

Simpson College Title IX Possible Sanction & Remedies

A sanction is an action imposed on individuals found responsible in a Title IX hearing. Sanctions serve as a penalty for violating the sexual misconduct policy. Sanctions are designed to stop the harassment, prevent its recurrence and remedy its effects. Levels are listed to provide general guidance; levels may be applied case-by-case. Possible sanctions can include but is not limited to:

Level 1

- Oral or written reprimand
- No contact order
- Additional education or counseling
- Community Service
- Changes in class/work schedules
- Disciplinary warning
 - A disciplinary notice consists of written notice that continuation of misconduct in general or repetition of specified conduct has been found unacceptable within the specified period of time stated in the warning. Failure to comply may be cause for further disciplinary action

Level 2

- Restriction of campus privileges
 - Including but not limited to participation in extra-curricular activities such as athletics, Speech & Debate, or special programming/campus activities (such as campus concerts)
 - Limited access to facilities
- Not being allowed to represent the College in leadership, volunteer, or paid positions
- Removal from college housing without a refund. Students who are dismissed during the term are subject to Simpson's official Refund and Withdrawal Policy as outlined in the college catalog

- Disciplinary probation for students and employees
 - Disciplinary probation is the most severe and serious warning an individual may receive and still remain enrolled in and/or employed by the College. During the period of probation, disciplinary probation may be accompanied by other conditions as determined by the College. Violation of the terms of disciplinary probation or the infraction of any college regulation during the probation period may be grounds for suspension, expulsion, or termination of employment.
- Suspension
 - Suspension is the separation from the College for a specified period of time. Readmission must be applied for and may be contingent upon compliance with specific conditions.
 - Transcript notations
- Temporary delay of degree conferral

Level 3

- Expulsion
 - Expulsion is the permanent termination of enrollment from the College
 - Transcript notations
- Permanent delay or revocation of degree/conferral
- Termination of employment with the College
- Any other available sanctions specified in the Student Handbook, Staff Handbook, or Faculty Handbook

The Review Board reserves the right to broaden, lessen, or alter the range of recommended sanctions in the case of serious mitigating circumstances, egregiously or offensive behavior, or other compelling justifications

***Note: some sanctions can also be temporary interim measures**