

Student Conduct Code

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Purpose

The purpose of the SIT conduct process is to foster a safe and respectful environment where all members of the community engage in responsible social conduct that reflects our Core Values and Standards of Behavioral Integrity. This Code of Conduct (the Code) outlines the standards of behavior expected of all students or participants and outlines the adjudication process for alleged violations.

The Code should be read broadly and is not designed to define non-academic conduct in exhaustive terms. The Code exists to protect the interests of the learning community and to challenge those whose behavior is not in accordance with SIT's values, standards and policies

Jurisdiction, Authority, and Standard of Proof

Jurisdiction

This Code of Conduct applies to all undergraduate and graduate students or participants and visitors of the University. Additionally, it applies to students or participants who choose to take a leave of absence, withdraw or have graduated; for any misconduct that occurred prior to the leave, withdrawal or graduation. It covers behavior:

- I. On university property, including classrooms, residence halls, program centers, libraries, and all campus facilities
- II. At university-sponsored events, excursions, homestay residences, or alternative housing locations
- III. Online or in digital spaces when representing or impacting the university community (online course sites, email, social media, etc.)
- IV. In situations where off campus conduct adversely affects the university community, poses a threat to health or safety, or violates university policies.

A student or participant facing an alleged violation of the Code who withdraws while charges are pending may still face conduct proceedings and discipline post- withdrawal. If sanctioned, a hold may be placed on the student's ability to re-enroll and/or obtain official transcripts; all sanctions or conditions must be satisfied prior to re-enrollment eligibility. There is no time limit on reporting violations of the Code

The Code is available on SIT's website; students and participants are responsible for reading and abiding by the Code's provisions. SIT reserves the right to make changes to this Code as necessary and once those changes are posted online, they are in effect. Students and participants are encouraged to check on the SIT website for the updated versions of all policies and procedures.

Authority

The Dean of Student Health, Safety, and Wellbeing, or designee, is responsible for administering and enforcing the Code. The Dean, or designee, has the authority to:

- I. Receive and investigate reports of potential violations
- II. Hold hearings or other fact-finding processes as necessary
- III. Determine whether a violation has occurred
- IV. Impose appropriate disciplinary sanctions or recommend actions to senior university officials

In some cases, other university offices (e.g., Office of the Provost) may have shared or primary authority in accordance with university policies and applicable laws. The Dean, or designee, may vary procedures with notice upon determining that changes to law or regulation require policy or procedural alterations not reflected in this Code. The Dean, or designee, may make minor modifications to procedures that do not materially jeopardize the fairness owed to any party. Questions of interpretation of the Code will refer to the Dean, or designee, whose interpretation is final.

At no time will complaints of physical sexual misconduct or violence be mediated as the sole institutional response. The Dean, or designee, may also suggest that complaints that do not involve a violation of the Code be referred for mediation or other appropriate conflict resolution.

The Code will be reviewed every three (3) years or as needed under the direction of the Dean, or designee.

Standard of Proof

For the Responding Party to be found responsible for a violation(s) of the Code, the totality of the information must establish that the Responding Party is responsible by a preponderance of the evidence, meaning a reasonable individual would conclude it is more likely than not that the Responding Party violated the Code. This determination must be based solely on the information presented during the Conduct Procedures. Formal rules of evidence are not applicable, nor does deviation from the Conduct Procedures necessarily invalidate a determination or proceeding, unless the deviation significantly impacts the resolution.

