

UC Santa Barbara
Interim Student Conduct Investigation and
Resolution Framework



Effective January 1, 2026

I. POLICY SUMMARY

The following describes UCSB's procedures for alleged student misconduct as defined in the UC Santa Barbara *Interim Student Conduct Code* ("Student Conduct Code"). These procedures are guided by the Interim *PACAOS – Appendix H: Student Conduct Investigation and Resolution Framework* ("Appendix H").

When a formal investigation is deemed appropriate for cases involving reports of Prohibited Conduct, including Sexual Violence, Sexual Harassment or other prohibited conduct under the UC [Policy on Sexual Violence and Sexual Harassment](#), UCSB will implement the procedures set forth in [PACAOS Appendix E: Sexual Violence and Sexual Harassment Student Adjudication Framework for Non-DOE-Covered Conduct](#) or [PACAOS Appendix F: Sexual Violence and Sexual Harassment Student Adjudication for DOE-Covered Conduct](#). UCSB may also apply *PACAOS Appendix E* or *PACAOS Appendix F* to adjudicate student conduct violations that occur in connection with violations of sexual violence and sexual harassment.

For cases involving harassment or other prohibited conduct by the University of California [Anti-Discrimination Policy](#), campuses shall implement the procedures set forth in the University of California Anti-Discrimination Policy. In the event there are violations of both the University of California Anti-Discrimination Policy and *PACAOS 100.00*, campuses may implement both procedures concurrently, after consultation between the Student Conduct Administrator and the Local Implementation Officer.

II. DEFINITIONS

Definitions applying to this framework are provided in Section 14.00 of the UC Santa Barbara Student Conduct Code.

Definitions for the Grounds for Discipline are provided in Section 100.00 and definitions for Student Disciplinary Action are provided in Section 105.00 of the UCSB Student Conduct Code.

III. POLICY TEXT

I. Student Conduct Investigation and Resolution Framework

These procedures are consistent with *Appendix H* to ensure the fair and timely resolution of alleged violations of the *Student Conduct Code* or [Campus Regulations](#). These procedures afford students due process, ensure impartiality, and maintain the integrity of the educational environment.

II. Scope and Applicability

These procedures apply to all students as defined in Section 14.40 of the UCSB Student Conduct Code and student organizations as defined in [Section 70.10 of PACAOS](#).

These procedures apply to all alleged violations of the UCSB Student Conduct Code, excluding:

- cases involving allegations of conduct prohibited by the UC *Policy on Sexual Violence and Sexual Harassment*, adjudicated under *PACAOS Appendix E* and *Appendix F*, and

- cases involving allegations of discrimination, harassment, and related retaliation prohibited under the *Anti-Discrimination Policy*, adjudicated under *PACAOS Appendix G*, and
- cases involving registered student organizations, as defined in campus implementing regulations, which fall under the procedures set forth in Chapter VII of the *UCSB Campus Regulations*.
- cases involving violations of University Housing policies may be adjudicated by the University Housing Hearing Board/Hearing Officers under University Housing's student conduct procedures. See Section 103.15 of the *Student Conduct Code* for more information.
- cases involving currently enrolled students (graduates and undergraduates) who are found to have omitted or falsified information on their application for admission, and/or failed to meet conditions of admission will be reviewed by the Admissions Review Committees. Prospective students who have committed any of these acts prior to matriculation are subject to cancellation by the Admissions Office or Graduate Division. See Section 103.16 of the *Student Conduct Code* for more information.

When a formal investigation is deemed appropriate for cases involving reports of Sexual Violence, Sexual Harassment or other prohibited conduct by the UC *Policy on Sexual Violence and Sexual Harassment*, campuses shall implement the procedures set forth in *PACAOS Appendix E: Sexual Violence and Sexual Harassment Student Adjudication Framework for Non-DOE-Covered Conduct* or *PACAOS Appendix F: Sexual Violence and Sexual Harassment Student Adjudication for DOE-Covered Conduct*.

For cases involving discrimination, harassment or related retaliation prohibited by the University of California *Anti-Discrimination Policy*, campuses shall implement the procedures set forth in *PACAOS Appendix G: Student Investigation and Adjudication Framework for Prohibited Conduct: Discrimination, Harassment, and Retaliation*.

