



PACAOS—Appendix G—Student Investigation and Adjudication Framework for Prohibited Conduct: Discrimination, Harassment, and Retaliation

Responsible Officer:	Vice President and Vice Provost
Responsible Office:	Graduate, Undergraduate and Equity Affairs
Issuance Date:	12/1/2025
Effective Date:	1/1/2026
Scope:	Consistent with PACAOS 12.00, these Policies and the campus regulations implementing them apply to all campuses and properties of the University and to functions administered by the University, unless in special circumstances the President directs otherwise.

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I. POLICY SUMMARY

Consistent with the University’s *Anti-Discrimination Policy (A-D Policy)* (see Section V.A.5 (“Overview of Resolution Processes”) and V.A.6 (“The Formal Investigation Report and Outcome”)), the following describes the University’s procedures for resolving complaints of Discrimination, Harassment, and Retaliation (“Prohibited Conduct”), as defined in the *A-D Policy* and where the respondents are students, including the sanctioning of students who are found responsible for Prohibited Conduct in violation of the *A-D Policy*. The *A-D Policy*’s procedures, including *Appendix G*, apply to reports of Prohibited Conduct received by the

Local Implementation Officer on or after January 1, 2026, the effective date of the procedures, regardless of when the alleged conduct occurred. When allegations of both *A-D Policy* Prohibited Conduct and other allegations of student misconduct that may violate PACAOS 100 arise out of the same or similar circumstances, the University may implement both procedures concurrently, after consultation between the Student Conduct Administrator and the Local Implementation Officer.

Note: For allegations involving Sexual Harassment or Sexual Violence as defined in the *Sexual Violence and Sexual Harassment Policy (SVSH Policy)*, the procedures described in *Appendix F* or *E* apply. When allegations of both *A-D* and *SVSH* Prohibited Conduct arise out of the same facts or circumstances, then the University will address all allegations together under the applicable *SVSH* procedure.

II. DEFINITIONS

Applicable definitions for the *A-D Policy* can be found at Section II.

Applicable definitions for the [Policies Applying to Campus Activities, Organizations, and Students \(PACAOS\)](#), and the campus implementing regulations adopted pursuant to them, are provided in Section 14.00.

III. POLICY TEXT

A. PREFACE

The University of California is committed to creating and maintaining a community where all individuals who participate in University programs and activities can work and learn together in an atmosphere free of all forms of Discrimination, Harassment, and Retaliation as defined under the *A-D Policy* (collectively, “Prohibited Conduct”). The University responds promptly, equitably, and effectively to reports of Prohibited Conduct under the *A-D Policy*, and takes appropriate action to stop, prevent, remedy, and, when necessary, to discipline behavior that violates the *A-D Policy*. While Graduate, Undergraduate and Equity Affairs has authority and responsibility over PACAOS, the Local Implementation Officer remains responsible at each location for ultimate oversight of the *A-D Policy* and these resolution procedures.

The University’s student disciplinary procedures emphasize education, personal growth, accountability, and ethical behavior—upholding standards of responsible conduct to protect the welfare of the University community. These procedures are designed to provide a prompt, effective, fair, thorough, and impartial resolution of the matter.

The following describes the University’s procedures for resolving complaints of Prohibited Conduct under the *A-D Policy* or related student conduct policy violations where the responding parties (“Respondents” as defined in the *A-D Policy*) are students, including the sanctioning of students where such policy violations are determined to have occurred. These procedures also apply to applicants who become students, for offenses committed on campus and/or while participating in University-related events or activities that take place following a student's submittal of the application through their official enrollment.

B. RESOURCES RELATING TO PROHIBITED CONDUCT

The Systemwide Anti-Discrimination Director is the officer responsible for the *A-D Policy*,

with ultimate oversight over the University's overall compliance with the *A-D Policy*. The University also has a Local Implementation Office at each campus that is responsible for receiving and responding to reports of Prohibited Conduct under the *A-D Policy*. Confidential Resources, as defined by the *A-D Policy*, are also available at each campus both before and after a person communicates with the Local Implementation Office about potential violations of the *A-D Policy*. Confidential Resources are also available to a person who chooses not to communicate with the Local Implementation Office. As outlined in the *A-D Policy*, disclosures to Confidential Resources while they are acting in their confidential capacity are not "reports" under the *A-D Policy* and will not, alone, result in any formal University action.