Rights of the Respondent

The respondent is entitled to the following rights to ensure fairness and due process:

- To receive timely, written notice of the specific allegations and the section(s) of the Code of Conduct alleged to have been violated
- To be presumed not responsible for the alleged conduct unless and until a finding is made
- To be given a reasonable amount of time to review all relevant materials and prepare for meetings, interviews, and hearings
- To have view only access to all shared materials for a limited amount of time for review, subject to confidentiality and privacy laws
- To be accompanied by a non-participatory support person of their choosing, including a parent, faculty member, or attorney, in any meeting or proceeding
- To present their version of events, submit evidence, and identify witnesses
- To question the other parties through the hearing body

- To be protected from retaliation for participating in the process
- To expect a process conducted in a manner that protects the privacy of all parties, to the extent possible
- To a fair, unbiased, and impartial hearing by individuals with no conflict of interest
- To receive a written decision including findings of fact, conclusions, and any sanctions imposed
- To appeal the outcome based on the specified grounds for appeal
- To be informed of available university resources for academic, emotional, and logistical support

Definitions

Appeal Review Officer — means the individual designated to hear an appeal request to a conduct finding

Business Day — means a weekday Monday through Friday on which SIT is fully open during business hours. This does not include federal, state, or organizational holidays observed by all employees

Code — means the SIT Student Conduct Code

Complainant — means the person bringing the complaint. This may be a student, employee, visitor, or guest, may choose to be present and participate in the process as fully as the responding student

Dean — means the Dean of Student Health, Safety, and Wellbeing

FERPA — means the Family Educational Rights and Privacy Act, a federal law that protects the privacy of student education records.

Hearing Officer — means the official designated to investigate an alleged violation of the Code and adjudicate the case

Investigator — means the official designated to investigate an alleged violation of the Code

Minor Violation means a violation that has had some negative impact on an individual or community. Factors that may be used in determining a minor violation include, but are not limited to, the nature of the incident and the facts and circumstances related to the case; the severity of any damage, injury, or harm resulting from the violation; or the level of disruption to normal University operations and activities

Reasonable Cause — means credible information to support each element of the offense, even if that information is merely a credible witness or a complainant's statement

Respondent— means person who is alleged to have violated the Code

Student — means any student currently enrolled in SIT (SIT considers an individual to be a student/participant at the time of enrollment through the conclusion of their enrollment in an SIT program.)

Witness — means non-involved parties that have pertinent information to an alleged violation of the Code

Prohibited Conduct

The following behaviors and/or actions are prohibited and therefore considered to be a violation of the Code:

Abuse of Conduct Process — Abuse or interference with, or failure to comply in, SIT conduct processes including, but not limited to: Falsification, distortion, or misrepresentation of information; Failure to provide, destroying or concealing information during an investigation of an alleged policy violation; Attempting to discourage an individual's proper participation in, or use of, the conduct system; Harassment (verbal or physical) and/or intimidation of a member of a SIT conduct body prior to, during, and/or following a conduct proceeding; Failure to comply with the sanction(s) imposed by the conduct system; Influencing, or attempting to influence, another person to commit an abuse of the conduct system

Academic Dishonesty — Acts of academic dishonesty as outlined in the Academic Integrity Policy

Alcohol — Use, possession, or distribution of alcoholic beverages or paraphernalia except as expressly permitted by law and SIT's Alcohol Policy

Arrest — Failure of any student to accurately report to Program staff/faculty an arrest while on an SIT program by any law enforcement agency for any crime within seventy-two (72) hours of release

Bullying and Cyberbullying — Bullying and cyberbullying are severe or pervasive behaviors that intimidate or intentionally harm or control another person physically or emotionally and are not protected by freedom of expression

Bystanding — Complicity with or failure of any student to appropriately address known or obvious violations of the Code or law

Collusion — Action or inaction with another or others to violate the Code of Student Conduct

Damage and Destruction — Intentional, reckless and/or unauthorized damage to, or destruction of, SIT property or the personal property of another

Discrimination — Any act or failure to act that is based upon an individual or group's actual or perceived status (sex, gender, race, color, age, creed, national or ethnic origin, physical or mental disability, veteran status, pregnancy status, religion, sexual orientation, or other protected status) that is sufficiently severe that it limits or denies the ability to participate in or benefit from SIT's educational program or activities

Disruptive Behavior — Substantial disruption of SIT operations including obstruction of teaching, research, administration, and/or other SIT activities

Drug — Use, possession or distribution of illegal drugs and other controlled substances or drug paraphernalia except as expressly permitted by law and SIT's Drug Policy

