

# SANCTIONS

What happens when someone is found responsible for sexual harassment or sexual misconduct at the University of Iowa?

## What is a sanction?

A sanction is an action or consequence imposed when someone is found responsible for violating the University's sexual harassment and sexual misconduct policy.



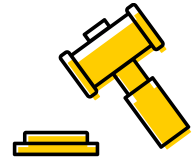
## Possible sanctions may include:

For Students:

- Educational programs
- Classroom or housing reassignment
- Disciplinary probation
- Suspension or expulsion

For Employees:

- Required training
- Written warnings, work reassignment
- Suspension without pay
- Termination of employment



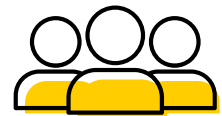
## What triggers the sanctioning process?

- A formal complaint is filed by a complainant of the Title IX Coordinator
- The University conducts an investigation using Process A (includes a live hearing) or Process B (no hearing, investigator makes findings)
- A determination of responsibility is made using the preponderance of the evidence standard.



## Who decides the sanction?

| If the person found responsible is a... | Sanctions are decided by...                        |
|-----------------------------------------|----------------------------------------------------|
| Student                                 | Director, Office of Student Accountability         |
| Staff member                            | Supervisor or administrator                        |
| Faculty member                          | Executive Vice President and Provost (or designee) |



## What factors influence sanctions?

- Severity of the misconduct
- Impact on the complainant and community
- Prior violations (if any)
- Intent and context to the behavior
- Educational and safety needs of the community
- For additional factors, refer to the policy manual (link below)



## Appeal process for students:

- Procedural irregularity
- New evidence
- Conflict of interest or bias
- The decision was not supported by substantial evidence when viewed as a whole



### Confidentiality and Support:

The process respects privacy and offers supportive measures throughout. Confidential resources are available including DVIP/RVAP.

For further information on sanctions related to sexual harassment or misconduct, please refer to the policy webpage: [policy.uiowa.edu/community-policies/sexual-harassment-and-sexual-misconduct](https://policy.uiowa.edu/community-policies/sexual-harassment-and-sexual-misconduct)

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