C. REPORT AND RESPONSE TO PROHIBITED CONDUCT

1. **Reporting Options:** Any person may make a report, including anonymously, of Prohibited Conduct to the Local Implementation Office. The Local Implementation Office is responsible for receiving and responding to reports of Prohibited Conduct.
 - a. A person may also make a report to a Responsible Employee as defined by the *A-D Policy*. The *A-D Policy* requires a Responsible Employee who becomes aware of an incident of Prohibited Conduct to report it to the University by contacting their location's Local Implementation Officer or designee.
 - b. While there is no time limit for reporting, reports of Prohibited Conduct should be brought forward as soon as possible.
 - c. A Complainant may choose to make a report to the University and may also choose to make a report to law enforcement. A Complainant may pursue either or both of these options at the same time. Anyone who wishes to report to law enforcement can contact the UC Police Department at their location.
2. Consistent with the *A-D Policy*, the University may consider any person who reportedly was subjected to Prohibited Conduct a "Complainant," whether or not they make a report or participate in the investigation.
3. **Initial Assessment.** Upon receipt of a report of or information about alleged Prohibited Conduct, the Local Implementation Officer will make an initial assessment in accordance with the *A-D Policy*, which shall include making an immediate assessment concerning the health and safety of the Complainant and the campus community.
4. The University will strive to honor the stated wishes of the Complainant concerning whether to move forward with an investigation. In accordance with the *A-D Policy*, if the Complainant requests that no investigation occur, the Local Implementation Officer will determine whether the allegations, nonetheless, require an investigation to mitigate a potential risk to the campus community. See *A-D Policy* Section V.A.5.b. If the Local Implementation Officer initiates an investigation despite the Complainant's request, they will provide Complainant with all information required by this procedure and the *A-D Policy* unless Complainant states in writing that they do not want the information.
5. **University-Provided Support Services.** Throughout the resolution process, the University will offer support services for parties, for example through Counseling and Psychological Services (CAPS), the Ombuds Office, and employee assistance programs.

6. **Supportive Measures.** The University will consider and implement Supportive Measures, including Interim Measures, throughout the process as appropriate to protect the safety of the Complainant, the Respondent, or the University community; to restore or preserve a party's access to a University program or activity; or deter Prohibited Conduct. See *A-D Policy* II.B.8 and Appendix II. The Local Implementation Officer will ensure that Supportive Measures are non-disciplinary and non-punitive, and that they do not unreasonably burden a party. Interim measures may include but are not limited to: housing assistance; academic accommodations; and counseling.
7. **Interim Actions.** Consistent with PACAOS 107.00, the University may take Interim Actions before a final determination of an alleged violation.
8. **Advisors and Support Persons.** At all stages of this process, the Complainant and Respondent (also known as the parties) have the right to an advisor of their choosing, as well as the right to a support person of their choosing. The advisor and/or the support person may be any person (including an advocate, attorney, friend, or parent) who is not otherwise a party or a witness. A student Respondent also has the right to request that the University provide them with an advisor who, with the student's written permission, will receive updates along with the student during the process. The advisor selected by the student or provided by the campus will have access to training provided by the University regarding these procedures.
 - a. The advisor's primary role is to provide guidance to the Complainant or Respondent throughout the process. The advisor may not speak on behalf of a party at any meeting or interview.
 - b. The support person's primary role is to provide emotional support. The support person may not speak on behalf of a party at any meeting or interview.
 - c. Advisors and support persons may not disrupt any meetings or proceedings in any manner. At all stages of the process, advisors and support persons must comply with the University's rules of conduct for participants in this process ("A-D Rules of Conduct"). The University reserves the right to exclude an advisor and/or support person who does not abide by all these procedures.
9. **Party Participation.** Neither the Complainant nor the Respondent is required to participate in the process outlined in these procedures. The University will not draw any adverse inferences from a Complainant or Respondent's decision not to participate or to remain silent during the process. An investigator will reach findings and conclusions based on the information available.
10. **Selective Participation.** When a party selectively participates in the process—such as choosing to answer some but not all questions posed, or choosing to provide a statement only after reviewing the other evidence gathered in the investigation—an investigator may consider the selective participation in evaluating the party's credibility. In doing so, they should try to discern reasonable non-adverse explanations for the selective participation, including from the parties' own explanations, and determine whether the information available supports those explanations.
11. **University's Neutral Role.** In all cases, including where the Complainant chooses not to participate or where there is no Complainant as provided for in the *A-D Policy* (II.B.1) and this policy (III.III.A), the University's role is neutral, and it will conduct any

