SVSH Faculty Respondent Disciplinary Sanction Guidelines

Types of Faculty Disciplinary Sanctions under APM 016

- Letter of Censure
- Demotion
- Suspension
- Reduction in Salary
- Curtailment or Denial of Emeritus Status
- Dismissal

Less Severe Sanction

More Severe Sanction

Factors that Affect the Types of Disciplinary Sanctions for Faculty SVSH Respondents

- **Seriousness of Conduct**
  - Nature and extent of any physical or verbal conduct
  - Duration and number of incidents
  - Number of people who experienced the conduct
  - Where/in what context conduct occurred
  - Impact of conduct on complainant and others directly affected
  - Intimidation, coercion, or betrayal of trust/confidence

- **Special Circumstances**
  - Prior history of substantiated SVSH Policy violations
  - Creation or use of intimate or sexual images outside of legitimate teaching and research purpose
  - Deliberate taking advantage of incapacitation
  - Use or threatened use of force, violence, duress, or physical injury
  - Additional substantiated and pertinent policy violations by respondent

- **Relative Status of Complainant and Respondent**
  - Complainant is in a vulnerable position relative to respondent
  - Academic or employment supervisory relationship between complainant and respondent
  - Power differential between complainant and respondent
  - Abuse of power/authority by respondent

*Lower level sanctions are typically recommended where few of the factors listed above are met.*

*Higher level sanctions are typically recommended where multiple factors listed above are met.*