

University of Dallas Policy CRI-S

CIVIL RIGHTS PROCEDURE – SANCTIONING RANGES

1. **Purpose** – This Procedure provides the range of primary sanctions for those found responsible for certain violations of the University Civil Rights Policy, including, but not limited to, Non-Title IX Sexual Harassment, Title IX Sexual Harassment, Sexual Assault, Dating Violence and Stalking. Sanctions, and other remedies, are designed to restore or preserve equal access to the University’s programs and activities.
2. **Definitions** – Relevant terms for implementation of this Procedure are set forth in University Policy CRT – Civil Rights Policy – Relevant Terms.
3. **Scope** – This Procedure applies to all Students and Employees found responsible for violations of the University Civil Rights Policy. Those violations include, but are not limited to, Harassment, Retaliation, Sexual Assault: Rape, Sexual Assault: Fondling,

- 4.1.4. The presence of Compounding Factors tends to indicate that the sanction should be higher than the specified sanctioning range. Compounding Factors are facts such as a prior history of misconduct.
- 4.2. the Hearing Panel **may**, but is not required to, impose a secondary sanction.
 - 4.2.1. Secondary sanctions can include, but are not limited to, training, meetings, and restrictions on the activities of the Student or Employee.
- 5. **Primary Sanctions for Students** – The range of primary sanctions.

6. **Primary Sanctions for Employees** – The range of primary sanctions for Employees, including faculty, staff, and administrators, includes the following, in order from least severe to most severe:
 - 6.1. “Written Warning,” which means a written warning that Employee’s behavior was in violation of the Civil Rights Policy and should not be repeated.
 - 6.2. “Leave Without Pay,” which means that the Employee is placed on leave from work for a specified period of time and will not be paid during that time.
 - 6.3. “Termination,” which means that the Employee’s employment with the University is ended. Termination for a tenured faculty member involves revocation of tenure.