- factfinding and sanctioning without taking the position of either party.
12. **Case Management.** The Local Implementation Officer or their designee will track all stages of the investigation and adjudication under this procedure.
 13. **Training.** All University officials involved in this investigation will be trained to carry out their roles in a fair, unbiased, and impartial manner.
 14. **Standard of Proof.** The standard of proof for factfinding and determining whether a policy violation(s) occurred is Preponderance of Evidence, as defined by the *A-D Policy*. A Respondent will not be found responsible for a violation of the *A-D Policy* and/or other student conduct policies unless the evidence establishes it is more likely than not that they violated the *A-D Policy* and/or other student conduct policies.
 15. **Extension of Deadlines.** The Local Implementation Officer may extend any deadlines contained in this procedure consistent with the *A-D Policy*, as applicable, and for good cause shown and documented. The Complainant and Respondent will be notified in writing of any extension, the reasons for it, and projected new timelines.
 16. **Disability-Related Accommodations.** The Local Implementation Officer will consider requests from parties and witnesses for disability-related accommodations in the investigation and adjudication process in coordination with appropriate University offices, such as Disability Services or the ADA Coordinator.
 17. **Requests for Language Interpretation.** The Local Implementation Officer will consider requests from parties and witnesses for language interpretation.
 18. **Closure After Initial Assessment:** Reports are not the same as a complaint. Not all reports the Local Implementation Officer receives are appropriate for formal investigation and resolution. If the Local Implementation Officer determines that closure of the case is appropriate under Section V.A.4 of the *A-D Policy*, the Local Implementation Officer may close the case and proceed as set forth in the *A-D Policy*.
 19. **Administrative Closures.** If at any time during the investigation, the Local Implementation Officer determines that dismissal of the complaint is appropriate under Section V.A.4 of the *A-D Policy* or administrative closure is appropriate under Section V.A.5.b, the Local Implementation Officer may dismiss the complaint or close the investigation and proceed as set forth in the *A-D Policy*.

D. FORMAL INVESTIGATION OF COMPLAINT OF PROHIBITED CONDUCT

1. **Commencing a Formal Investigation.** A Formal Investigation begins on the date the Local Implementation Officer sends the parties written notice of the allegations to be investigated in a Notice of Investigation.
2. **Written Notice of Investigation.** If a Formal Investigation will be conducted, the Local Implementation Officer, after consulting with Student Conduct, will concurrently send written notice of the allegations to the Complainant and Respondent.

The written notice of allegations will be sent a reasonable time in advance of the party's requested interview date, to allow sufficient time for the party to prepare for the interview. The notice will include:

- a. a summary of the reported conduct that potentially violated the *A-D Policy* and, where applicable, other student conduct policy;