Failure to Comply — Failure to comply with the reasonable directives of SIT staff or law enforcement officers during the performance of their duties and/or failure to identify oneself to these persons when requested

Falsification — Knowingly furnishing or possessing false, falsified or forged materials, documents, accounts, records, identification or financial instruments

Financial Responsibilities — Failure to promptly meet financial responsibilities to SIT

Fire Safety — Violation of local or SIT fire policies including, but not limited to: Intentionally or recklessly causing a fire which damages SIT or personal property or which causes injury; Failure to evacuate a SIT-controlled building during a fire alarm; Improper use of SIT fire safety equipment; Tampering with or improperly engaging a fire alarm or fire detection/control equipment while on SIT property

Harassment — Any unwelcome conduct based on actual or perceived status including: sex, gender, race, color, age, creed, national or ethnic origin, physical or mental disability, veteran status, pregnancy

status, religion, sexual orientation or other protected status. Any unwelcome conduct should be reported to SIT officials, who will act to remedy and resolve reported incidents on behalf of the complainant and community

Hostile Environment — Sanctions can and will be imposed for the creation of a hostile environment only when unwelcome harassment is sufficiently severe, pervasive or persistent, and objectively offensive that it unreasonably interferes with, limits or denies the ability to participate in or benefit from SIT's educational program or activities

Harm to Persons — Intentionally or recklessly causing physical harm or endangering the health or safety of any person

Hazing — Defined as an act that endangers the mental or physical health or safety of a student, or that destroys or removes public or private property, for initiation, admission into, affiliation with, or as a condition for continued membership in a group or organization. Participation or cooperation by the person(s) being hazed does not excuse the violation. Failing to intervene to prevent and/or failing to discourage and/or failing to report those acts may also violate this policy

Health and Safety — Failure to adhere to public health regulations; Creation of health and/or safety hazards

Intimate Partner/Relationship Violence — Violence or abuse by a person in an intimate relationship with another

IT and Acceptable Use — Violating the SIT Appropriate Use of Technology Policy and/or online learning norms/standards

Other Policies — Violating other published SIT policies or rules, e.g. homestay regulations, attendance rules

Prescription Medications — Abuse, misuse, sale, or distribution of prescription or over-the-counter medications

Public Exposure — Includes deliberately and publicly exposing one's intimate body parts, public urination, defecation, and public sex acts

Retaliatory Discrimination or Harassment — Any intentional, adverse action taken by a responding individual or allied third party, absent legitimate nondiscriminatory purposes, against a participant, or supporter of a participant, in a civil rights grievance proceeding or other protected activity, under this Code

Rioting — Causing, inciting or participating in any disturbance that presents a clear and present danger to self or others, causes physical harm to others, or damage and/or destruction of property

Sexual Misconduct — Includes, but is not limited to, sexual harassment, non-consensual sexual contact, non-consensual sexual intercourse, and/or sexual exploitation

Stalking — A course of conduct directed at a specific person that is unwelcome and would cause a reasonable person to feel fear

Theft — Intentional and unauthorized taking of SIT property or the personal property of another, including goods, services and other valuables, to include knowingly taking or maintaining possession of stolen property

Threatening Behaviors —

Threat — Written or verbal conduct that causes a reasonable expectation of injury to the health or safety of any person or damage to any property

Intimidation — Intimidation defined as implied threats or acts that cause a reasonable fear of harm in another

Tobacco or Aerosol — Vaping, smoking, e-cigarette use, or tobacco use in any area where smoking, vaping, or tobacco use are prohibited

Trademark — Unauthorized use (including misuse) of SIT names and images

Unauthorized Access — Unauthorized access to any SIT facility or unauthorized possession, duplication or use of means of access to any SIT facility

Unauthorized Entry — Misuse of access privileges to SIT premises/facilities or unauthorized entry to or use of buildings/classrooms, including trespassing

Violations of Law — Evidence of violation of local laws, when substantiated through SIT's conduct process

Weapons — Possession, use, or distribution of explosives (including fireworks and ammunition), guns (including air, BB, paintball, facsimile weapons and pellet guns), or other weapons or dangerous objects such as arrows, axes, machetes, nun chucks, throwing stars, or knives

Sanctions

If a responding party is found responsible for a violation of the code, a sanction, or multiple thereof, will be imposed. Any sanctions issued will be proportionate to the severity of the violation and to the cumulative conduct history of the student/participant.