Registered student organization responsibility is independent of individual member accountability. Registered student organizations, as defined in the UC *Santa Barbara Campus Regulations*, may receive sanctions applicable to the group's recognized status on campus when they are found responsible for violations of University policy. If a report is made alleging that a student organization violated university policy, a responsible University officer will review the report and may issue a Notice of Allegations. If a policy violation may have occurred, the student organization will receive a written Notice of Allegations, which will include information related to the procedures for resolution. If the student organization is found responsible, possible sanctions may include, but are not limited to: educational sanctions (e.g., training), probation, suspension of privileges (e.g., event registration, access to funding, etc.), or loss of recognition or revocation (meaning the organization is no longer allowed to operate as a university-recognized student group). If a student organization relinquishes or loses its recognition during the conduct process, Student Conduct may continue or conclude the proceedings — including by reaching an Administrative Resolution — even without the participation of the organization or its signatories.

III. Response to Alleged Misconduct

A. **Initial Assessment.** As soon as practicable after receiving a report alleging student misconduct, and

typically within 30 business days from receipt of all necessary information, Student Conduct shall conduct a preliminary assessment to determine whether the report falls within the scope of these procedures and whether the allegations, if true, may constitute a policy violation.

B. Notice of Allegations. If a policy violation may have occurred, the student will receive a written Notice of Allegations, which will include information related to the procedures for resolution. The student shall be informed of the alleged misconduct, the specific policy or policies allegedly violated, and of the opportunity to review the information submitted that is directly related to whether a policy violation has occurred. A copy of the *Student Conduct Code* and these implementing procedures shall be provided to the student.

A student charged with a violation of the *Student Conduct Code*, shall be informed of their right to an Advisor (see Section III.E below) when they receive the Notice of Allegations.

C. Advisory Notice. As an alternative to resolving alleged policy violations of the *Student Conduct Code*, Student Conduct may issue a written notification to a student that the student's alleged behavior, if it occurred, would have violated University policy, and could have been subject to the conduct process. The Advisory Notice is not a determination that the allegations are true, does not result in a conduct record, and therefore is not appealable. However, the alleged behavior as detailed in the Advisory Notice may be introduced in a subsequent conduct process for the purpose of establishing that the student was advised that such behavior violates University policy. Student Conduct may issue an Advisory Notice in cases where alleged misconduct suggests a violation, but information is limited or may be inconclusive or incomplete. Normally the issuing of an Advisory Notice will close the matter, however, should additional relevant information be discovered in the future the matter may be reopened.

D. Interim Actions. Consistent with PACAOS 107.00 and Section 107.00 of the *UCSB Student Conduct Code*, the University may take Interim Actions before a final determination of an alleged violation. Interim action is defined as Exclusion from classes, or from other specified activities or areas of the campus, as set forth in the Notice of Interim Actions, before final determination of an alleged violation. A student shall be restricted only to the minimum extent necessary when there is reasonable cause to believe that the student's participation in University activities or presence at specified areas of the campus will lead to physical abuse, threats of violence, or conduct that threatens the health or safety of any person on University property or at official University functions, or other disruptive activity incompatible with the orderly operation of the campus. A student placed on Interim Action shall be given prompt notice of the charges, the duration of the Interim Action, and the opportunity for a prompt hearing on the Interim Action. Interim Action shall be reviewed by the Chancellor within twenty-four hours. If a student is found to have been unjustifiably placed on Interim Action, the University is committed to a policy whereby reasonable efforts are taken to assist an individual who has been disadvantaged with respect to employment or academic status (PACAOS 107.00).

E. Advisors. At all stages of this process, the student has the right to an Advisor. A student may select an Advisor of their choosing or request Student Conduct to provide them one. The Advisor may be any person (including an advocate, attorney, friend, or parent), except a person with information relevant to the alleged policy violation.

1. The Advisor's primary role is to provide guidance to the student throughout the process. The Advisor may not speak on behalf of the student at any time in the conduct process.
2. Advisors may not disrupt any meetings or the process in any manner. At all stages of the process, Advisors must comply with the expectations within these procedures for participants in this process. The University reserves the right to exclude an Advisor who does not abide by these procedures.
3. All communication with Student Conduct must come from the student; an Advisor cannot communicate with Student Conduct on the student's behalf.
4. In the interest of expediency, the student conduct process may not be delayed due to the unavailability of an Advisor.
5. The Advisor selected by the student or provided by Student Conduct will have access to training provided by the campus regarding these procedures for student conduct investigation and resolution.
6. A student may give written permission for the Advisor to be copied on Student Conduct's communications to the student during the investigation and resolution process.

