty member to leave the classroom for the remainder of the class period. A student dismissed from a class may be required to meet with an academic administrator, faculty member, or the Dean of Students before the student is permitted to return to the class. If the disruptive behavior persists, the matter may be referred for processing consistent with this policy. In addition, any behavior that occurs in the classroom that constitutes a violation of the Standards of Conduct may be referred for processing consistent with this policy.

C. Health and Safety Standards

Students are expected to behave in a manner that promotes the health and safety of the university community. Violations of this standard include, but are not limited to:

1. **Alcohol:** Possession, use, manufacture, sale, or distribution of alcohol by anyone under the legal age and/or to anyone under the legal age; severe intoxication resulting in concern for a student's well-being or hospitalization; violations of university policy and/or federal, state, or local laws related to alcohol/alcohol products; misuse/abuse of products containing alcohol; incapacitation and/or inability to exercise care for one's own safety and/or the safety of others due to the consumption of alcohol.
2. **Controlled Substances (Drugs):** Unlawful and/or unauthorized possession, use, manufacture, sale, or distribution of illegal drugs, controlled substances, and/or drug paraphernalia; violations of university policies and/or federal, state, or local laws pertaining to controlled substances; incapacitation and/or inability to exercise care for one's own safety and/or the safety of others due to the consumption/injection/absorption of controlled substances.
3. **Physical Abuse/Threats/Violent Behavior:** Intentional and unwanted physical contact with another person, or physical behavior and/or threats (expressed or implied) directed to any person (including oneself), that:
    a. Endangers the safety, physical or mental health, or life of any person, or creates a reasonable fear of such action;
    b. Substantially interferes with an individual's academic, employment, and/or living conditions/environment, or access to university resources and opportunities; and/or
    c. Restricts the freedom of movement of another person by use of physical force.
4. **Harassment (other than sex-based harassment):** Unwelcome advances or conduct (e.g., physical, psychological, verbal, written, or digital-based), directed toward one or more individuals that is sufficiently severe or pervasive so as to substantially interfere with a person's academic, work, or living environment/conditions and/or impair a person's equal access to university resources, activities, or opportunities, and/or creates an intimidating, hostile, or offensive environment.
5. **Bullying/Cyberbullying:** Intentional, repeated, persistent, and/or aggressive behavior (physical, verbal, or written) directed at another person, either in person or through electronic (e.g., email, instant messaging, text messages, blogs, mobile phones, pagers, online games, websites, and social media sites), telephonic, or other means, that intentionally or unintentionally causes fear, distress, or physical, emotional, or reputational harm to another person.
6. **Hazing:** Any intentional, knowing, or reckless act committed by a person (whether individually or in concert with other persons) against another person or persons regardless of the willingness of such other person or persons to participate, that
    - is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a Student Organization; and
    - causes or creates a risk, above the reasonable risk encountered in the course of participation in the institution of higher education or the organization (such as the physical preparation necessary for participation in an athletic team), of physical or psychological injury including, but not limited to--
        - whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body, or similar activity;
        - causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity;
        - causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;
        - causing, coercing, or otherwise inducing another person to perform sexual acts;
        - any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;
        - any activity against another person that includes a criminal violation of local, State, Tribal, or Federal law; and any activity that induces, causes, or requires another person to perform a duty or task that involves a criminal violation of local, State, Tribal, or Federal law.
7. **Violation of Reasonable Expectation of Privacy:** Any actual or attempted unauthorized and/or unlawful acts, including the use of electronic or other devices to (a) make an audio, video, or photographic record, (b) stream an audio/video record, or (c) post photographic images, audio, or video of any person taken in a private location without the prior knowledge and consent of the subject of the images/audio, when such a recording is likely to cause injury, distress, or damage to reputation; and/or surreptitiously viewing an individual(s) in the interior of a private location without that

individual's knowledge and consent. Photographs and recordings made in private locations of sexual activity or that contain nudity, without the knowledge and written/recorded consent of all parties identifiable in the photos/recordings, even if the photograph or recording was originally made with the knowledge and verbal consent of those parties. Private locations are settings where a person reasonably expected privacy (e.g., residential living quarters, bathrooms, locker rooms, and personal offices).

8. **Firearms, Weapons, Explosives, or Dangerous Substances and Devices:** Illegal or unauthorized use, possession, or concealment of weapons on university premises or at university activities. Use or brandishing of any item, even if legally possessed, in a manner that harms, threatens, reasonably causes fear, or otherwise endangers any person (including oneself).
9. **Emergencies/Fire Safety:** Tampering with, unauthorized activation of, or misuse of emergency or fire safety equipment in any university facility; failure to exit or impeding the orderly evacuation of any facility, property, or building when a fire alarm or other emergency notification has been sounded; intentional setting of fires in any University facility, on any persons, or on the campus without proper authority; intentionally initiating or causing to be initiated any false report, warning, or threat of fire, explosion, terrorism or other emergency.
10. **Prescription and/or Over-the-Counter Medication:** The use, possession, sale, or distribution of any prescription medication, over-the- counter medication, or any other substance being used in any manner other than its intended purpose, which can cause harm. The use of prescription drugs prescribed by a licensed physician, by the person for whom the prescription is intended, is excluded from this policy.
11. **Destruction of Personal Property:** Destroying, damaging, defacing, or vandalizing the personal property of another person.
12. **Public Exposure:** Deliberately and publicly exposing one's intimate body parts, which includes but is not limited to public urination, defecation, mooning, and public sex acts.

D. Sexual Misconduct

The University prohibits and will not tolerate sexual misconduct of any kind by students in its educational programs and activities, and will take action to provide appropriate remedies when such conduct is determined to have occurred. The University is committed to providing an educational and work environment free of all forms of sexual misconduct. Discrimination on the basis of sex ("sexual misconduct") includes the following, as these terms are defined in the Comprehensive Policy and for Sexual Misconduct Grievance Process:

- Discrimination on the basis of sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, and gender identity; and
- Sex-based harassment including both
  - -Sexual harassment including specific offenses such as sexual assault, dating violence, domestic violence, and stalking), and
  - -Other harassment on the basis of sex.

1. **Dating Violence:** means violence committed by a person: 1. who is or has been in a social relationship of a romantic or intimate nature with the victim; and 2. where the existence of such a relationship shall be determined based on a consideration of the following factors:
   a) the length of the relationship;
   b) the type of relationship; and
   c) the frequency of interaction between the persons involved in the relationship.

Dating violence does not include acts covered under the definition of domestic violence.

2. **Domestic Violence:** Includes any crime(s) committed against an individual by a current or former spouse or intimate partner (as defined under the family or domestic violence laws of Illinois), including but not limited to, domestic battery, aggravated domestic battery, stalking, aggravated stalking, cyberstalking, sexual assault, and sexual abuse.
3. **Sexual Assault:**
   a) **Incest:** Nonforcible Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
   b) **Nonconsensual Sexual Contact:** The intentional touching of the clothed or unclothed body parts without consent of the victim for the purpose of sexual degradation, sexual gratification, or sexual humiliation. The forced touching by the victim of the actor's clothed or unclothed body parts, without consent of the victim for the purpose of sexual degradation, sexual gratification, or sexual humiliation. This offense includes instances where the victim is incapable of giving consent because of age or incapacity due to temporary or permanent mental or physical impairment or intoxication for the purpose of sexual degradation, sexual gratification, or sexual humiliation.
   c) **Rape:** Penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, or by a sex-related object without the consent of the victim. This definition also includes instances in which the victim is incapable of giving consent because of temporary or permanent mental or physical incapacity (including due to the influence of drugs or alcohol) or because of age. Physical resistance is not required on the part of the victim to demonstrate lack of consent.

d) **Statutory Rape:** Nonforcible sexual intercourse with a person who is under the statutory age of consent.

4. **Sexual Exploitation:** The use of another person's nudity or sexual activity without consent for the purpose of sexual gratification, financial gain, or anyone's advantage or benefit other than the person whose nudity or sexual activity is being used. Sexual Exploitation includes, but is not limited to:
   - observing, recording, or photographing nudity or sexual activity of one or more persons without their consent in a location where there is a reasonable expectation of privacy;
   - allowing another to observe, record, or photograph nudity or sexual activity of one or more persons without their consent; or,
   - otherwise distributing recordings, photographs, or other images of the nudity or sexual activity of one or more persons without their consent.
5. **Stalking:** Engaging in a course of conduct directed at a specific person that would cause a reasonable person to:
   a) Fear for the person's safety or the safety of others; or
   b) Suffer substantial emotional distress. For the purposes of this definition:
      - Course of Conduct means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property.
      - Reasonable Person means a reasonable person under similar circumstances and with similar identities to the victim.
      - Substantial Emotional Distress means significant mental suffering or anguish that may but does not necessarily require medical or other professional treatment or counseling
6. **Title IX Sexual Harassment (Hostile Environment):** Unwelcome conduct on the basis of sex determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the university's education program or activity.
7. **Title IX Sexual Harassment (Quid Pro Quo):** A university employee conditioning the provision of an aid, benefit, or service of the university on an individual's participation in unwelcome sexual conduct on the basis of sex;
8. **Non-Title IX Sexual Harassment:** Unwelcome sexual advances or requests for sexual favors or any conduct of a sexual nature when (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or educational opportunities, assessment or status at UIC; (2) submission to or rejection of such conduct by an individual is used as the basis for employment or educational decisions affecting such individual, or (3) such conduct has the purpose or effect of substantially interfering with an individual's work or educational performance or creating an intimidating, hostile or offensive working or educational environment.
9. **Retaliation:** Retaliation means intimidation, threats, coercion, or discrimination against any individual for the purpose of interfering with any right or privilege secured by Title IX, its implementing regulations, or this policy, or because the individual has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under this policy. Retaliation may include, but is not limited to harassment, discrimination, threats, or adverse employment action. Any person or group within the scope of this policy who engages in prohibited retaliation is subject to a separate complaint of retaliation under this policy.