Primary Sanctions: One or more of the following sanctions may be assigned to a student found responsible for violating a portion of the prohibited conduct stated within the Code:

- I. Verbal or Written Warning: Notice that the student has violated SIT policies and/or regulations and that stricter sanctions may be applied should the student be involved in further violations.
- II. Probation: The student is put on official written notice that, should further violations of SIT policies occur during a specified probationary period, the student may face suspension or expulsion. Regular probationary meetings may also be imposed.
- III. Suspension: Separation/dismissal from SIT for a specified period of time, after which the student is eligible to return. Eligibility may be contingent upon satisfaction of specific conditions noted at the time of suspension. During the suspension period, the student is banned from SIT property and the student's presence at any SIT-sponsored activity or event is prohibited.
- IV. Expulsion: Permanent separation/dismissal from SIT. The student is banned from SIT property and the student's presence at any SIT-sponsored activity or event is prohibited.

Additional Sanctions: These may be assigned in addition to the primary sanctions above for a student found responsible for violating a portion of the prohibited conduct stated within the Code:

- I. Restitution: Compensation for damage caused to SIT or any person's property;
- II. Loss of Privileges: The student is denied specified privileges for a designated period;
- III. Confiscation of Prohibited Property: Items whose presence is in violation of SIT policy will be confiscated and will become the property of SIT. Prohibited items may be returned to the owner at the discretion of the Dean or designee;

- IV. *Behavioral Requirement:* This includes required activities including, but not limited to seeking academic counseling, mental health assessment, substance abuse screening, written letter of apology, etc.;
- V. *Educational Project:* Requirement to engage in an educational project related to the violation.
- VI. *Housing Reassignment:* Reassignment to another SIT housing location;
- VII. *Other Sanctions:* Additional or alternate sanctions may be created and designed as deemed appropriate to the offense with the approval of the Dean, or designee.

Student/participants are expected to comply with issued conduct sanctions within the timeframe specified. Failure to follow through on conduct sanctions by the date specified, whether by refusal, neglect or any other reason, may result in additional sanctions.

Interim Actions

The Dean, or designee, may impose restrictions and/or separate a student from the community pending the scheduling of a hearing on alleged violation(s) of the Code when a student:

- I. Represents a threat of serious harm to others
- II. Is facing allegations of serious criminal activity
- III. To preserve the integrity of an investigation
- IV. To prevent disruption of, or interference with, the normal operations of SIT

Interim actions can include separation from SIT or restrictions on participation in the community—including but not limited to suspension or a no contact order—for no more than ten (10) business days pending the scheduling of a conference or hearing on alleged violation(s) of the Code. This hearing may resolve the allegation or may be held to determine if the interim suspension should be continued. The interim suspension may be continued if a danger to the community is posed and SIT may be delayed or prevented from conducting its own investigation and resolving the allegation by the pendency of the criminal process. In such cases, SIT will only delay its hearing until it can conduct an internal investigation or obtain enough information independently or from local law enforcement upon which to proceed. This delay will be no longer than two weeks from notice of the incident unless a longer delay is requested in writing by the complainant to allow the criminal investigation to proceed before the SIT process.

A student who receives an interim suspension may request a conference with the Dean, or designee, to demonstrate why an interim suspension is not merited. Regardless of the outcome of this meeting, SIT may still proceed with the scheduling of a conference or hearing. During an interim suspension, a student may be denied access to SIT housing/homestays, facilities, and/or events. As determined appropriate by the Dean, or designee, this restriction may include classes and/or all other SIT activities or privileges for which the student might otherwise be eligible. At the discretion of the Dean, or designee, and with the approval of, and in collaboration with, the Academic Dean, alternative coursework options may be pursued to ensure as minimal an impact as possible on the responding student.