F. Investigation Process. Allegations of misconduct will be investigated by Student Conduct or their designee. The Student Conduct Administrator will offer a meeting for the purpose of explaining the alleged violation(s), discussing information that was received in relation to the allegation(s), and providing the student with an opportunity to respond to the allegation(s) and to present any information that may assist in investigation and resolution of the case.

The Student Conduct Administrator will review the facts and information available and shall determine, based on the preponderance of the evidence, whether it is more likely than not the student violated University policy.

All investigations shall be concluded promptly, generally within 60 to 90 business days of issuing a Notice of Allegations, unless there is good cause for an extension. The investigation timeframe is concluded when an Administrative Resolution has been issued by Student Conduct or when a case is closed (see Section IV.A). The investigation timeframe may also be concluded if an Alternative Resolution process is initiated (see Section IV. Resolution Pathways).

G. Participation. If the student fails to respond or chooses not to participate by the deadlines provided by Student Conduct, in the investigation and resolution process (including a formal hearing when required), Student Conduct may proceed in the student's absence. Appropriate outcomes may be applied unilaterally.

Student Conduct may proceed with the investigation and resolution process even if the student is subject to concurrent University processes, criminal or civil proceedings.

The student is not required to participate in the conduct process outlined in these procedures. The University will not draw any adverse inferences from a student's decision not to participate or to

remain silent during the process. A Student Conduct Administrator or Hearing Body, in the investigation or the hearing respectively, will reach findings and conclusions based on the information available.

When a student 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 information gathered in the investigation – a Student Conduct Administrator or Hearing Body may consider the selective participation in evaluating the student's credibility. In doing so, they should try to discern reasonable non-adverse explanations for the selective participation, including from the student's own explanations, and determine whether the information available supports those explanations.

H. Standard of Proof. The standard of proof for factfinding and determining whether a policy violation(s) occurred is preponderance of evidence. A preponderance of evidence is defined as "more likely to be true than not."

I. Disability-Related Accommodations. Student Conduct will consider requests from the student and witnesses for disability-related accommodations.

J. Language Interpretation. Student Conduct will consider requests from the student and witnesses for language interpretation.

K. Extension of Timelines. The Student Conduct Administrator or designee may extend any timelines contained in these procedures for good cause shown and documented. Good cause is defined for purposes of these procedures as significant or unforeseen circumstances that impede completion of the process within the projected timeframe.

IV. Resolution Pathways

The following resolution pathways are available generally as an outcome of the Student Conduct Investigation Process. A determination on which resolution pathway will be followed will typically be made within the 60 to 90 business day investigation timeframe.

A. Closure – No Responsibility or Insufficient Information. If the Student Conduct Administrator's determination is that the student is not responsible for violating University policy, or if there is insufficient information to make a determination, Student Conduct will notify the student accordingly. Student Conduct may issue an Advisory Notice (see Section III.C) or take no further action.

B. Alternative Resolution. At any point during the process, Student Conduct may offer an Alternative Resolution option (e.g., mediated dialogue, restorative justice, educational agreement), subject to the following conditions:

1. The student does not dispute the facts relevant to whether the policy violation occurred, and/or acknowledges responsibility;
2. All involved parties who are willing to participate in any process, including any impacted individuals, consent in writing to participate. The Student Conduct Administrator will determine who is an "involved party."

Not all allegations are eligible for Alternative Resolution. The Student Conduct Administrator or designee is responsible for making the final decision regarding whether or not Alternative Resolution is appropriate and may change their determination if additional information is received.

Upon acceptance of the Alternative Resolution Agreement, the student waives the right to a hearing and appeal. The Alternative Resolution Agreement will be in writing and likely include educational or restorative components. Records of Alternative Resolution will be maintained as a non-disciplinary record (unless otherwise agreed to within the resolution plan). Failure to accept the Alternative Resolution Agreement or to comply with the terms of the Alternative Resolution Agreement may lead to a cancellation of the Alternative Resolution Agreement and a return to the investigation and/or resolution process.

Student Conduct will complete the Alternative Resolution process typically within 30 to 60 business days of notifying the student in writing of the beginning of the process. However, Student Conduct or designee may extend past 60 business days for good cause.