E. University Facilities, Resources, or Operations Standards

Students are expected to use and treat university facilities and resources (a) in a manner consistent with applicable policies, rules, procedures, etc., (b) for their intended use, and (c) without causing damage or harm thereto. Further, students should not unduly interfere with or disrupt any university operations. Violations of this standard include, but are not limited to:

1. **Misuse of University Facilities, Property, and Resources:** Unauthorized entry to, presence in, or use of university facilities, property, grounds, services, or resources; unauthorized possession of, receipt of, or use of any university services, equipment, resources, or property, including the University's name, insignia, or seal; intentional or reckless damage or destruction to, defacing or vandalizing of, or tampering with university property or the property of others while on university premises or at official university functions.
2. **Misuse of University Documents/Materials:** Forgery, alteration, unauthorized use or misuse of any documents, materials or ID cards belonging to the university, a student, or member of the university community; permitting the use of university documents by an unauthorized person; possession, manufacture, sale, or distribution of university materials (e.g., commencement tickets) and identification cards or devices that are false or fraudulent.
3. **Theft:** Attempted or actual unauthorized taking, misappropriation, possession, retention, or disposal of any property or personal information owned or maintained by the University, any member of the university community, individuals attending a university sponsored event, or any other person; unauthorized taking or use of any university owned or contracted service; attempted or actual theft or burglary; unlawful possession of stolen property; misuse of university funds.
4. **Computer Misuse/Technology:** Misuse of university computers or other university electronic resources such as computer and electronic communications facilities, networks, systems, and services; misuse of email and internet services (e.g. to harass, threaten, defraud, access the confidential information or stored data of another without

authorization); interference with the work of others (including damaging programs or equipment belonging to another) or with the operation of electronic resources; misuse or unauthorized access to a password or account assigned to another person; concealing or misrepresentation of personal identification, account, or device information in network communications; violations of copyright or other laws; use of software or physical devices to enroll an individual (including oneself) in classes by superseding or manipulating the processes specifically delineated by the University Registrar; violation of any university or Academic Computing and Communications Center (ACCC) Policy available at **policies.accc.uic.edu**.

5. **Disruption of University Activities:** Disruption, interference, or obstruction of orderly conduct, process, or function of the university or any of its students, university officials, guests, or the surrounding community, or with authorized non-university activities on campus; inciting others to participate in the disruption of university activities.
6. **Impersonation:** Assuming or acting under the guise of another person's identity or role through deception or without proper authorization; misuse of social media to create false profiles/identification.
7. **Failure to Comply with University Directive:** Failing to comply with reasonable directives from university officials or emergency personnel acting in the performance of their duties. Such conduct may include failure to provide ID, refusing to dispose of or turn over to University authorities prohibited items, failing to respond to communications from university officials, failure to attend meetings with university officials after receiving notice of the date, time, and location of those meetings, or leaving the scene of an incident.
8. **Actions That Adversely Affect the University's Community Interest:** Any conduct or action, on or off campus, which causes significant threat or disruption to (a) any educational process or other legitimate function of the university or (b) the health or safety of any member of the academic community.
9. **Providing False Information:** Withholding or providing false, misleading, or inaccurate information to any university official or office, whether in person, via electronic means, or through official documents and/or records.

F. Student Conduct Process Standards

Students are expected to fully cooperate and participate in all aspects of the Student Conduct process as described in this policy. Misconduct related to the Student Conduct process includes, but is not limited to: failure or refusal to appear upon request or to cooperate in the investigation, hearing, or administration of cases of alleged misconduct; falsification or misrepresentation of information or evidence in the investigation, hearing, or administration of the Student Conduct process; any action that does or attempts to retaliate against, intimidate, threaten, coerce, or improperly influence any member of the university community for reporting alleged violations or for participating in any investigation or conduct proceeding under this policy; unauthorized release or disclosure of information related to a Student Conduct proceeding; failure to comply with the sanctions, interim measures, or outcomes imposed for violations of the Standards of Conduct.

G. Standards for Shared Responsibility for Violations

As a member of the university community, students must be accountable for their actions, the actions of others when the student shares any involvement, and the actions of the guest(s) they allow access to the university community. This includes, but is not limited to: acting in concert to violate university policies or regulations; knowingly assisting, hiring, condoning, encouraging, or requiring an individual(s) to violate university policies or regulations and/or perpetuating or failing to report a violation; allowing, condoning, permitting, or providing opportunity for a guest to violate university policies or regulations.

H. University Rules, Policies, and Procedures Standards

Students and Student Organizations are expected to comply with all rules, policies, and procedures of the University of Illinois and the University of Illinois Chicago.

I. Local, State or Federal Law, or Board of Trustees' Action Standards

Students are expected to comply with all applicable local, state, and federal laws, regulations, rules, directives, and procedures, and with any and all actions of the Board of Trustees of the University of Illinois.

J. Registered Student Organization Conduct Standards

Violations of these standards include, but are not limited to the following:

1. **Appropriate Use of Space:** Using property/space in a way other than previously approved; reserving and using property/space for another organization without prior approval; violating the standards and policies of the particular space.
2. **Financial Stewardship:** Student Organizations may not use or account for student organization funds in violation of university financial and accounting procedures. Violations include but are not limited to:
    a. Breaching contractual obligations.
    b. Using student organization funds for purposes not authorized by the student organization and/or not in accordance with these Standards of Conduct and University Policy.
    c. Failing to provide accounting of all contribution and reporting said contribution to the proper University unit.

3. **Misconduct Involving Other Student Organizations:** Student Organizations are expected to respect the rights and privileges of other organizations and their members. Violations of this standard include but are not limited to:
    a. Knowingly participating in or co-sponsoring an event with a fellow student organization when the student organization is currently on disciplinary probation with restrictive conditions or has been suspended or dismissed.
    b. Misconduct directed at another organization and their members that is directly or indirectly related to organization affiliation.
4. **Health and Safety:** Student Organizations may not foster, promote, or participate in activities that pose a credible threat to the health or safety of their members, other people, or animals.
5. **Violation of Internal and/or Student Governance Policies:** Conduct which violates any internal organizational policy (i.e., Constitution and bylaws), their respective governance organization, and/or policies established by the Center for Student Involvement (CSI), Recreation and Wellbeing, Fraternity and Sorority Life (FSL), or an academic college/department/unit.

V. SANCTIONS

A. Sanctioning Guidelines

Sanctions are designed to promote the University's educational mission and safety of the university community, and to deter students from behavior that violates the Standards of Conduct. Some behavior may be so harmful or disruptive to the university community or to the educational process that it may require more severe sanctions. More than one sanction may be imposed in any one case. The following factors are generally considered when determining sanctions for a particular case:

1. The nature of the violation(s);
2. Prior findings of responsibility and sanction(s);
3. Mitigating circumstances surrounding the violation;
4. The student's motivation(s) for engaging in the behavior;
5. Impact of the behavior;
6. Sanctions which have been imposed in similar cases in the past;
7. The developmental and educational impact on the student; and
8. The overall impact on the university community.

It is important to note that students will NOT be subject to sanctions for a violation of the Standards of Conduct that is determined to be speech that is protected by the First Amendment. The Student Conduct Committee may make recommendations to the respondent(s) for educational activities or referrals to other offices and resources, but compliance with those recommendations is not mandatory and failure to comply will not lead to disciplinary action. The University reserves the right to take other non-disciplinary actions it deems appropriate to address or remedy the effects of the speech.

B. Disciplinary Holds

A disciplinary hold is an administrative notation on a student's academic record that prevents the student from registering for classes, dropping, or adding courses, applying for graduation, and/or obtaining an official transcript. The Office of the Dean of Students reserves the right to place disciplinary holds throughout the student conduct process, including while conduct proceedings are pending. For example, a disciplinary hold may be issued when a student has failed to complete a sanction by the deadline, failed to attend a meeting with the Office of the Dean of Students, or was not enrolled when the alleged violation was reported. Any student Disciplinary holds are also placed when a student is suspended, dismissed, or expelled from the University. A disciplinary hold prohibits a student from registering for classes at any part of the University of Illinois System (Urbana-Champaign, Chicago, Springfield, or System offices) until the suspension or dismissal period is over and all sanctions have been completed. Any disciplinary hold issued within the University of Illinois System (Urbana-Champaign, Chicago, Springfield, and System Offices) may only be removed by the issuing institution. Once imposed, a disciplinary hold will not be removed until the student has completed all outstanding sanctions and/or resolved any pending disciplinary matters and will not be lifted in order to allow a student to register for classes.