Alleged violations of local law may be investigated and addressed under the Code. When an offense occurs over which SIT has jurisdiction, the SIT conduct process will go forward notwithstanding any criminal complaint that may arise from the same incident.

Leave of Absence

Students or participants accused of crimes may request to take a leave from SIT until the criminal charges are resolved. In such situations, the SIT procedure for a voluntary leave of absence is subject to the following conditions:

- I. The responding student must comply with all SIT investigative efforts that will not prejudice their defense in the criminal trial;
- II. The responding student must comply with all interim actions and/or restrictions imposed during the leave of absence;
- III. The responding student must agree that, to be reinstated to active student status, they must first be subject to, and fully cooperate with, the SIT conduct process and must comply with all sanctions that are imposed.

Conduct Procedures

I. Case Referrals

- i. The conduct process commences with notice to SIT of a potential violation of conduct regulations. Any community member, including a victim or third party, may allege a policy violation(s) by any SIT student for misconduct under the Code. Allegations should be submitted as soon as possible after the offending event occurs. SIT has the right to pursue an allegation or notice of misconduct on its own behalf—whether a formal allegation is made or not—and to serve as convener of the subsequent conduct process.
- ii. If the Dean, or designee, determines that reasonable cause exists to refer a complaint for an Administrative Conference or hearing, notice will be emailed to the respondent's SIT email account. The emailed notice will:
 - a. include the alleged violation and notification of where to locate the Code
 - b. direct the respondent to contact the Dean, or designee, within three (3) business days to respond to the complaint
 - c. direct the respondent to provide a time-period of availability generally no less than three (3) business days from the date of delivery of the allegations email.

**Email is SIT's primary means of communication; students and participants are responsible for all communication delivered to their SIT email address.*

II. Informal Conference

An Informal Conference is scheduled when the alleged actions constitute a minor violation, or the student has no or limited conduct history. Because conferences are informal, they do not necessitate advance written notification of the student. In-country staff share with the student the alleged complaint, solicit the student's perspective, and determine appropriate next steps or escalation to an Administrative Conference.

III. Administrative Conference

An Administrative Conference is scheduled when there is reasonable cause to believe that the alleged violation is not minor. At this meeting, the responding student may indicate, either verbally or in writing, to the Dean, or designee, whether they admit to or deny the allegations of the complaint. Where the responding student admits to violating the Code, the Dean, or designee, may determine and administer appropriate sanctions without a hearing.

IV. Hearing

Where the responding student denies violating the Code, a hearing will be conducted. At the discretion of the Dean, or designee, a request by one or more of the parties to the complaint for an administrative conference may be considered. Due process ensures written notice of a hearing before an objective decision-maker. The Responding Party will be given a minimum of three business days to prepare unless all parties wish to proceed more quickly.

Note: there are special hearing provisions for cases of sexual misconduct, discrimination and other complaints of a sensitive nature.

i. Guidelines

- a. Notice of the time, date and location of the hearing will be in writing and may be emailed to the student's email account
- b. If there is an alleged victim of the conduct in question, the alleged victim may serve as the party bringing the complaint or may elect to have the SIT administration serve as the party bringing the complaint forward. Where there is no alleged victim, the SIT administration will serve as the party bringing the complaint forward
- c. If a responding student fails to respond to notice from the Dean, or designee, the Dean, or designee, may initiate a complaint against the student for failure to comply with the directives of a SIT official and give notice of this offense. Unless the student responds to this notice within two days by answering the original notice, an administrative conference may be scheduled and held on the student's behalf. As a result, the student may be administratively withdrawn from attending classes or a disciplinary hold may be placed on their SIT account, deeming them ineligible to receive a transcript until the student responds to the initial complaint
- d. The responding student will deliver to the Dean, or designee, a written response to the complaint
- e. The responding student will deliver to the Dean, or designee, a written list of all witnesses, if any, for SIT to call at the hearing
- f. The responding student will deliver to the Dean, or designee, all evidence, if any, that the student intends to use or needs to have present at the hearing and will indicate who has possession or custody of such evidence, if known
- g. The party bringing the complaint will deliver to the Dean, or designee, a written list of all witnesses, if any, for SIT to call at the hearing