C. Administrative Resolution. If the Student Conduct Administrator has determined that the student is responsible for violating University policy, Student Conduct will determine what sanction and/or University action should be taken and will issue an Administrative Resolution.

1. If the student accepts the Administrative Resolution, the outcome is final, and no hearing or appeal will follow.
2. If the student does not accept the Administrative Resolution and:
 - a. The Administrative Resolution does not include suspension or dismissal, the student may elect to appeal the Administrative Resolution finding(s) and/or sanction(s) within 10 business days of the issuance of the Administrative Resolution, via written communication to Student Conduct. Student Conduct will confirm receipt of the student's written appeal and distribute to the appeal body.

The Assistant Dean & Director of Student Conduct shall serve as the appeal body. When the Assistant Dean & Director of Student Conduct served as the Student Conduct Administrator, the Dean of Students shall serve as the appeal body.

The student may appeal on the grounds described in this section. The appeal should identify the reason(s) why the student is challenging the Administrative Resolution under one or more of the following grounds for appeal:

- i. new information not available at the time of the investigation, the absence of which can be shown to have materially affected the outcome;
- ii. there was procedural error in the process that materially affected the outcome;
- iii. the proposed sanction is disproportionate given the findings of fact.

Absent good cause for an extension, the appeal body will issue a written decision to the

student within 20 business days of receiving the appeal and all related documents. Only written materials pertaining to the case, including any additional written material supplied by the student, will be reviewed.

Using the three criteria established for the consideration of appeals, the appeal body will determine whether:

1. The finding and sanction of the Student Conduct Administrator should be upheld;
2. The finding of the Student Conduct Administrator should be upheld but the sanction reduced or eliminated;
3. The case should be dropped and the charges dismissed.

Once issued, the decision of the appeal body is final.

b. If the Administrative Resolution includes suspension or dismissal, the student may elect to contest Student Conduct's determination of responsibility by proceeding to a Formal Hearing (see Section IV.D. below). Within 5 business days of the issuance of the Administrative Resolution, the student must indicate via written communication to Student Conduct or their designee if they wish to contest Student Conduct's determination of responsibility.

3. If the Administrative Resolution includes suspension or dismissal, and the student accepts responsibility for the policy violation, but wishes to appeal the sanction (suspension or dismissal), they may submit a written appeal on only one ground, that the proposed sanction is disproportionate given the findings of fact. Within 5 business days of the issuance of the Administrative Resolution, the student must indicate via written communication to Student Conduct or their designee if they wish to accept responsibility for the policy violation, but appeal the sanction. The student will have an additional 5 business days to submit their written appeal to Student Conduct or their designee, identifying the reason(s) why the student is challenging the proposed sanction.

4. When an appeal is permitted under the procedures outlined above, the implementation of sanctions will be deferred pending the outcome of the appeal. Student Conduct may submit a written response to the designated appeal body within 7 business days of receiving a copy of the appeal.

The Vice Chancellor for Student Affairs or Chancellor will serve as the appeal body. Using the two criteria established for the consideration of appeals, the appeal body will determine whether:

1. The sanction of the Student Conduct Administrator should be upheld; or
2. The Sanction of the Student Conduct Administrator should be modified.

Absent good cause for an extension, the appeal body will issue a written decision to the student within 20 business days of receiving the appeal and all related documents. Only written materials pertaining to the case, including any additional written material supplied by the student and Student Conduct, will be reviewed.

The decision of the appeal body is final.

5. Following the issuance of the Administrative Resolution, if the student does not respond within the timelines listed above, the outcome is final, and no hearing or appeal will follow.

D. Formal Hearing. When the outcome of the Administrative Resolution includes suspension or dismissal, and the student has contested Student Conduct's determination of responsibility, the case will proceed to a formal hearing. The following procedural standards shall be provided to assure the student a fair hearing:

1. Written notice (via the Notice of Allegations or subsequent Administrative Resolution), including a brief statement of the factual basis of the charges, the University policies or campus regulations allegedly violated, and the time and place of the hearing, no less than 10 business days before the hearing;
2. The opportunity for a fair hearing where the University will bear the burden of proof, and at which the student will have the opportunity to present documents and witnesses and to question witnesses presented by the University;
 - a. Formal hearings will be conducted by a hearing body. The hearing body may consist of a committee or hearing officer. The Office of Student Conduct will make the determination regarding the hearing body to be used in each specific case.
 - i. Student-Faculty Committee on Student Conduct (SFCC) Membership
 1. Four faculty members appointed annually by the Chancellor or designee. These members shall normally serve consecutively for no less than two, and no more than four years.
 2. Five students, three undergraduates and two graduate students, appointed by the Chancellor or designee. These students shall normally serve consecutively for a minimum of two and a maximum of four years. If appointed as an undergraduate member, a student will not automatically continue as a graduate student.
 3. The Chancellor or designee shall annually appoint one faculty member of the committee to act as the committee chair. The Chair of the Committee shall be a faculty member. This person will preside at all committee meetings and will rule on all questions of order and procedure, although their rulings are subject to appeal. If appealed, a majority vote of the committee members present may override the chair's decision. In the absence of the chair, the longest-standing faculty member of the committee shall serve as acting chair.
 4. Staff to the Committee: the Assistant Dean and Director of the Office of Student Conduct, or other staff from the Office of Student Conduct, will serve as staff to the committee. In this capacity they will schedule hearings, provide appropriate evidentiary materials, ensure that all involved have been notified of the hearing, ensure that necessary recording equipment is in place and operating, read the charges, and summarize the relevant information for the record as the first step in the hearing process.

5. Quorum: A quorum shall consist of two faculty members and two students, unless the accused agrees to proceed without a quorum.
- b. Student conduct hearings are closed to the public.
- c. The student:
 - i. shall be entitled to be present throughout the hearing while evidence is being presented and may remain until the hearing body begins deliberations. If the student does not attend the hearing or voluntarily leaves during the hearing, the case will be heard in their absence (see Section III.G).
 - ii. May be accompanied by an advisor, if the student so chooses (see Section III.E). Student Conduct must be notified that an advisor will be present at least three working days prior to the hearing.
 - iii. Shall have the right to produce witnesses and evidence pertaining to the alleged violations.
 - iv. Shall have the right to question all witnesses through the process explained at the hearing.
 - v. Shall not make arguments concerning or produce witnesses or evidence having to do with the legality of the University-wide policies and regulations at any time during the hearing process. These arguments must be directed to the UC General Counsel or to the civil courts.
 - vi. Shall not be present during deliberations.
- d. Witnesses:
 - i. May decline to participate or to not answer questions in the process.
 - ii. Shall restrict testimony to that relevant to the charges specified in the written notice and shall not make arguments about the legality of the University-wide policies or campus regulations.
 - iii. May be asked to remain for the entire hearing to be available to answer questions as they arise.
 - iv. Shall not be present during deliberations.
 - v. Faculty members or other members of the University community who initiate charges of misconduct and who also serve as witnesses shall be entitled to be present while evidence is being presented and remain until the committee or hearing officer begins deliberations.
- e. Student Conduct, or designee, shall:
 - i. Coordinate the appearance of witnesses and all evidence relevant to the charges.
 - ii. Consider requests from the student and witnesses for disability-related accommodations and language interpretation. Requests must be made to Student Conduct in writing allowing sufficient time for review.
 - iii. Be entitled to be present during the entire hearing and during deliberations.

- iv. Monitor the process to ensure the compliance with these procedures.
- v. Keep summary minutes of the hearing and shall audio-record the proceedings. At their own expense, the student may obtain the services of a stenographic reporter. No person other than an appropriate University official or member of the hearing body may audio-record the hearing
- vi. Upon request, minutes of the hearing will be available to the student within seven working days following the hearing. The student may then have the opportunity to submit written comments, which, when submitted prior to the final decision [within twenty working days following the hearing], will be considered and incorporated as part of the record. This is not the appeal; see (6) Appeals below.

f. The hearing body:

- i. Shall not consist of any members having prior knowledge of or involvement in the case that might bias their judgment. In cases in which more than one student is involved, Student Conduct, in consultation with the hearing body, may determine that the student cases will be heard together in one hearing, in which case, the hearing body shall reach its conclusions using the totality of the evidence. If the cases are heard separately, the hearing body shall only consider what is presented in each individual student's hearing.
- ii. Shall ensure, that discussion is restricted to the issue defined in the written Notice of Allegations. The hearing body may entertain the discussion of second-hand information if it corroborates other testimony or establishes a pattern of behavior. Second-hand information may not be used as the sole basis for a finding of responsibility.
- iii. May produce witnesses and evidence at the hearing and may question any witness produced by the student or by Student Conduct.
- iv. Shall receive verbal and documentary evidence of the kind on which reasonable persons are accustomed to rely in serious matters and may exclude irrelevant or unduly repetitious evidence.
- v. Shall make all decisions by majority vote when the hearing body consists of a committee.
- vi. Shall submit its findings and recommendations within five working days following the conclusion of the hearing to the Director of the Office of Student Conduct or Vice Chancellor for Student Affairs or designee, as appropriate, with a copy to the student. This report shall set forth its findings with regard to each of the charges separately as well as include its recommended sanctions, if applicable. Findings of violations of University policies or campus regulations shall reflect a preponderance of the evidence produced at the hearing.

3. A record of the hearing; a written decision based upon the preponderance of evidence, that includes a summary of the relevant facts and a conclusion for each alleged policy violation, sanctions, if applicable, and information about the right to appeal, shall be issued within 20 business days of the hearing.

- a. The student shall be e-mailed a written notice within five working days following the hearing informing them of any recommendations made as a result of hearing body deliberations, including its findings with regard to each of the charges separately and recommended sanctions, if applicable, as described in Section IV.D.2.f.vi.
- b. The student shall be emailed a written decision within twenty working days following the hearing. The decision maker may, at their discretion, accept, reject, or modify the recommended outcome and sanctions made by the hearing body, or refer the case back to the hearing body for further deliberation prior to making a final decision.

The decision and implementation of such sanctions shall be the responsibility of the following University officials:

- i. The decision regarding disciplinary action(s) other than suspension or dismissal will be made by the Director of the Office of Student Conduct.
- ii. The decision regarding a recommendation to suspend or dismiss rests with the Vice Chancellor for Student Affairs.

4. An appeals process that requires a student dissatisfied with the written decision and who wishes to challenge it to submit an appeal in writing to the designated appeal body within 10 business days of the hearing outcome notice.

The student may appeal via written communication to Student Conduct. Student Conduct will confirm receipt of the student's written appeal and distribute to the appeal body.

The Vice Chancellor for Student Affairs will serve as the appeal body when disciplinary action is taken by the Director of Student Conduct. The Chancellor will serve as the appeal body when disciplinary action is taken by the Vice Chancellor for Student Affairs.

The student may appeal on the grounds described in this section. The appeal should identify the reason(s) why the student is challenging the hearing body decision under one or more of the following grounds for appeal:

- a) new information not available at the time of the hearing, the absence of which can be shown to have materially affected the outcome;
- b) there was procedural error in the process that materially affected the outcome;
- c) the proposed sanction is disproportionate given the findings of fact.

When an appeal is permitted under the procedures outlined above, the implementation of sanctions will be deferred pending the outcome of the appeal. Student Conduct may submit a written response to the designated appeal body within 7 business days of receiving a copy of the appeal.

Absent good cause for an extension, the appeal body will issue a written decision to the student within 20 business days of receiving the appeal and all related documents. Only written materials pertaining to the case, including any additional written material supplied by the student and Student Conduct, will be reviewed.

Using the four criteria established for the consideration of appeals, the appeal body will determine whether:

1. The finding and recommended sanction of the original hearing body should be upheld;
2. The finding of the original hearing body should be upheld but the sanction reduced or eliminated;
3. The case should be referred back to the original body or to a different body for further hearing;
4. The case should be dropped and the charges dismissed.

Once issued, the decision of the appeal body is final.

V. Sanctioning Framework

To promote accountability, safety, and educational development within the University of California community, this framework provides a consistent yet flexible structure for assigning sanctions and other university actions in response to violations of *PACAOS 100.00 Policy of Student Conduct and Discipline*.

A. Principles

Educational Purpose: When appropriate, sanction(s) and/or other university action(s) serve an educational purpose—supporting accountability, student growth and learning. They are intended to reduce the likelihood of recurrence of behavior that violates University policy. The conduct process also seeks opportunities to foster reflection and development whenever possible, while reinforcing the importance of community standards and the shared responsibility of maintaining a respectful and safe campus environment.

Consistency with Individualization: Sanctions and other university actions are guided by consistent standards and institutional values, while also considering the unique circumstances of each case. The decision-maker will consider a range of factors to ensure that outcomes are both fair and appropriate to each situation. Depending on the circumstances, multiple sanctions, varying in type and degree, may be applied.