C. Sanctions

1. Administrative Sanctions

a. Warning

A written warning is official notice to the student that his/her behavior has violated the Standards of Conduct of the University of Illinois Chicago and that further misconduct could result in additional disciplinary action.

b. No-Contact Directive

A no-contact directive may be issued, as a sanction, on a temporary or permanent basis after a hearing if it is believed necessary to protect the ongoing safety of a person and/or preserve a safe environment. A no-contact

directive prohibits contact with a specific individual or individuals through use of ANY means, including, but not limited to, direct or indirect (e.g., by having others act on his/her behalf) contact via verbal, physical (e.g., gestures or on paper), or electronic (e.g., email or social networking sites) means.

c. Restitution

Restitution requires a Respondent to pay for (1) damages caused to people or property, (2) reimbursement of misappropriated university funds, or (3) reimbursement of other expenses incurred as a result of violations of the Standards of Conduct. Proof of full payment shall be required to clear the student's disciplinary record and failure to make payment may result in further disciplinary action.

d. Loss of Privileges

Loss of any or all privileges as a student for a prescribed period of time including, but not limited to: access to university premises or resources; eligibility for or continued participation in student leadership positions (elected or appointed), an athletic team, student organization, or club sports; student identification card privileges; and/or eligibility to enroll in a specific class, classes, and/or section of a specific class.

e. Restriction or Loss of Computing Privileges

Temporary or permanent restrictions placed on the use of university computing resources may include a prohibition on access to, or limitations on use of, computing facilities, equipment, or resources.

f. University Probation

University Probation is for a designated period of time during which the student is required to show appropriate changes in attitude and behavior. The student must demonstrate capacity of functioning in a way that does not violate the University's Standards of Conduct. Specific restrictions and conditions may be imposed as a part of this probationary status. A student on university probation is not in good standing with the university. Good standing, at a minimum, is a requirement for eligibility to represent the university, to serve on a university committee, to participate in Student Organizations, and for recognition by the university including any office or leadership position held in a student organization, among other things. A violation of the terms of university probation, or subsequent misconduct, is grounds for further disciplinary action, including suspension, dismissal, or expulsion. If all terms of the probation have been met, the probation status will be lifted at the conclusion of the designated period of time.

2. Developmental Sanctions

a. Community Service Hours

Community services hours must be completed (1) at a non-profit organization, (2) under the supervision of an employee or volunteer coordinator who is not a relative of the student, and (3) without payment or other compensation for the work performed. Community service hours may not count towards service-learning hours or other community service required by another program, scholarship, or organization. Students must obtain prior written approval for their intended service.

b. Educational Experience or Project

Educational experiences or projects include any activity or project that provides space for students to reflect upon their conduct, identify harm to self or to the community, and/or educate other students about the University's Standards of Conduct. Students must provide written verification of their completion of the experience/project and must schedule a meeting with the Dean of Students to discuss their experience/project.

3. Academic Sanctions

a. Class Removal or Reassignment

A sanction that removes a student from a class or requires a student to move into a different class or section.

b. Grade Modification (either for specific assignment/test or for the course)

A recommendation to the instructor for the assignment of a failing grade or modified grade for a course, assignment, paper, or examination following a finding the student violated the academic policies as described in this Policy. No grade will be modified without the consent of the instructor. The student may also be required to redo the original assignment or paper, and/or retake the examination only with the consent of the instructor.

c. Class Reinstatement

When a student has been found responsible for academic misconduct, the University reserves the right to reinstate a student into the class in which the alleged misconduct occurred, if the student was previously allowed to withdraw in order to impose a grade adjustment or modification.

4. Elevated Sanctions

a. Withholding Degree

University of Illinois Chicago (UIC) may withhold awarding a degree otherwise earned until the completion of the Student Conduct process as set forth in the Student Disciplinary Policy, including the completion of all sanctions imposed, if any.

b. Revocation of Admission

Admission to the University of Illinois Chicago (UIC) may be revoked for fraud, misrepresentation, or other violations of UIC Standards of Conduct in obtaining admission to UIC. If admission is revoked, all credits earned by the student at UIC will also be revoked and the student will not be entitled to a refund of any tuition, fees, or other costs associated with attendance.

c. **Suspension**

Suspension means the temporary exclusion from the University of Illinois System (Urbana- Champaign, Chicago, and Springfield) for a specified period of time, after which the student is eligible to return to the University. The student is not in good standing with the University during the term of the suspension. Suspension includes (a) both a withdrawal from all classes and a prohibition on registration and/or enrollment in classes until the end of the suspension period; (b) removal/exclusion from the residence halls; and (c) revocation of all student privileges and rights related to access to and participation in university facilities (subject to arrest for trespassing and a charge of failure to comply), resources, activities, employment, and events (including graduation privileges). A student may be required to fulfill one or more conditions during the period of suspension in order to qualify for readmission. The student has the right to re-enter the University or have their privileges reinstated after the specified time only if the student provides the required verification that the conditions of suspension, if any, have been met. A disciplinary hold will be placed on the student's academic record during the designated period of time of the suspension and will not be removed, for any reason, until said time. A student who is suspended from the University is nonetheless responsible for all financial obligations to the University the student incurred. There will be a temporary notation on the student's transcript during the period of suspension.

d. **Dismissal**

Dismissal means the exclusion from the University of Illinois System (Urbana-Champaign, Chicago, and Springfield) for a specified period of time, after which the student must reapply to be considered for admission. Readmission is not automatic or guaranteed. The student is not in good standing with the University during the term of the dismissal. Each case shall be reviewed by the appropriate college with full knowledge of the disciplinary dismissal. A disciplinary hold will be placed on the student's academic record during the designated period of time of the dismissal and will not be removed, for any reason, until said time. Dismissal includes (a) both a withdrawal from all classes and a prohibition on registration/enrollment in classes, (b) removal from the residence halls; and (c) revocation of all student privileges and rights related to access to and participation in university facilities (subject to arrest for trespassing and a charge of failure to comply), resources, activities, employment, and events including graduation privileges. A student may also be required to fulfill one or more conditions prior to becoming eligible for readmission. A student who is dismissed is nonetheless responsible for all financial obligations to the University the student incurred. There will be a permanent notation of dismissal on the student's transcript.

e. **Expulsion**

Expulsion is the permanent exclusion from the University of Illinois System (Urbana- Champaign, Chicago, and Springfield) and immediate termination of all rights and privileges associated with student status with no opportunity for re-application or readmission. A student who is expelled from the University is nonetheless responsible for all financial obligations to the University they incurred. This action may include, in consultation with representatives of the colleges, the cancellation of graduation privileges and the withdrawal of or refusal to award diplomas. There will be a permanent notation of expulsion on the student's transcript.

5. **Campus Housing Sanctions**

a. **Residence Hall Probation**

Residence Hall probation is a formal notice to the student that his/her behavior is unacceptable in the residence halls and continued misconduct could result in further disciplinary action. Residence Hall probation covers a specified period and includes stated requirements.

b. **Residence Hall Reassignment**

The student is moved to another room assignment within the residence hall system.

c. **Residence Hall Contract Suspension**

Separation of the student from university housing or affiliated housing for a period of time. Conditions for readmission may be specified.

d. **Residence Hall Expulsion/Contract Termination**

Permanent separation of the student from university housing or affiliated housing.

6. **Student Organizations Sanctions**

a. **Fines**

Fines may be imposed on Student Organizations and are intended to dissuade students from future misconduct. Money collected from fines is used to fund services and programs for students.

b. **Organizational Probation**

A status, imposed for a specific period of time, during which full or partial limitations/ restrictions are placed on the Student Organization and/or its members from exercising any rights and privileges afforded to them as a Student Organization. This includes, but is not limited to, the organization's ineligibility to access university funds for organizational activities; participate in university- or department-sponsored programs, events, or initiatives; or participate in programs, events, or initiatives administered by the Center for Student Involvement or the Office of Fraternity & Sorority Life. The organization may not, during the probationary period, create an alternate organizational identity that can be used to operate as the sanctioned organization under the guise of another

identity. The purpose of organizational probation is to allow students to reflect on creating and sustaining socially responsible environments and behaviors and to demonstrate their ability to abide by community standards and expectations. Additional parameters of organizational probation may vary depending on the circumstances and will be specified in writing. Organizations will be evaluated at the conclusion of their probation time-period by the Center for Student Involvement, Office of Fraternity and Sorority Life, and/or the Office of the Dean of Students to determine if the organization has met all requirements of the probation and are prepared to return to the UIC community.

c. Suspension of University Registration

Suspension means the temporary severance of the organization's relationship with the University for a specific period of time. During this time, full or partial limitations/restrictions are placed on the student organization and/or its members from exercising any rights and privileges afforded to them as a Student Organization. The organization may not, during the period of suspension, create an alternate organizational identity that can be used to operate as the sanctioned organization under the guise of another identity. Organizations will be evaluated at the conclusion of their suspension time-period by the Center for Student Involvement and the Office of the Dean of Students to determine if the organization has met all requirements of the suspension and is prepared to return to the UIC community.

d. Revocation of University Registration

Permanent severance of the organization's relationship with the University and all services, resources, or access associated with that relationship. An official notice to the organization's regional or national office for the revocation of a student organization's charter at the University of Illinois Chicago will also take place. The duplication of the original organization's goals, purpose, activities, or services are not allowed.