- b. the identities of the parties involved;
- c. the date, time, and location of the reported incident(s) (to the extent known);
- d. the specific provisions of the *A-D Policy* and/or any other student conduct policy potentially violated;
- e. a statement that each party may have an advisor and a support person of their choice throughout the process and that student Respondents may request that the University provide them with an advisor who, with the student's written permission, will receive updates along with the student during the process;
- f. a statement that a student Respondent's advisor will have access to training provided by the University regarding these procedures;
- g. a statement that the investigation report, when issued, will make factual findings and a determination regarding whether there has been a violation of the *A-D Policy* and/or other student conduct policy;
- h. a statement that the parties will each have an opportunity during the investigation to identify witnesses and submit relevant evidence;
- i. a statement that it is a violation of University policy to furnish false information to the University, but that an investigator's determination regarding responsibility that is inconsistent with the information that a party furnished does not, in and of itself, indicate that such information was false;
- j. a statement that the parties will each have an opportunity, before the completion of the investigation, to review the relevant evidence collected, or a preliminary written investigation report that accurately summarizes evidence determined by the investigator to be relevant to whether a policy violation occurred;
- k. a statement that the factual findings and determination will be based on a Preponderance of Evidence standard;
- l. a statement that the Respondent is presumed not responsible until a determination of whether a policy violation has occurred is made at the conclusion of the process and only after the parties have had an opportunity to present relevant evidence to a trained, impartial decisionmaker;
- m. a summary of the investigation process and the expected timeline;
- n. a statement that retaliation is prohibited; and
- o. a summary of rights and resources available to the Complainant and Respondent.

At any point during the investigation, the Local Implementation Officer may amend the notice to add additional allegations identified during the investigation. Any amended notice should include all the information described above. If the additional allegations identified during the investigation include conduct prohibited under the *SVSH Policy*, then the Local Implementation Officer will notify the parties that the case will now proceed under the University's procedures (*Appendix F* or *Appendix E*), for resolving complaints of Prohibited

Conduct under the *SVSH Policy*.

3. **Consideration of Consolidation of Related Cases.** Where a case arises out of substantially the same set of factual allegations as another case in the student resolution process (for example, where multiple Complainants or Respondents are involved in the same incident), or where it involves the same Complainant and Respondent, the Local Implementation Officer has discretion to coordinate or combine the investigation and resolution of those cases. As noted above, if the Local Implementation Officer consolidates complaints of Prohibited Conduct under both the *SVSH* and *A-D Policies*, then the case must proceed under *Appendix F* or *E*. Case consolidation requires the Local Implementation Officer to provide the parties an amended Notice of Investigation (see Section IV.B above.)
4. **Investigation Process.** The Local Implementation Officer will oversee the investigation and will designate an investigator to conduct a fair, thorough, and impartial investigation. The burden of gathering evidence sufficient to reach a determination regarding whether violation(s) of the *A-D Policy* occurred rests with the investigator. Absent an extension for good cause or sufficient basis, the Local Implementation Office will strive to complete its investigation within sixty (60) to ninety (90) business days from the date of the written Notice of Investigation.
 - a. During the investigation, the Complainant and Respondent will be provided an equal opportunity to meet with the investigator, submit information, identify witnesses who may have relevant information, and propose questions for the investigator to ask the other party and witnesses. The investigator has discretion to determine which witnesses to interview based on the relevance of the evidence they allegedly would offer, and to determine what questions to ask, and will decline to ask questions that are irrelevant, repetitive, or that would violate the A-D Rules of Conduct.
 - b. The investigator will meet separately with the Complainant, Respondent, and witnesses, and will gather other available and relevant evidence. The investigator may follow up with the Complainant, the Respondent, and witnesses as needed to clarify any inconsistencies or evidence gathered during the investigation.
 - c. The investigator will generally consider or rely on all evidence they determine to be relevant and reliable, including evidence that weighs in favor of and against a determination that a Policy violation occurred. The investigator may determine the relevance and weigh the value of any witness or other evidence to the findings and may exclude evidence that is irrelevant or immaterial.
 - d. The investigator will generally consider direct observations and reasonable inferences from the facts.
 - e. The investigator will not consider statements of personal opinion as to anyone's general reputation or any character trait as such information is not relevant to whether a Respondent more likely than not engaged in conduct that violates the *A-D Policy*.
 - f. The investigator may consider prior or subsequent conduct of the Respondent in determining pattern, knowledge, intent, motive, or absence of mistake. For example, evidence of a pattern of Prohibited Conduct or other conduct

factual allegations and alleged policy violations, statements of the parties and witnesses, a summary of the evidence the investigator considered, findings of fact, credibility determinations when appropriate, an analysis of whether a policy violation has occurred, and a determination regarding whether there are any policy violations. The investigator may consult with Student Conduct on the determinations regarding violations of student conduct policies other than the *A-D Policy*. If credibility determinations were not necessary to reach the findings and policy determinations, the report will so note and explain why. If the Complainant or Respondent offered witnesses or other evidence that was not considered by the investigator, the investigation report will include an explanation of why it was not considered. The investigation report should also indicate when and how the parties were given an opportunity to review the evidence (see Section I. above). The investigation report will include an analysis and determination of each allegation included in the Notice of Investigation.