Proportional and Contextual Response: The student conduct process is designed to assess each case individually, with outcomes based on the nature, severity, and context of the behavior. A single severe incident may, in some circumstances, result in a more significant sanction; in others, misconduct may be addressed through educational and/or restorative—but still appropriate—responses.

B. Types of Student Conduct Sanctions and Actions. Consistent with the principles above, campuses have a range of options (as defined in *PACAOS 100.00, Section 105.00 Types of Student Conduct Sanctions and Actions*) available to respond to possible violation(s) of policy. The sanctions and actions fall under three categories, grouped into tiers of increasing severity.

In most circumstances, sanctions are accompanied by Other University Actions (e.g., alternative resolution, advisory notices, supplemental education, or educational conversations). As such, education is included in each tier.

- Tier 1: Other University Actions, including but not limited to:

- i. Alternative Resolution
 - ii. Advisory Notice
 - iii. Educational conversation
- Tier 2: Sanctions for more complex or severe violations that may not warrant separation from the institution, including but not limited to:
 - i. Warning
 - ii. Disciplinary Probation, with or without conditions
 - iii. Loss of Privileges/Exclusion from Activities
 - iv. Restitution
 - v. Other University Actions (supplemental with sanctions)
- Tier 3: Sanctions for severe or repeated violations that may warrant separation from the institution, including but not limited to:
 - i. Suspension
 - ii. Dismissal
 - iii. Exclusion from areas of campus or University Functions
 - iv. Other University Actions (supplemental with sanctions)

C. Factors Considered in Determining Student Conduct Sanctions and Actions. Each violation includes a recommended range of sanctions and/or actions and assumes a student is being charged with a single policy violation and has no prior history of violating University policy. Sanctions may fall outside these ranges in cases involving multiple policy violations and/or a prior history of policy violations. Campus officials should determine the appropriate sanction or action based on a variety of factors, including but not limited to, the following:

- Whether the act was deliberate/intentional
- Severity of the policy violation, including any result in personal injury or property damage
- Student's previous conduct record
- Nature and context of the policy violation
- Impact on or harm to other members of the University community or the community as a whole
- Degree to which the student's behavior disrupted or obstructed University activities
- Abuse of authority
- Response following violation: voluntarily acknowledged wrongdoing at early stage of the process; engaging in actions that seek to disrupt the Student Conduct process (e.g., harassing witnesses, expressing hostility towards conduct staff and/or reporting persons), or failing to engage in a forthright and transparent manner
- Number and type of violations associated with the incident.

D. Range of Sanctions and Actions for Each Type of Violation. The range of sanctions and/or actions for each type of violation are summarized in Table A. Consistent with the factors and tiers described above, the table is intended to serve as a guiding framework for Student Conduct Administrators

when considering sanctions and/or actions in response to specific types of policy violations. It provides a range of possible outcomes, listed in increasing severity, that may be appropriate depending on the circumstances of each case. Table A is not prescriptive and does not represent a mandatory and/or exhaustive list of sanctions and/or actions. Rather, it is a starting point to support consistency and informed decision-making in the student conduct process.

Sanctioning decisions should always reflect the totality of the circumstances. Where appropriate, multiple sanctions and/or actions may be assigned, and more significant sanctions and/or actions may be warranted in cases involving repeat violations, aggravating factors, or broader community impact.

This tool is meant to assist Student Conduct Administrators in exercising their professional judgment, in alignment with institutional values and the goals of education, accountability, and harm reduction.

Table A: Guiding Framework for Sanctions and Actions by Tier and Type of Violation

PACAOS 100.00 Violation	Tier 1:	Tier 2:	Tier 3:
102.02 Other Forms of Dishonesty (e.g., furnishing false info, lying during investigations)	Advisory Notice and/or Other University Actions	Warning or Probation with option to add Other University Actions	Suspension or Dismissal with option to add Other University Actions
102.03 Forgery, alteration, or misuse of any University document, record, key, electronic device, or identification.	Advisory Notice and/or Other University Actions	Warning or Probation with option to add Other University Actions	Suspension or Dismissal with option to add Other University Actions
102.04 Theft or Property Damage	Advisory Notice and/or Other University Actions	Warning, Probation, or Restitution with option to add Other University Actions	Suspension or Dismissal with option to add Other University Actions
102.05 Theft or abuse of University computers and other University electronic resources such as computer and electronic communications facilities, systems, and services.	Advisory Notice and/or Other University Actions	Warning or Probation with option to add Other University Actions	Suspension or Dismissal with option to add Other University Actions