D. Submission of Sanctions

If a student receives a sanction that requires follow up by DOS, then all documents and/or relevant materials should be submitted at **go.uic.edu/SanctionSubmission**.

E. Transcript Notations

When, as a result of a violation of the Student Disciplinary Policy, a student is placed on University Probation or Suspension, the University Probation or Suspension sanction may be notated on the academic transcript for the duration of the probation or suspension period. When a sanction of Dismissal or Expulsion is imposed, the Dismissal or Expulsion sanction will remain as a permanent posting on the academic transcript.

VI. RESOLUTION METHODS

A. Academic Liaison Process

The Academic Liaison Process provides support to faculty in handling violations of academic integrity. The Academic Liaison Process allows faculty an opportunity to resolve the matter A faculty Complainant or college representative for a faculty member may request resolution through the Academic Liaison Process, though this is not required. The Academic Liaison Process can be utilized only for violations of the Standards of Conduct for Academic Integrity (Article IV, Sections A & B).

1. **Initial Contact:** A faculty member/Complainant or college administrative representative contacts the Office of the Dean of Students to initiate the Academic Liaison Process.
2. **Meeting with Complainant and Development of Preliminary Resolution:** The Academic Liaison speaks to the faculty member or college representative either in person, by telephone, or via video conferencing and explains the various options within the Student Disciplinary Policy. If the faculty member or college representative wishes to continue with the Academic Liaison Process, the Liaison will ask the faculty member to provide a proposed preliminary resolution if the student admits responsibility. The resolution proposed by the faculty member may include, but is not limited to: a failing grade for the course in which the student is enrolled; a failing grade for the assignment in which the faculty member believes academic dishonesty took place; a letter of reprimand issued to the student; participating in an Academic Integrity webinar; and/or repeating the assignment in question. All proposed resolutions by faculty members must be within their scope of authority.
3. **Student Notice:** The Academic Liaison will send a notice to the student via official UIC email outlining the Academic Liaison process, the preliminary resolution proposed by the faculty member, and a copy of the complaint. The student will also be presented with the option to accept or reject the preliminary resolution proposed. The Academic Liaison is available for an optional meeting with the student in person, by telephone, or via videoconferencing prior to the student's response submission. Instructions on how to request a meeting with the Academic Liaison will be included in the initial correspondence to the student.
4. **Student Response:** The student must respond to the proposed resolution within (5) days of the student's receipt of the notification. The options available to the student are:

[3] This section refers to the general standards for hearings that do not involve allegations of sexual misconduct. Please refer to Article VIII for information about the conduct of hearings involving allegations of sexual misconduct.

a. **Accept the Resolution:** If the student chooses to accept the faculty member's preliminary resolution, a waiver of further review of the case is signed by the student. The case is then considered closed, and the results of the process are reported to the faculty member, Senate Committee, Dean of Students, Dean of the Student's college.
b. **Reject the Resolution:** If the student does not accept the faculty member's preliminary resolution, a statement is signed by the student indicating the student's understanding of the various options afforded under the Student Disciplinary Policy and the consequences of choosing not to accept the proposed resolution. This decision is communicated to the Complainant/faculty member by the Office of the Dean of Students. The Complainant/faculty member will determine the appropriate next steps to resolve the matter. The Complainant may refer the case for formal disciplinary action. Failure of the student to either accept or reject the proposed resolution within five (5) days of notification will constitute an automatic rejection.

5. **Failure to Respond to Notice:** In the event the student fails to respond to the Academic Liaison's notice within five (5) days or to provide a reasonable explanation as to why the student cannot participate in the Academic Liaison Process, the Academic Liaison will notify the Complainant/faculty member of the student's non-compliance with the process. The Complainant/faculty member can determine appropriate next steps for resolution of the matter.
6. **Subsequent Violations:** The Academic Liaison Process may be utilized only for the first alleged violation of the Standards of Conduct against a student. Any subsequent alleged violations submitted as a formal complaint made against the same student may be forwarded to the Referral Committee or to a Student Conduct Hearing at the sole discretion of the Dean of Students.

B. Mutual Agreement Process

When the Office of the Dean of Students receives a complaint and/or an investigative report that alleges that a Respondent may have violated relatively minor infractions of the Standards of Conduct, the Dean of Students can engage in the mutual agreement process. The mutual agreement process will consist of the following:

1. **Respondent Notice:** Respondents are presented with a notice from the Dean of Students that provides a copy of the complaint and/or investigative report. In addition, alleged violations of the Standards of Conduct will also be included. Within this notice, the responsibility will be presented with the option to accept or reject responsibility for the alleged violations. The notice will include a URL link to access a form where the Respondent will select their decision to the Dean of Students.
2. **Respondents' Response:** The Respondent must respond back to the Dean of Students within five (5) days of the Respondent's receipt of the notification. The options available are:
   a. **Accept Responsibility:** If the Respondent chooses to accept responsibility for the alleged violation(s), the Respondent waives the right to a hearing, waives any appeal rights, and admits responsibility for violating ALL of the specified Standards of Conduct regulations. The Respondent will have the opportunity to provide additional information and/or upload supporting documents that they would like to be considered as a part of the sanctioning process. The Respondent and Complainant(s) may propose sanction recommendations that are reasonable and in accordance with this policy. The Dean of Students will review the submission and provide the Respondent with a formal notice of sanctions within seven (7) days of receiving the Respondent's decision submission. Upon completion of the sanctions, the matter will be considered closed.
   b. **Rejects Responsibility:** If the Respondent chooses to reject responsibility for the alleged violation(s), the mutual agreement process will be closed, and the matter will be formally referred to a hearing for resolution.
3. Failure of the Respondent to either accept or reject responsibility of alleged violation(s) within five (5) days of notification will constitute an automatic acceptance.
4. A mutual agreement process cannot be offered to a respondent who has previously been found responsible for similar behaviors.
5. Final resolution of the mutual agreement process must meet the following criteria:
   a. The Dean of Students and the respondent must agree that mutual agreement process is a reasonable option given the circumstances;
   b. The Respondent must accept responsibility for the violation(s) of the specified Standard of Conduct regulation(s);
   c. The Complainant will be notified of the Respondent's decision and will be invited to propose sanction recommendations to the Dean of Students that are reasonable and in accordance with this policy.

C. Student Conduct Committee Hearings[3]

Student conduct hearings are non-adversarial, fact-finding proceedings that occur to address alleged violations of the Standards of Conduct. It is the responsibility of the Committee/Chair to ask all relevant questions, determine the admissibility and relevance of all materials, establish reasonable guidelines for the presentation of information, render decisions based on the materials and information provided, and impose sanctions where appropriate. The hearing process provides the Complainant and/or respondent with an opportunity to:

- Review the available case information;
- Share their perspectives on what happened, including presenting witnesses' relevant evidence; and/or

- Describe the effects the incident has had on the student and others, both negative (harm caused) and positive (lessons learned).

1. **Notice:** Complainants and respondents will be provided with written notice of the hearing date, time, location, and purpose of the hearing prior to the hearing date. The notice will include a description of the procedures to be followed at the hearing. The respondent and Complainant both have the opportunity to provide written statements about the incident prior to the hearing but must provide the information by the stated deadline(s).

2. **Objectives:** The hearing shall have the following objectives:
   a. Inform the parties and committee members of the charges;
   b. Give the student(s) involved an opportunity to present their respective positions and to respond to the charges;
   c. Consider evidence, testimony, and credibility of the students and witnesses;
   d. Determine, using a preponderance of the evidence standard, if respondent is responsible for any or all of the alleged violations of the Standards of Conduct;
   e. Consider and impose appropriate sanctions.

D. Administrative Hearings

An administrative hearing is a conduct proceeding conducted by a member of the staff in the Office of the Dean of Students to hear cases involving minor infractions (not to include sexual misconduct). Administrative hearings are conducted for complaints that are likely to result in the following outcomes (if the Respondent was found responsible for violating the Standards of Conduct): Administrative Sanctions, Developmental Sanctions, Academic Sanctions, Campus Housing Sanctions (A & B), and Student Organization Sanctions (A & B).

1. The Office of the Dean of Students will arrange an administrative hearing with the student. During the administrative hearing, the alleged violations will be reviewed, the student will have an opportunity to respond to the alleged violations of the Standards of Conduct, an explanation of the possible outcomes/sanctions will be discussed, and the student will be notified that future misconduct could result in more serious disciplinary actions. Within a reasonable period of time, not to exceed five (5) days after the hearing, a written notification will be sent to the student containing the outcome of the hearing.
2. If the Respondent chooses not to meet with the administrative hearing officer by the given deadline, the hearing officer may proceed with the determination of responsibility and any sanctions (limited to those described above). Depending on the nature of the case, the hearing officer may instead place a hold on the student's record, preventing registration until the student has met with the administrative hearing officer.

VII. HEARING GUIDELINES AND INFORMATION

A. Hearing Guidelines

These hearing guidelines and information apply to all Student Conduct hearings unless otherwise noted. Additional guidelines applicable to Student Conduct hearings for sexual misconduct are included in Article VIII.

