XII. Disciplinary Sanctions

The possible actions available to the student conduct and mediation board procedural advisor or designee are described below:

A. **Case Dismissed** - An action which closes a case for any of the following reasons:
   1. A "not responsible" finding is reached by the hearing body.
   2. The person(s) bringing the charges withdraw(s) the "Notification of Complaint" prior to the convening of the original body.
   3. An incomplete "Notification of Complaint" is not re-submitted to the student conduct and mediation programs office with appropriate additions or amendments within the thirty (30) calendar day period during which the original hearing is normally held.
   4. The person bringing charges fails to appear at a scheduled hearing.

B. **Warning** - An action taken as a result of a finding or admission of responsibility meaning that although a violation has occurred, the discussion and admonition by the hearing body are sufficient under the circumstances. The warning includes written notification from the hearing body to the student containing an official reprimand and indicating that repetition of infractions of university regulations will result in more severe disciplinary action.

C. **Probationary Statuses** - Probations are in effect only during the period of a student’s active enrollment or resident status as applicable. If a student officially leaves the university or residence halls, the sanction is automatically continued if and when he or she is readmitted.
   1. General Probation - A probationary status imposed for a specific time period, not to exceed one year, during which a student is expected to show a positive change in behavior. In addition, conditions (e.g., restrictions from attending any university sponsored activities, including athletic events, Program Council activities and theater productions) and restrictions appropriate to the offense may be imposed. Any further violation of the probation will be the basis for more severe disciplinary action. As a result of this action, the university may review the student’s ability to live or continue living in the residence halls.
   2. Disciplinary Probation - A restrictive probationary status imposed for a specific time period, not to exceed three (3) semesters. During this time, a student may be prohibited from participating as a member or in a leadership capacity in extracurricular activities, including intercollegiate athletic teams. This restriction does not pertain to attendance at extracurricular events. Students found responsible of any further infraction of university regulations during the probation or who violate the conditions or restrictions of the probation will be subject to further action which may be in the form of suspension, dismissal, or expulsion from the university. As a result of this action, the university may review the student’s ability to live or continue living in the residence halls.

D. **Residence Hall Relocation** - An action taken against a residence hall student, by which he or she is relocated to another residence facility on campus. Additionally, the student’s visitation privileges may be restricted.

E. **Separations**
   1. Suspension from the Residence Halls - Probation of the student from living in or visiting the residence halls for a specified period of time not to exceed one year. The student may not be readmitted, reenrolled, or be placed on a waiting list for a residence hall room until the suspension is concluded. This sanction may also include suspension from the residence hall for specified time periods, such as weekends.
   2. Expulsion from the Residence Halls - Permanent prohibition of the student from living in or visiting the residence halls.
   3. Suspension from the university - Exclusion from classes and from all privileges and activities of the university for a definite period of time, not to exceed one year. During a period of suspension, a student is not permitted on the university property without the express permission of the associate vice president and dean of students or designee. If a suspended student violates any university regulations during the suspension period or the conditions of the suspension, he/she will be subject to further action in the form of dismissal or expulsion. This action may be deferred to become effective after a certain date. The student will be placed on a status equivalent to “Disciplinary Probation” in that case. A sanction of suspension must be reviewed and approved by the president before it becomes effective.
   4. Dismissal from the university - Termination of student status for an indefinite time. The student is excluded from classes and from all privileges and activities of the university. During a period of dismissal, a student is not permitted on university property without the express permission of the associate vice president and dean of students or designee. If a dismissed student violates any university regulation during the dismissal period or the conditions of dismissal, he/she will be subject to further action in the form of expulsion. This action may be deferred to become effective after a certain date. The student will be placed on a status equivalent to “Disciplinary Probation” in that case. A sanction of dismissal must be reviewed and approved by the associate vice president and dean of students before it becomes effective. Any recommended dates or conditions of readmission must be similarly approved. Readmission to the university must be
approved by the associate vice president and dean of students.

5. Expulsion from the university - Permanent termination of the student status without possibility of readmission to the university. An expelled student is not permitted on university property. A sanction of expulsion must be reviewed and approved by the associate vice president and dean of students before it becomes effective.

F. Additional Sanctions

1. Restitution - Reimbursement by the student to the university or a member of the university community through payment of money or performance of an appropriate work requirement because of damage or loss to university or personal property, or misappropriation of same.

2. Special Assignment - A work project or special assignment imposed by a hearing body either as an alternate to another sanction or as a condition of a particular sanction. An effort will be made to select an assignment which is appropriate to the offense and does not degrade the individual or inhibit his/her academic progress or health. Special assignments may include, but are not limited to: community service, written reports, participation in extracurricular programs or counseling groups, and work in a specific campus office, building or area. Failure to complete a special assignment by the date set by the hearing body will result in the imposition of more severe sanctions.

3. Restriction or Revocation of Privileges - Temporary or permanent loss of privileges as an alternative to another sanction or as a condition of a particular sanction. Such action includes, but is not limited to: use of a specific university facility, residence hall visitation privileges, campus motor vehicle parking and operating privileges, and social privileges. The hearing body must specify the date after which the student may regain these privileges.

4. Referral to Counseling Services for Evaluation and Recommendations - The student conduct and mediation board procedural advisor or designee may refer a student to counseling and health services for psychological evaluation and recommendations in lieu of another sanction, or as a condition of a particular sanction. All evaluations made by counseling and health services shall be kept confidential. However, counseling and health services shall notify the student conduct and mediation board procedural advisor or designee that the student has made contact and that the the professional staff is evaluating the individual. Any recommendations, including those for temporary or permanent separation of the student from the university environment shall be made by the associate vice president and dean of students after consultation with the director of counseling and health services.

5. Held in Abeyance - any of the above sanctions can be held in abeyance for a specific period of time. A sanction “held in abeyance” is a temporary suspension of the sanction contingent on future behavior as defined by the student conduct and mediation board procedural advisor.

6. It is the established practice of Salem State University to disclose the result of a disciplinary proceeding to a parent or guardian as long as the student is under the age of 21 at the time of the incident and the proceeding has resulted in a violation of University drug or alcohol policies, or any federal, state, or local law (affiliated with drugs and/or alcohol). Such notification is standard practice. In compliance with the Drug Free Schools and Communities Act Amendments of 1989, the dean of students office publishes the following procedural guidelines to violations of the alcohol policy:

First violation may include:
- Parental Notification (if under 21)
- Written Warning
- 5 Engagement Hours (late or incomplete engagement hours will result in a fine of $50)

Second violation may include:
- Parental Notification (if under 21)
- General Probation
- 10 Engagement Hours (late or incomplete engagement hours will result in a fine of $50)
- $100 fine

Third violation may include:
- Range from disciplinary probation to suspension from the residence halls or the university

Note: Students found in violation of the alcohol policy through report of a sexual assault, psychological or medical emergency will not be automatically subject to the minimum sanction. Such sensitive situations will be handled on a case by case basis.

7. Salem State University has created a policy specifically for marijuana use and possession. The possible actions available to the student conduct board procedural advisor or designee are described below. In order to maintain the spirit of the law regarding the decriminalization of marijuana use of anything under an ounce, Salem State University has implemented the following as procedural guidelines:

First violation may include:
- Written Warning
- 5 Engagement Hours (late or incomplete engagement hours will result in a fine of $50)
- $100 citation from the Police

Second violation may include:
- General Probation
- 10 Engagement Hours (late or incomplete engagement hours will result in a fine of $50)
- $100 fine (if not cited)

Third violation may include:
- Range from disciplinary probation to suspension from the residence halls or the university