GUIDELINES FOR SANCTIONING VIOLATIONS OF COVID-19 DIRECTIVES OR POLICIES

These Guidelines for Sanctioning Violations of COVID-19 Directives or Policies support **Temporary University Policy 20.T4: Student Code Health and Safety Violations.**

Sanctions for violation of COVID-19 directive or policies will be informed by the following guidance for escalating sanctions. This guidance is advisory only and not binding on the Office of Student Conduct. Each violation of a COVID-19 directive or policy will be evaluated independently taking into consideration the circumstances of the violation and all aggravating and mitigating factors. The university reserves the right to assign the sanction most appropriate to effectively educate, correct behavior, facilitate the continuing operations of the university, and protect the campus community.

- **First Violation:** Unless it is an egregious violation, a student with a first violation will receive education only. A student with medical conditions that are the basis for non-compliance with the health and safety protocols, will be referred to the DRC. There will be no permanent conduct record, but the education will be documented and the student notified of escalating consequences or sanctions for future violations.

- **Second Violation:** The consequence for a second minor violation will be a restorative justice meeting and assignment (for example, writing a paper on health benefits, assisting with a public health display in a residence hall). There will be no permanent conduct record, unless there is non-compliance with the consequence or sanction. The consequence or sanction will be documented and the student notified of escalating consequences for future violations.

- **Third Violation:** A third violation, or an egregious or reckless first or second violation, will result in a probationary action, at minimum. Probation will last for one year and may accompany a transcript notation if the behavior is especially egregious or if the initial violations happened in rapid succession.

  Examples of egregiously reckless behavior include, but are not limited to: coughing or sneezing on others, intentionally violating quarantine, or engaging in other behavior that puts other persons at risk.

- **Flagrant Violations:** A student who flagrantly violates health and safety protocols, and who represents a threat to others, may face temporary suspension from the University. A committee comprised of the Vice President for Student Affairs, the Director of Student Conduct and Community Standards, the Executive Director of Student Health and Wellness, Director of Risk Management, and other ad hoc members as dictated by the circumstances, will be convened to conduct an individualized safety assessment of the student in question.

  Examples of flagrant violations include, but are not limited to: intentionally coughing or sneezing on someone in order to cause fear or to make someone ill; intentionally violating quarantine and being present in a group setting; repeated violations of COVID-19 protocols; or engaging in other extreme behavior that puts other persons at risk.

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