1. **Confidentiality:** Student Conduct Records are maintained in accordance with the UIC Student Records Policy, as well as applicable Federal and State laws. Student Conduct Records may be shared with university officials on a need-to know-basis. Please review Article XII for additional information on Student Conduct Record retention.
2. **Incidents Involving Multiple Students:** When more than one student is involved in the same incident, the Dean of Students will determine the appropriate approach to resolution, balancing students' privacy rights with the institutional resources available to provide a timely and fair resolution. If a decision is made to combine the hearings of all the students involved in an incident, all participating parties (Complainants and Respondents) will be present for the reading of the charges, opening remarks, Complainant's presentation of evidence and witness testimony, and closing statements. However, at the time the individual Respondent presents his/her case, the other Respondent(s) and his/her advisor(s) or legal counsel and witnesses may be excluded from the proceedings unless otherwise agreed upon by the Respondent(s) and the committee.
3. **Notification of Hearing Outcome:** Within five (5) days of the conclusion of the hearing, a written decision will be issued to the Respondent and all appropriate parties.
4. **Advisors/Support Person:** The Respondent and the Complainant have the right to have one support person (as defined herein) present during the hearing. Due to extenuating circumstances, the Office of the Dean of Students may allow for more than one advisor/support person. The role of the advisor/support person will be restricted to supporting the respective parties.
5. **Participants in Hearing:** All hearings are closed except for the following individuals: administrative hearing officer or members of the Student Conduct Committee, the Complainant(s), the respondent(s), advisors/legal counsel, witnesses, and the Dean of Students.

a. **Witnesses:** A witness is someone who directly observed an incident or has direct or indirect knowledge related to an incident. Witnesses should be able to speak knowledgeably about the incident and be able to provide relevant facts to the Office of the Dean of Students. Reliable witnesses are critical to the integrity and effectiveness of the Student Conduct process. Except in the case of sexual misconduct complaints, Witnesses cannot participate solely to speak about an individual's character. The Respondent, the Complainant, and/or the Office of the Dean of Students may request relevant witnesses to participate in the Student Conduct process. The Office of the Dean of Students may request a written statement from the witness and/or a meeting with the witness prior to the hearing. All witness statements are submitted through **go.uic.edu/WitnessForm**.

b. **Student Organization Representative:** The individual, or individuals (no more than three), selected by the Student Organization to speak on the Organization's behalf. The Organization Representative may be, but is not required to be a member of the Organization's leadership structure (e.g., President, Vice President, Team Captain, etc.).

6. **Personal Safety Consideration:** The Dean of Students will accommodate concerns for the personal safety, well-being, and/or fears of confrontation of the respondent, Complainant, victim/survivor, or any witnesses during the hearing by taking appropriate and reasonable measures. In situations where reasonable fear for physical safety and/or retaliation exists, the Chair reserves the right to adjust the hearing format, including having police present and/or using technology to allow parties to participate in a manner that addresses the concerns while allowing the process to move forward.
7. **Quorum:** For a Student Conduct Hearing, a quorum consists of four voting members of the Student Conduct Committee. For a Student Conduct Hearing related to allegations of sexual misconduct, a quorum consists of four voting members of the Sexual Misconduct Committee, who have received specialized training in Sexual Misconduct. For an Administrative Hearing, the Dean of Students hears the case and determines the outcome.
8. **Record of Hearing:** The University will create an audio or audiovisual recording or transcript of the live hearing and make it available to the parties for inspection and review upon request.
9. **Remote Participation:** Any party, including the Respondent, Complainant, or any witness, may participate in a hearing remotely by way of telephone, videoconferencing, or other appropriate means provided the identity of the person participating remotely is known to all parties and all other guidelines and procedures described in this Student Disciplinary Policy are followed.
10. **Reasonable Accommodations:** UIC is committed to creating a learning environment and academic community that promotes educational opportunities for all individuals, including those with disabilities. Students should contact the UIC Disability Resource Center to submit requests for accommodations related to proceedings under this Policy. The requests should be made in a timely manner prior to the proceedings in order to arrange for reasonable accommodations.
11. **Testimony and Evidence:** The hearing committee/hearing officers will make determinations based on all available information and materials determined to be credible and relevant to the matter under consideration. Failure of the Respondent to be present or participate in the proceedings will not be construed as an admission of responsibility. Likewise, failure of the Complainant to participate in the proceedings will not be construed as evidence that favors the Respondent.
12. **Timeliness of Conduct Process:** The University strives to complete the Student Conduct process, including the time for any hearings or appeal processes, within sixty (60) days. There are, however, many factors that may affect the length of time needed to complete various portions of the resolution process fairly and equitably. Consequently, some matters will be resolved before the designated time frames, and some may require additional time.
13. **Standard of Proof:** A preponderance of the evidence, or "more likely than not", standard is the official evidence standard of the Student Disciplinary Policy. In this context, the Respondent will be found to be responsible for the alleged violations if the hearing officer/hearing committee concludes that it is more likely than not that, based on a careful review of all credible and relevant information presented, the Respondent is responsible for the alleged acts/behavior and these acts/behaviors constitute a violation of the Standards of Conduct.
14. **Hearings in Absentia:** If a student Complainant or respondent does not attend the hearing, the case may proceed to disposition without the student's participation.

VIII. SEXUAL MISCONDUCT INVESTIGATION AND HEARING GUIDELINES

UIC will conduct hearings to address complaints of sexual misconduct following the procedures outlined in this section of the Policy. Sexual Misconduct includes hostile environment harassment, sexual assault, dating violence, domestic violence, stalking, sexual violence, and sexual exploitation. For more information, please consult the Comprehensive Policy and Procedures for Sexual Misconduct Grievance Process.

A. Sexual Misconduct Complaints

1. Filing Complaints of Sexual Misconduct

Those who believe they have been subjected to sexual misconduct, as defined in the Comprehensive Policy and Procedures

for Sexual Misconduct Grievance Process have a variety of options for reporting, including filing a Complaint under this Policy. Complaints filed with the Dean of Students involving allegations of Sexual Misconduct are referred to the Title IX Coordinator in the Office for Access and Equity. The Dean of Students or Title IX Coordinator may implement supportive measures prior to, during, and/or upon the completion of the sexual misconduct investigation.

B. Sexual Misconduct Investigations

1. Investigations of alleged sexual misconduct will be handled according to the Comprehensive Policy and Procedures for Sexual Misconduct Grievance Process. Once the investigation is completed and unless the complaint is dismissed, the investigator will refer the matter to the Dean of Students for adjudication in accordance with this Policy.

C. Hearing Guidelines and Information

Sexual Misconduct Hearings shall proceed consistent with the following guidelines:

1. **Evidence review:** The Parties shall have an opportunity to review the relevant and not otherwise impermissible evidence in advance of the live hearing.
2. **Live hearing:**
   a. **Location:** The live hearing may be conducted with the parties physically present in the same geographic location or with the parties physically present in separate locations, with technology enabling the student conduct committee and parties to simultaneously see and hear the party or the witness while that person is speaking.
   b. **Questioning of Parties and Witnesses:**
      1. The Hearing Chair and members of the Student Conduct Committee will have an opportunity to ask questions to Parties and witnesses during the live hearing that are relevant and not otherwise impermissible. They may also question the parties and witnesses to adequately assess their credibility, to the extent that credibility is both in dispute and relevant to evaluating one or more of the allegations.
      2. Parties may propose to the Hearing Chair such questions that the party wants asked of any party or witness and have those questions asked by the Chair when the Chair determines that the questions are relevant and not otherwise impermissible. Prior to excluding a proposed question, the Hearing Chair will explain the decision to exclude the question as not relevant or not otherwise permissible. If the Hearing Chair decides that questions are unclear or harassing, then the party proposing the question will have an opportunity to revise the question. The Chair will determine whether the revision sufficiently clarifies or revises a question such that it is no longer unclear or harassing and will then pose the sufficiently revised questions.
3. **Record:** The University will create an audio or audiovisual recording or transcript of the live hearing and make it available to the parties for inspection and review upon request.

D. Protection from Retaliation

Retaliation for participation in the process is prohibited by University policy and will be addressed pursuant to the Comprehensive Policy and Procedures for Sexual Misconduct Grievance Process.

E. Timeliness of Process

There are many factors that affect the length of time needed to complete various portions of the resolution process fairly and equitably. Once the sexual misconduct is complete, the Dean of Students will move to schedule a hearing as soon as all parties are available to participate but not sooner than ten (10) days from the date the parties and their advisors, if any, receive the Title IX misconduct investigation or sexual misconduct investigation evidence.

F. Request for Delay

Requests for delays will be considered on a case-by-case basis but are typically not be granted in sexual misconduct cases.

G. Notice

Complainants and respondents will be provided with written notice of the hearing date, time, location, identify of participants, and purpose of the hearing prior to the hearing date. The notice will include a description of the procedures to be followed at the hearing. The respondent and Complainant both have the opportunity to provide written statements about the incident prior to the hearing but must provide those statements by the stated deadline(s).