102.06 Unauthorized Use of University Services, Equipment, or Property (e.g., misusing logos, resources, ID systems)	Advisory Notice and/or Other University Actions	Warning, Probation, Exclusion From Privileges, or Restitution with option to add Other University Actions	Suspension with option to add Other University Actions
102.07 Violation of University Housing Policies	Advisory Notice and/or Other University Actions	Warning, Housing Probation, or Probation with option to add Other University Actions	Housing Exclusion with option to add Other University Actions
102.08 Physical Assault or Threat of Violence	–	Probation or Suspension with option to add Other University Actions	Suspension or Dismissal with option to add Other University Actions
102.09 Harassment	–	Probation or Suspension with option to add Other University Actions	Suspension or Dismissal with option to add Other University Actions
102.10 Stalking Behavior	–	–	Suspension or Dismissal with option to add Other University Actions
102.12 Participation in Hazing	–	Probation with option to add Other University Actions	Suspension or Dismissal with option to add Other University Actions
102.13 Obstruction or disruption of University Operations (teaching, research, admin)	Advisory Notice and/or Other University Actions	Warning or Probation with option to add Other University Actions	Suspension with option to add Other University Actions
102.14 Disorderly or Lewd Conduct	Advisory Notice and/or Other University Actions	Warning or Probation with option to add Other University Actions	Suspension with option to add Other University Actions
102.15 Disruption/Obstruction of University Activities	Advisory Notice and/or Other University Actions	Warning or Probation with option to add Other University Actions	Suspension with option to add Other University Actions
102.16 Failure to Comply with a University Official (including lying, resisting, obstructing)	Advisory Notice and/or Other University Actions	Warning or Probation with option to add Other University Actions	Suspension or Dismissal with option to add Other University Actions

102.17 Controlled Substance Violations	Alternative Resolution or Advisory Notice and/or Other University Actions	Warning, Probation, Alcohol and Other Drug Education or Intervention with option to add Other University Actions	Suspension or Dismissal with option to add Other University Actions
102.18 Alcohol Violations	Alternative Resolution and/or Other University Actions	Warning, Probation or Suspension with option to add Other University Actions	Suspension with option to add Other University Actions
102.19 Possession or Use of Explosives/ Firebombs	–	Warning or Probation with option to add Other University Actions	Suspension or Dismissal with option to add Other University Actions
102.20 Possession/ Use/Manufacture of Firearms or Weapons (prohibited)	–	Warning or Probation with option to add Other University Actions	Suspension or Dismissal with option to add Other University Actions
102.21 Violation of Disciplinary Conditions (e.g., breaking terms of probation/sanctions)	–	Probation with option to add Other University Actions	Suspension or Dismissal with option to add Other University Actions
102.22 Violation of Emergency Suspension or Orders (during declared emergencies)	–	Probation with option to add Other University Actions	Suspension or Dismissal with option to add Other University Actions
120.23 Selling, preparing, or commercially distributing lecture notes/class recordings	Alternative Resolution or Advisory Notice and/or Other University Actions	Warning, Probation with option to add Other University Actions	Suspension or Dismissal with option to add Other University Actions
102.24 Intent to terrorize, or acts in reckless disregard of the risk of terrorizing, one or more University students, faculty, or staff	-	Probation with option to add Other University Actions	Suspension or Dismissal with option to add Other University Actions
102.25 Recording, photographing, or viewing people without their knowledge and consent in private	Alternative Resolution or Advisory Notice and/or Other University Actions	Warning, Probation with option to add Other University Actions	Suspension or Dismissal with option to add Other University Actions

settings or during private conversations			
102.26	See University of California <i>Policy on Sexual Violence and Sexual Harassment</i> and <i>PACAOS Appendix E and F</i>	See University of California <i>Policy on Sexual Violence and Sexual Harassment</i> and <i>PACAOS Appendix E and F</i>	See University of California <i>Policy on Sexual Violence and Sexual Harassment</i> and <i>PACAOS Appendix E and F</i>
102.27	See University of California <i>Anti-Discrimination Policy</i>	See University of California <i>Anti-Discrimination Policy</i>	See University of California <i>Anti-Discrimination Policy</i>