10. Notice of Determination and Report.
 - a. Upon completion of the investigation, the Local Implementation Officer will simultaneously provide to the Complainant and the Respondent (a) a written notice of the factual findings and determinations, and (b) the investigation report. The investigation report may be redacted to protect privacy. The Local Implementation Officer will provide Student Conduct with the written notice and an unredacted copy of the investigation report.
 - b. The notice of the factual findings and determinations will include the following:
 - i. a summary of the allegations that would constitute Prohibited Conduct under the *A-D Policy*, and any other related student conduct violations;
 - ii. the investigator's evaluation of the relevant evidence;
 - iii. a summary statement of the factual findings and determinations regarding whether the *A-D Policy* or other student conduct policies have been violated;
 - iv. in cases where the investigator determines a policy violation(s) occurred, an explanation of how the sanction will be determined, including that each party will have an opportunity to provide input on sanctions either through a meeting with Student Conduct and/or written statement (see Section V);
 - v. a statement that the parties will have the right to submit a written appeal to the investigator's determination in cases where the assigned sanctions include suspension or dismissal; limited grounds and timeframe for the appeal; the office to which the appeal must be submitted; and the procedure that the University will follow in deciding the appeal;
 - vi. a prohibition against Retaliation;
 - vii. an explanation of any Supportive Measures that will remain in place; and
 - viii. an explanation that both parties will receive a copy of any appeal submitted in accordance with these procedures.

If a determination is made that a policy violation occurred, the Local Implementation Officer will determine whether Complainant, and, to the extent appropriate, other

students identified to be experiencing the effects of any Prohibited Conduct, will be provided additional remedies, and will inform Complainant, or other students, of that determination.

11. **Access to Certain Investigation Records.** After issuance of the investigator’s written report, the investigation file, consisting of the investigation report and any evidence deemed relevant by the investigator (as documented in the investigation report), must be retained by the Local Implementation Officer and made available to the parties for inspection upon request. It may be redacted to protect privacy.

E. SANCTION

In cases where the investigator determines a policy violation occurred:

1. **Party Input.** Either party may schedule a meeting with or submit a written statement to Student Conduct to provide input on sanctions. A party intending to do so will, within three (3) business days of receiving the notice of determination, either contact Student Conduct to schedule the meeting or submit the written statement to that office.
2. **Student Conduct Sanction.** Student Conduct will review the report, the evidence deemed relevant by the investigator as documented in the report, the determinations, Respondent’s prior conduct record, any comment on sanctions from the parties (received either in person or in writing), and any other information relevant to the factors described in Section IX, and will decide the sanction in all cases where there is a determination that the policy was violated. As necessary and appropriate, Student Conduct will consult with the Local Implementation Officer.
3. **Notification.** Student Conduct will promptly and concurrently notify the parties of the sanction and supporting rationale following written notice of the investigation report, which contains the investigative findings and determination.
4. **Effect of Determination and Sanction.** In cases where an appeal is available (specifically, where the assigned sanctions include suspension or dismissal), the determination regarding responsibility becomes final either on the date that the parties are provided the written decision of any appeal or, if no party appeals, the date on which an appeal would no longer be considered timely.

F. APPEAL PROCESS

1. **Equal Opportunity to Appeal.** In cases where the assigned sanctions include suspension or dismissal, the Complainant and Respondent have an equal opportunity to appeal the policy violation determination(s). The University administers the appeal process but is not a party and does not advocate for or against any appeal.
2. **Grounds for Appeal.** A party may appeal only on the limited grounds described in this section. The appeal should identify the reason(s) why the party is challenging the outcome under one or more of the available grounds.