H. Amnesty Provision for Alcohol/Drug

To encourage reporting, the University will not pursue disciplinary actions for alcohol/drug violations against a student making a good faith report of Sexual Misconduct. The University may utilize educational responses as appropriate through the Office of the Dean of Students.

I. Advisors for Sexual Misconduct Hearings

Prior to the Sexual Misconduct hearing, the Complainant and Respondent may each choose an advisor, which may but need not be an attorney, to accompany them to the hearing. If a party chooses to have an advisor present with them, the party

must notify the university of the name and contact information for their advisor at least five days in advance of the hearing. Support Person/Advocate for Sexual Misconduct Hearings. The Respondent and Complainant are allowed to bring a support person as described in Section VII, Part A, Subsection 4, in lieu of or in addition to an advisor as described above.

J. Consideration of Evidence

a. The Student Conduct Committee cannot draw an inference about whether sexual misconduct occurred based solely on a party's or witness's absence from the hearing or refusal to respond to questions. The Student Conduct Committee will consider all relevant and not otherwise impermissible evidence presented at the Hearing. The Hearing Chair makes relevancy/permissibility determinations regarding offered evidence.

b. Impermissible Evidence: The Student Conduct Committee will not require, allow, consider, rely upon, or otherwise use questions or evidence that constitute, or seek disclosure of the following:

1. Information protected under a legally recognized privilege or was provided to a Confidential Employee (as defined by the Comprehensive Policy and Procedures on Sexual Misconduct, Including Harassment), unless the person who is owed such privilege has voluntarily waived the privilege.
2. A party's or witness's records that are made or maintained by a physician, psychologist, or other recognized professional or paraprofessional in connection with the provision of treatment to the party or witness, UNLESS the recipient obtains that party's or witness's voluntary, written consent for use in these proceedings.
3. Evidence that relates to the Complainant's sexual interests or prior sexual conduct, UNLESS evidence about the Complainant's prior sexual conduct is offered to prove that someone other than the Respondent committed the alleged conduct or is evidence about specific incidents of the Complainant's prior sexual conduct with the Respondent that is offered to prove consent to the alleged sex-based harassment.

K. Sexual Misconduct Hearing Committee

Members of the Student Conduct Committee who serve in hearings related to sexual misconduct will consist of those members who have received specialized training consistent with the requirements of applicable law. Members of the Student Conduct Committee may not participate as hearing committee members in any hearing where they were otherwise involved in the sexual misconduct investigation or any previous complaint resolution procedures associated with the allegations being considered in that hearing. The Complainant and Respondent will receive notice prior to the Student Conduct Hearing of the Student Conduct Committee members and Chair in their proceeding and will have the opportunity to request a substitution if any said member has a conflict of interest or bias for or against Complainants or respondents generally or an individual Complainant or respondent.

IX. HEARING PROCEDURES

A. Administrative Hearings

The Complainant, respondent, and witnesses may be present for a hearing with the Administrative Hearing Officer. The Administrative Hearing will utilize the following format:

1. The students may ask questions about the Student Conduct process;
2. The administrative hearing officer will review the facts of the complaint, as well as any other relevant case information received;
3. Students can respond to the information by providing their perspectives on the incident and alleged behaviors;
4. Students may present information and/or witnesses relevant to the allegations;
5. The hearing officer will ask questions of the students and witnesses;
6. Students can acknowledge or deny responsibility for the alleged violation(s);
7. The hearing officer will determine whether the Respondent is responsible for the alleged actions/behavior and, if so, will consider and impose appropriate sanctions;
8. The hearing officer will inform the students of the decision.

B. Student Conduct Hearings

Hearing proceedings will follow the format described below and, for hearings involving allegations of sexual misconduct, as supplemented or amended by the procedures for Sexual Misconduct Hearings in Article VIII. The hearing is not conducted as a civil or criminal proceeding and consequently strict rules of evidence do not apply. At the sole discretion of the Hearing Chair/Student Conduct Committee members, changes may be made to the hearing format to accommodate special circumstances. It is within the sole discretion of the Student Conduct Committee and Hearing Chair to determine the relevance of any information, materials, or testimony, and to refuse to direct questions to the parties/witness and/or refuse to accept information, materials, or testimony it considers immaterial, irrelevant, or otherwise impermissible. The Student Conduct Committee hearing will utilize the following format:

1. **Introduction/Reading of Alleged Violations:** The Chair of the Student Conduct Committee will convene the hearing by requesting that all individuals present state their identity. He/she will then read the alleged violations of the Standards of Conduct.
2. **Opening Statements:** The Complainant and Respondent may each make a brief opening statement for the purpose of providing the hearing committee with a short summary of their positions relevant to the complaint and the materials/ witnesses to be presented.
3. **Presentation of Evidence:** The Complainant and Respondent may formally present to the hearing committee any and all information, materials, and witness testimony to support his/ her position. In cases involving allegations of sexual misconduct, a Title IX Investigator will present the investigation report to the hearing committee as well and will be present for the entire hearing.
4. **Questioning of Parties/Witnesses/Investigator:** Following the presentation of each individual (Complainant, Respondent, investigator, and witnesses), questions will be posed first by the committee, then by the opposing party. All questions from one party directed to the other must be made through the Hearing Chair. The hearing committee, through the Chair, may recall anyone who provided testimony. Once all information, materials and testimony have been presented, the hearing committee, Complainant and Respondent are provided with a final opportunity to ask additional questions or provide additional information to the Student Conduct Committee.
5. **Closing Statements:** The Complainant and Respondent may each make a closing statement. The closing statement should be a short summary of the materials and information presented during the hearing and any relevant information that the student would like to share with the hearing committee.
6. **Executive Session:** The hearing committee will excuse all participants and enter into executive session during which the committee will assess the relevancy of the information presented as well as the credibility of the parties and witnesses. The hearing committee will decide (based on a simple majority vote): (a) whether or not, by a preponderance of the evidence, the Respondent is responsible for the alleged violation(s) of the Standards of Conduct, and, if so, (b) what sanctions are appropriate. Only after determining responsibility will the committee consider any previous sanctions imposed on the Respondent through the Student Disciplinary Policy. The review of any previous sanctions will include all disciplinary actions taken as a result of an Administrative Hearing, the Academic Liaison Process, or imposed by a hearing or appeal committee. The deliberations of the executive committee are not recorded.

X. APPEAL PROCESS

The Office of the Dean of Students will review all requests for appeal to determine if the requestor has asserted appropriate grounds for appeal. Appeals will not be granted based solely on a party's disagreement with the outcome.

A. Filing an Appeal

1. The Respondent may file a request for appeal no later than five (5) days after receipt of the outcome of the hearing where the Respondent has been found responsible for violating one or more of the Standards of Conduct.
2. Either party may file a request for appeal no later than five (5) days after receipt of the outcome of a hearing involving allegations of sexual misconduct. In the case of an appeal of a decision regarding the sexual misconduct, the party not filing the appeal must be notified, in writing and given five (5) days to submit a written statement in response to the appeal.
3. The request for appeal must be submitted through the Student Conduct Appeal Form at **go.uic.edu/conductappeal** and must include (a) a statement explaining the grounds for the appeal, (b) all relevant supporting evidence and documentation, and (c) the desired outcome of the appeal request.

B. Grounds for Appeal

An appeal must be based upon one or more of the following grounds:

1. **Procedural Error:** A procedural error occurred in the handling of the complaint that substantially affected the outcome of the hearing.
2. **New Evidence:** New evidence exists, sufficient to alter a decision, which was not reasonably available at the time of the original hearing. Information will not be considered "new evidence" if the Respondent or Complainant did not attend the original hearing or voluntarily withheld information during the original hearing.
3. **Sanction(s) Disproportionate with Violation(s):** The sanction(s) imposed are substantially disproportionate to the severity of the violation(s) of the UIC Standards of Conduct for which the student was found responsible.
4. **For complaints involving allegations of sexual misconduct, appeals may also be based on the following grounds:** The Title IX Coordinator, investigator(s), or decision-maker(s) had a conflict of interest or bias for or against complainants or respondents, generally, or against the individual complainant(s) or respondent(s) that affected the outcome of the matter.

C. Appeal Review Process

1. The Appeal Committee will, except as required to explain the basis of new evidence, limit its review to the record of the initial hearing, including any documents or written statements considered by the hearing officer/committee, and any supporting documents and statements submitted by the parties as part of the appeal process.
2. After reviewing the request, the Appeal Committee designated to review the appeal will make one of the following determinations: The appeal is denied because (a) none of the grounds for an appeal has been met or (b) the appeal is granted because one or more of the grounds for an appeal have been met. The Appeal Committee may uphold the original disciplinary decision and deny the appeal, modify the original disciplinary decision, or remand the matter for a new hearing or remand review.
3. The Appeal Committee will issue its written decision to the Respondent within a reasonable period of time not to exceed 30 days from the date the appeal was received. For cases involving allegations of sexual misconduct, both parties will receive written notification, simultaneously, of the final determination of the Appeal Committee within 7 days of the Appeal Committee's decision.

D. Finality

The decision of the Appeal Committee and any decision resulting from a remand review or hearing are final and no further appeals are allowed. All decisions shall be reported to the Respondent, the Complainant, and all appropriate University administrators. The results relating to the complaint become final either on the date the parties are provided with the written determination of the result of any appeal, if an appeal is filed, or if an appeal is not filed, the date on which an appeal would no longer be considered timely.