A party may appeal on the following grounds:

- a. there was a procedural error in the investigation process that would change the outcome; procedural error refers to alleged deviations from University policy and not challenges to policies or procedures themselves;
- b. there is new evidence that was not reasonably available at the time of the investigation and that would have changed the outcome; and

- c. the investigator had a conflict of interest or bias for or against complainants or respondents generally or the individual complainant or respondent that would change the outcome.

3. Commencing an Appeal. A written appeal must be submitted to the Local Implementation Officer within ten (10) business days following the date of issuance of the investigation outcome and the disciplinary sanctions. The appeal must identify the ground(s) for appeal and contain specific arguments supporting each ground for appeal. The Local Implementation Officer will notify the other party in writing of any appeal received, as well as provide them access to review the appeal and submit a written statement in response to the appeal within three (3) business days. The written appeal or any response to appeal should not exceed fifteen (15) pages in length.

4. Appeal Decision

- a. *Standards for Deliberation.* The appeal officer, who will not be the same person as the Local Implementation Officer, Title VI Officer, or investigator, will decide whether the appealing party has proven the asserted ground(s) for appeal. They will only consider the evidence presented during the investigation, the investigation file, and the appeal statements of the parties. They will not make their own factual findings, nor any witness credibility determinations.
- b. *Decision by Appeal Officer.* The appeal officer may:
 - i. uphold the findings;
 - ii. overturn the findings;
 - iii. modify the findings;
 - iv. in appeals alleging material procedural error or new evidence (Section III.F.2(a) or (b) above), send the case back to the investigator for further factfinding if needed, for example on the issue of whether the alleged error or new evidence would have changed the outcome; or
 - v. if determined that the investigator had a conflict of interest or bias, send back to the Local Implementation Officer to assign a new investigator.
- c. *Written Decision.* The appeal officer will summarize their conclusions in a written decision that includes the following:
 - i. a statement of the grounds identified on appeal;
 - ii. a summary of the information considered by the appeal officer; and
 - iii. the decision of the appeal officer and the rationale for the decision including, where the findings are overturned or modified, an explanation of why the ground(s) for appeal were substantiated.
- d. *Distribution of Written Decision.* Within twenty (20) business days of receiving the appeal, absent extension for good cause, the appeal officer will simultaneously send their written decision to the Complainant and Respondent (with copies sent to the Local Implementation Officer and Student Conduct).
 - i. Unless the appeal officer remands the matter, they will concurrently inform the Respondent and the Complainant in writing that the matter is closed with no further right to appeal.

- ii. If the appeal officer remands the matter, they will specify what further factfinding should occur or what additional information should be considered and request that the investigator report back to the appeal officer on their additional factfinding. After receiving the investigator’s additional factual findings, the appeal officer will promptly and simultaneously issue their decision to the parties. This decision will be final.

G. PRINCIPLES, OPTIONS, AND FACTORS IN STUDENT SANCTIONS

1. Introduction.

These standards are intended to promote the consistent and proportionate application of disciplinary sanctions by the University in responding to conduct that violates the University's *Anti-Discrimination Policy* and the applicable portions of the University's *Policies Applying to Campus Activities, Organizations, and Students (PACAOS)–100.00 (Policy on Student Conduct and Discipline)*. The following describes the University's principles, options, and factors to consider in assigning sanctions when the Respondent is a student.

2. Principles.

- a. The administration of student discipline will be consistent with the *Policy on Student Conduct and Discipline*.
- b. When a student is found responsible for violating the University’s *A-D Policy* or other student conduct policies, the University will assign sanctions that are proportionate and appropriate to the violation, taking into consideration the context and seriousness of the violation. The University is also committed to providing appropriate remedial measures to Complainant, as described in the *A-D Policy*.
- c. Sanctions are designed to hold a student accountable for violating University standards of conduct and to promote personal growth and development. Sanctions also serve the purpose of stopping Prohibited Conduct under the *A-D Policy* and preventing its recurrence.
- d. The University recognizes that all forms of Prohibited Conduct are contrary to its goals of providing an educational environment that is safe and equitable for all students.
- e. University of California campuses are encouraged to inform other UC campuses of a student's disciplinary record for violating the University's *A-D Policy* and other student conduct policies.

3. Sanctioning Options.

- a. University sanctions include the following range of sanctions:
 - i. dismissal from the University of California;
 - ii. suspension from the University of California;
 - iii. exclusion from areas of the campus and/or from official University functions;
 - iv. loss of privileges and/or exclusion from activities;

- v. restitution;
- vi. probation;
- vii. censure/warning;
- viii. no-contact orders;
- ix. educational sanctions; and/or
- x. other actions as set forth in in University policy and campus regulations.

In contrast to Supportive Measures, which may not be disciplinary or punitive and may not unreasonably burden a party, sanctions may impose greater burdens on a Respondent found responsible for *A-D Policy* violations.

- b. The definitions of sanctions are found in PACAOS Section 105.00 (Types of Student Disciplinary Action) of the *Policy on Student Conduct and Discipline* and local campus regulations.
- c. The posting of sanctions on academic transcripts will follow University policy as defined in PACAOS Section 106.00 of the *Policy on Student Conduct and Discipline*.
- d. Assigned sanctions for each case will be documented and reported to the Systemwide Anti-Discrimination Director on a regular basis. The report is to ensure a reasonable level of consistency from campus to campus in similar circumstances.

4. Factors Considered In Determining Sanctions

- a. In all cases, when determining the appropriate and proportionate sanction, the following factors will be taken into account when applicable:
 - i. Seriousness of violation: duration of conduct; single or repeated acts; multiple policy violations in connection with the incident; verbal or physical intimidation; use of authority to abuse trust or confidence; presence of weapons; use of force or violence; physical injury; menace; and duress.
 - ii. Intent or motivation behind violation: no intent to cause harm; passive role in violation; pressured or induced by others to participate in the violation; planned or predatory conduct; hate or bias based on the Complainant's membership or perceived membership in a protected group as defined in PACAOS Section 104.90 of the *Policy on Student Conduct and Discipline*.
 - iii. Response following violation: voluntarily acknowledged wrongdoing at early stage of the process; failure to follow no contact order; attempt to influence witnesses; obstructed or disrupted the process.
 - iv. Disciplinary history: unrelated prior violations; related prior violations.
 - v. Impact on others: input from the Complainant; protection or safety of the Complainant or the community.

IV. COMPLIANCE / RESPONSIBILITIES

Chancellors will adopt campus implementing regulations consistent with these Policies. The University will publish these Policies and make them widely available, and Chancellors will do the same with respect to the implementing regulations for their campuses. This requirement may be satisfied through the online publication of these Policies and their respective campus implementing regulations. (See also Section 13.20 of these Policies).

V. PROCEDURES

The President will consult as appropriate with Chancellors, Vice Presidents, the Office of the General Counsel, and University-wide advisory committees prior to amending these Policies. Chancellors will consult with faculty, students, and staff prior to submitting to the President any campus recommendations related to proposed amendments to these Policies. Amendments that are specifically mandated by law, however, do not require consultation with campus representatives or University-wide advisory committees to the extent that legal requirements do not permit such consultation. (See also Section 13.10 of these Policies).

Chancellors will consult with students (including student governments), faculty, and staff in the development or revision of campus implementing regulations except when the development or revision of such regulations results from changes to these Policies that have been specifically mandated by law. Campuses will specify procedures, including consultation processes, by which campus implementing regulations may be developed or revised. (See also Section 13.30 of these Policies).

Prior to their adoption, all proposed campus implementing regulations, including all substantive modifications to existing such regulations, will be submitted to the Office of the President for review, in consultation with the Office of the General Counsel, for consistency with these Policies and the law. (See also Section 13.40 of these Policies).

VI. RELATED INFORMATION

[Anti-Discrimination Policy](#)

[Policies Applying to Campus Activities, Organizations, and Students \(PACAOS\)](#)

VII. FREQUENTLY ASKED QUESTIONS

Not Applicable.

VIII. REVISION HISTORY

May 1, 2026: This Policy has been formatted to meet Web Content Accessibility Guidelines (WCAG) 2.1 AA.

December 1, 2025: This Policy is the first issuance of this Appendix and has been formatted to meet Web Content Accessibility Guidelines (WCAG) 2.0.