XI. REMAND HEARING AND REVIEW

A. Remand Hearing and Review Information

1. A Remand Hearing is a Student Conduct proceeding which may be ordered by the Appeal Committee when the Appeal Committee has determined that a procedural error occurred and/or new evidence is presented that was not reasonably available during the original hearing and due to these factors, the outcome of the original hearing was or may have been substantially affected.
2. If a determination is made by the Appeal Committee that the sanction(s) imposed by the original hearing were disproportionate with the violation(s) for which the respondent was found responsible, the case will be referred to a Remand Review.
3. If a remand hearing or review is ordered, the Appeal Committee must state, in writing, the reason for the new hearing or review. The remand hearing or review will be scheduled within fifteen (15) days after the date the Appeal Committee issues its decision. All documents submitted for consideration at the remand hearing or review must be filed with the Dean of Students five (5) days before the date of the remand hearing or review. At least three (3) days prior to the remand hearing or review, the Dean of Students shall provide the parties with copies of all materials produced or delivered related to the appeal.

B. Remand Committee

The Remand Committee will have the same composition as a Student Conduct Committee, but no member of the Remand Committee will have served as the hearing chair, or member of the original hearing committee, referral committee, or appeal committee. A Remand Committee is used for both remand hearings and reviews.

C. Remand Procedures

1. The Remand Hearing will follow the hearing format outlined in Article IX. A written decision of the Remand Committee will be issued within five (5) days after the conclusion of the hearing. A copy of that decision will be issued to the parties and all appropriate administrators.
2. For a Remand Review, the Remand Committee will review the entire hearing record with the sole purpose of determining appropriate sanctions and/or if the original sanctions were disproportionate with the violations. The Remand Review will not revisit the issue of responsibility on the original charges decided by the administrative hearing officer or the Student Conduct Committee. A written decision of the Remand Committee will be issued within five (5) days after the conclusion of the review. A copy of that decision will be issued to the parties and all appropriate administrators.

XII. STUDENT CONDUCT RECORDS

A. Retention of Student Conduct Records

1. Upon the conclusion of a student conduct hearing, the hearing committee members are required to return to the Dean of Students all documents pertaining to the complaint. These documents include, but are not limited to, incident reports, police reports, and written statements from witnesses and/or the parties.
2. In compliance with all applicable laws and university policies, the Office of the Dean of Students maintains student and student organization disciplinary records for a period of seven (7) years from the date of the final decision or resolution. Files will be maintained permanently for all pending incidents and incidents resulting in suspension, dismissal, or expulsion. For all student conduct cases, a student's disciplinary record includes the investigation into the sexual misconduct complaint, any determination regarding responsibility, any audio or audiovisual recording or transcript of the hearing, any disciplinary sanctions imposed on the respondent, and any appeal and the result therefrom.
3. Student organization misconduct resulting in a sanction of probation, suspension or revocation will be listed on the Office of the Dean of Students website (**go.uic.edu/student_organizations**). Interim measures imposed by the Dean of Students may also be listed on the Office of the Dean of Students website.
4. In compliance with the Family Educational Rights and Privacy Act of 1974 (FERPA) and the UIC Student Records Policy (**go.uic.edu/records_policy**), disciplinary records may only be disclosed with the student's written consent or as otherwise allowable by law.

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ADDENDUM A

STUDENT CONDUCT DEFINITIONS

Student Conduct Definitions

The following definitions shall apply to this policy:

- **A. Academic Liaison:** An individual, appointed by the Dean of Students and/or designee, to administer the Academic Liaison Process (Article VI, Section A).
- **B. Academic Term:** The academic terms consist of fall, spring, and all summer sessions.
- **C. Administrative Hearing Officer:** An individual, appointed by the Dean of Students, to serve as a hearing officer for an administrative hearing.
- **D. Advisor/Support Person:** A person who provides advice and/or support to a Complainant or Respondent in the Student Conduct process. An advisor/support person may be a friend, family member, spouse, advocate, or any other person who is not a witness in the hearing. An advisor/support person advises the Complainant or Respondent only and shall not be permitted to directly participate in any conference or hearing. Respondents or Complainants who wish to have an attorney attend the conference or hearing as their support person shall notify the Dean of Students of his/her intent to have the attorney present and shall provide the attorney's name and contact information at least five (5) days prior to the conference or hearing. In those circumstances, the University may have an attorney from the Office of University Counsel present. An advisor/support person may not appear in lieu of a respondent or Complainant.
- **E. The Associate Vice Chancellor for Student Affairs/Dean of Students:** An individual appointed with that title or his/her designee. (Referred to in this policy as "Dean of Students" or "Dean".)
- **F. Chair:** An individual appointed by the Dean of Students and/or designee to serve as the Chair for a given Student Conduct Committee. The Chair will be responsible for the facilitation and logistics of the hearing and is considered a non-voting member of the Committee.
- **G. Committees**
  1. **Senate Committee:** The Senate Committee on Student Affairs is established through Article II Section 1G and Article XI Section 2 of the University of Illinois Statutes, and the Constitution and Bylaws of the UIC Senate and is charged with the duties and responsibilities as stated in those statutes, constitution, and by laws. The Senate Committee on Student Affairs has oversight responsibility for the Referral Committee and the Student Conduct Committee.
  2. **Student Conduct Committee:** The Student Conduct Committee is responsible for hearing alleged violations of Standards of Conduct set forth herein. The Student Conduct Committee consists of a pool of faculty, staff, and students. Individual hearing committees are formed from this pool. The Chair of the Student Conduct Committee is appointed by the Dean of Students and is a non-voting member of the Student Conduct Committee. The Dean of Students may serve as an ex-officio, non-voting member of the committee. The quorum for the committee will be at least four and no more than six voting members.
  3. **Sexual Misconduct Hearing Committee:** The composition of the Sexual Misconduct Hearing Committee will consist only of those members of the Student Conduct Committee who have received specialized training consistent with the requirements of applicable law and the Comprehensive Policy and Procedures on Sexual Misconduct, Including Harassment. The Complainant and Respondent will receive notification, prior to the hearing, of the identity of the Sexual Misconduct Hearing Committee members. The students may request a change of committee members for their review meeting if the Complainant/Respondent establishes that the committee member has a conflict of interest or bias.
  4. **Appeal Committee:** The Appeal Committee consists of faculty, staff, and/or student members. No member of the Appeal Committee will have served as a member of the original hearing committee, referral committee, or as the investigator(s) or the Title IX Coordinator in any case involving allegations of sexual misconduct.
- **H. Complaint:** A complaint should include a completed Incident Report form, a list of witnesses who may provide relevant information, and all relevant and available supporting evidence. Supporting evidence includes but is not limited to: examinations, term papers, photos, police reports, housing reports or other university reports, statements from witnesses, bills, and receipts. In addition, a complaint may include physical evidence such as: weapons, damaged items, and recovered stolen goods. A complaint of alleged student misconduct may be submitted to the Office of the Dean of Students, Suite 3030 Student Services Building or on the website at **dos.uic.edu** by any member of the university community. If the Complainant is not a member of the university community, he/she should contact the Dean of Students to discuss his/her concerns. The Dean of Students, in his/her sole discretion, may then initiate proceedings against the student. To report non-academic misconduct, please use the Student Misconduct Incident Report at

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go.uic.edu/conductIR. To report academic misconduct, please use the Academic Integrity Incident Report at **go.uic.edu/academicIR**.

I. **Complainant:** The Complainant is the individual who files a complaint against a student. The Complainant may be any member of the university community. The term "Complainant" refers to both a singular individual Complainant and to multiple Complainants collectively. The Complainant is invited to provide testimony during the hearing, submit relevant evidence, and to arrange for the appearance of any persons who witnessed the incident or who can provide testimony relevant to the incident. At times the Dean of Student's office, may move forward a case without the input of an official Complainant.

J. **Conduct Record:** Any and all records received or created by the Office of the Dean of Students in connection with a complaint and the resulting conduct proceedings. Conduct records are maintained a total of seven years from the date of final decision, after which time all records (except those resulting in suspension, dismissal, or expulsion) will be disposed of consistent with the Record Maintenance and Destruction Policy of the Office of the Dean of Students.

K. **Days:** Days shall mean regular university business days (Monday through Friday) when most university offices are open, but excludes all Federal, State, and university holidays or closings.

L. **Departmental Initiatives/Mentored Groups:** A student organization/created by a university department or division to support the ongoing interests of the University community. A departmental initiative/mentored group is considered to be critical to the mission and culture of the University and is inherently linked to the University due to their role as university representatives; thus, a departmental initiative/mentored group is an integral part of the institution and routinely presents events for the University and surrounding community. A departmental initiative/mentored group has an advisor that can be paid by the University to specifically advise the organization. Other privileges may be granted to a departmental initiative/mentored group by the sponsoring University department or division, which may or may not be extended to other Student Organizations..

M. **Guest:** Someone who is invited to visit or is authorized to visit the campus for some specific reason.

N. **Hearing Officer:** The Dean of Students, a member of the Senate Committee, or a Student Conduct Committee member will serve as a Hearing Officer.

O. **Investigator:** A member of the Dean of Students staff assigned to lead an investigation into a complaint most often associated with Student Organizations. For sexual misconduct cases, a Title IX Investigator may also be involved in the proceedings.

P. **Misconduct:** A violation of the Standards of Conduct.

Q. **Preponderance of the evidence:** The standard of proof in the Student Conduct process which evaluates whether it is more likely than not that a student did violate one or more of the Standards of Conduct.

R. **Respondent:** A student against whom a complaint has been made alleging a violation of the Standards of Conduct. A Respondent will be provided with the opportunity to respond to the complaint. The term "Respondent" refers to both a singular individual Respondent and to multiple respondents collectively.

S. **Responsible/Not Responsible:** The outcome terms used to convey whether or not a respondent has violated the Standards of Conduct. Responsibility is determined per individual, per allegation.

T. **Sanctions:** Those educational measures set forth in this policy that are assigned to a student or Student Organization found responsible for a violation of the Standards of Conduct. Imposed sanctions are mandatory and failure to complete/comply with a sanction may result in a hold being placed on the student record and additional disciplinary sanctions being imposed.

U. **Student:**

1. For purposes of the Student Disciplinary Policy only, a student is an individual, who:
   a. Has accepted admission to the University; and
   b. Registered for classes, or otherwise entered into any arrangement with the University to take instruction, part-time or full-time, degree or non-degree, credit or non-credit; OR
   c. Is on an official Leave of Absence from the University; or
   d. Is not officially registered and/or enrolled for a particular term, but has a continuing relationship with the University (e.g., lives in Campus Housing, is enrolled in noncredit program approved by the University, is working on a thesis or dissertation in order to complete a degree, etc.) or has the status of a "continuing student" as defined by the UIC Office of Admissions and Records.
2. Student status lasts until an individual graduates, is dismissed, or is not in attendance for two (2) consecutive semesters (excluding summer session). As such, this Policy may extend to incidents that occur during breaks within or between semesters of enrollment, as well as between the time of application to the University and registration or participation in courses.

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V. Student Organizations: An organization at UIC (such as a club, association, varsity or junior varsity athletic team, club sports team, fraternity, sorority, band, or student government) in which 2 or more members are enrolled students whether or not the organization is established or recognized by UIC. Examples may include, but are not limited to the following:

1. All Student Organizations registered by the Center for Student Involvement;
2. Greek-letter chapters affiliated with Fraternity and Sorority Life;
3. Sports clubs registered by Recreation and Wellbeing;
4. Any athletic team that is sponsored by Intercollegiate Athletics;
5. Student governance organizations, which include but are not limited to the following:
    a. College Panhellenic Council (CPC);
    b. Greeks of the Pan-Asian American Council (GPAAC);
    c. Interfraternity Council (IFC);
    d. Latino Greek Council (LGC);
    e. National Pan-Hellenic Council (NPHC);
    f. Undergraduate Student Government (USG);
    g. UIC Law Student Bar Association;
    h. The Graduate Student Council (GSC); and
    i. The Health Profession Student Council (HPSC)
6. Any departmental initiatives or Student Organizations affiliated with an academic college/department;
7. Any Student Organization with a membership comprised of any UIC students.
8. A group of UIC students who assemble for a common purpose or shared interest (e.g., athletic teams, ROTC, study groups, etc.)

W. Student Organization Representative: The individual, or individuals (no more than three), selected by the Student Organization to speak on the Organization's behalf. The Organization Representative may be, but is not required to be a member of the Organization's leadership structure (e.g., President, Vice President, Team Captain, etc.). Individual members who have been referred to the Dean of Students for alleged policy violations arising out of the same fact pattern may not serve as an Organization Representative.

X. Transcript: The official academic record of a student held in the Office of Admissions and Records.

Y. University: The University of Illinois Chicago (UIC). In this policy, UIC will be referred to as the University.

Z. University Community: Students, student organizations, staff, faculty, administration, and other employees of the University.

AA. Written Notice: A written statement notifying a party of the date, time, and/or location of any Student Disciplinary proceeding or containing any other relevant information related to the Notice. Unless otherwise noted, written notices will be sent to the student via their official UIC email (netid@uic.edu), mailed to the student's address as identified in their official records held by the Office of the Registrar, or hand-delivered to the student. Students may also be contacted by phone or email to come to the Office of the Dean of Students to personally receive all written notices.

ADDENDUM B

STUDENT RIGHTS AND RESPONSIBILITIES IN STUDENT DISCIPLINARY PROCEEDINGS GENERALLY

Students' Rights

Students shall have the right to:

A. Receive and participate in a fair and impartial review of the behavior described in the complaint;
B. Be provided with and informed about the Student Disciplinary Policy, which is published online and available in hardcopy from the Office of the Dean of Students;
C. Be provided with a notice of the filing of a complaint, a copy of the complaint, notice of the provisions of the Standards of Conduct alleged to have been violated, an opportunity to provide a written response, and an explanation of the procedures for resolution;
D. Have an opportunity to review materials relevant to the complaint in a timely manner and receive updates regarding any progress related to the conduct proceedings;
E. Have an opportunity to be heard through the appropriate resolution process;
F. Be free from compulsory self-incrimination regarding behaviors that may also be the subject of criminal charges, and from a presumption of responsibility as a result of a student's decision not to self-incriminate;
G. Be free from a presumption of responsibility prior to a final adjudication through this policy and process;
H. Request an appeal based on the grounds described in the Student Disciplinary Policy (Article X);
I. Have the disciplinary records kept confidential consistent with the provisions the Family Educational Rights and Privacy Act of 1974 (FERPA), other applicable state and federal law, and the UIC Student Records Policy (**go.uic.edu/records_policy**), except as otherwise required by law or legal process.

Student Responsibilities

Students involved in Student Conduct Process are expected to:

A. Treat others with respect and dignity. Students who fail to respect the rights of others may be excused from a proceeding and the process will continue in their absence;
B. Review, understand, and comply with all university rules, policies, and procedures as outlined in the Student Disciplinary Policy;
C. Monitor UIC-issued email address (netid@uic.edu) to which all correspondence and written notices will be sent and regularly update all contact information in their official record maintained by the Registrar;
D. Review all communications and written notices and seek clarification if there are questions;
E. Cooperate fully in the conduct process and to present truthful information. Any student found to have willfully presented false or misleading information or to have withheld information may be subject to further disciplinary action;
F. Appear at and participate in all proceedings. If a student, having been provided written notice, fails to appear at a hearing or meeting as described in this policy and fails to produce an explanation acceptable to the hearing officers/committee prior to the proceeding, the hearing may occur in the student's absence and sanctions will be imposed, if appropriate, based on the information available;
G. Provide to the Office of the Dean of Students the names of individuals serving as advisors, legal counsel, and witnesses and arrange for their attendance at conduct proceedings as described in the Student Disciplinary Policy;
H. Comply with and complete all disciplinary sanctions imposed. The hearing officer/committee charged with monitoring a student's compliance with any sanction may impose additional sanctions if the student does not successfully complete the sanctions issued through previous conduct proceedings.

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STUDENT ORGANIZATION RIGHTS AND RESPONSIBILITIES IN STUDENT DISCIPLINARY PROCEEDINGS

Student Organizations' Rights

Student Organizations have the right:

A. To be treated with respect and dignity by university officials;
B. To a fair, thorough, neutral and impartial investigation of the incident(s);
C. Be provided with and informed about the Student Disciplinary Policy, which is published online and available in hardcopy from the Office of the Dean of Students;
D. To be informed of a university investigation and the Student Conduct process;
E. Be provided with a notice of the Filing of a complaint, a copy of the complaint, notice of provisions of the Standards of Conduct alleged to have violated, an opportunity to provide a written response and an explanation of the procedures for resolution;
F. To be informed of the initial outcome, in writing, of an investigation and/or a Student Conduct proceeding, and the right to appeal, and to receive written notification of the final determination;
G. To be represented by up to three student members of the organization during the Student Conduct process.
H. To have the right to appeal the outcome.

Student Organization Responsibilities

Members of a Student Organization involved in the Community Standards Process are expected to:

A. Treat others with respect and dignity;
B. Review, understand and comply with all university rules, policies, and procedures as outlined in the Student Disciplinary Policy;
C. Cooperate fully in the conduct process and to present truthful information. Any student found to have willfully presented false or misleading information or to have withheld information may be subject to further disciplinary action;
D. Monitor UIC-issued email address (netid@uic.edu) to which all correspondence and written notice will be sent;
E. Appear at and participate in all proceedings. If a student, having been provided written notice, fails to appear at a hearing or meeting as described in this policy and fails to produce an explanation acceptable to the hearing officers/committee prior to the proceeding, the hearing or meeting may occur in the student's absence and sanctions will be imposed based on the information available;
F. To comply with all interim measures, if placed, and complete all disciplinary sanctions imposed.
G. To appeal the outcome pursuant to the criterion outlined in Article X, Section A.

For copies of the Student Disciplinary Policy, contact:

Office of the Dean of Students
Student Services Building, 3030
1200 W. Harrison St. (MC 318)
Chicago, IL 60607

(312) 996-4857
dos.uic.edu