- h. The party bringing the complaint will deliver to the Dean, or designee, all items of evidence needed at the hearing and will indicate who has possession or custody of such evidence, if known
- i. The party bringing the complaint and the responding student will notify the Dean, or designee, of the names of any advisors/advocates who may be accompanying the parties at the hearing
- j. The Dean, or designee, will ensure that the hearing information and any other available written documentation is shared with the parties at least (2) two business days before any scheduled hearing. The parties will be given a list of the names of the Hearing Officer in advance
- k. Should any party object to the hearing officer, that party must raise all objections, in writing, to the Dean, or designee, immediately. Hearing officers will only be unseated if the Dean, or designee, concludes that their bias precludes an impartial hearing of the complaint. Any hearing officer who feels they cannot make an objective determination must recuse themselves from the proceedings
- l. The hearing officer will hear from the parties and any necessary witnesses, if applicable. The investigator, if applicable, will present their investigative report to the hearing officer. The investigation report will be considered by the hearing officer, who renders an independent and objective finding
- m. If the hearing officer finds the responding student “not responsible” for a violation(s), the Dean, or designee, will inform the parties of this determination and the rationale for the decision in writing. The determination is subject to appeal by any party to the complaint. If the hearing officer finds the responding student “responsible” for a violation(s), the hearing officer will recommend a sanction to the Dean, or designee. The Dean, or designee, will confer with the Title IX Coordinator as necessary. The Dean, or designee, will render a decision on a sanction within (3) three business days of the hearing and notify the parties in writing

V. In Absentia Resolution

If the responding party fails to respond within (3) business days of the initial meeting request or fails to appear for a scheduled conference or hearing, barring exigent circumstances, the case will be resolved in their absence through an In Absentia Resolution. If a case is resolved through an In Absentia Resolution, the responding party waives their right to an Administrative Conference or Hearing. In all such instances, conduct proceedings will continue as scheduled and the information in support of the complaint will be presented to, and considered by, the Hearing Officer.

VI. Special Provisions

- i. *Sexual Misconduct, Discrimination & Other Complaints of a Sensitive Nature*
 - a. Alternative Testimony: Whether the alleged victim is serving as the party bringing the complaint or as a witness, alternative testimony options may be provided, such as allowing the alleged victim to testify from another location via audio or audio/video technology. While these options are intended to help make the alleged victim more comfortable, they are not intended to work to the disadvantage of the responding student.

- b. Admissibility: The past sexual history or sexual character of a party will not be admissible by the other parties in hearings unless such information is determined to be highly relevant by the hearing officer. All such information sought to be admitted by a party, or SIT, will be presumed irrelevant until a showing of relevance is made, in advance of the hearing, to the Dean, or designee. Demonstration of pattern, repeated, and/or predatory behavior by the responding student, in the form of previous findings in any legal or conduct proceedings, or in the form of previous good faith allegations, will always be relevant to the finding, not just the sanction. The parties will be notified in advance if any such information is deemed relevant and will be introduced in the hearing.
 - c. Outcome: The party bringing any complaint alleging sexual misconduct, other behavior falling within the coverage of Title IX and/or a crime of violence will be notified in writing of the outcome of a hearing, any sanctions assigned, and the rationale for the decision.
- ii. *Amnesty*

Amnesty is an official pardon for students or participants who might otherwise be sanctioned. SIT may provide amnesty to:

 - a. Victims who may be hesitant to report to SIT officials because they fear that they themselves may be accused of minor policy violations at the time of the incident.
 - b. Students or participants for minor violations when they offer help and assistance to others in need, and--on a case-by-case basis--will provide amnesty to the person receiving assistance.
 - c. Students or participants who are engaged in minor violations who choose to bring related serious violations by others to SIT's attention.

When amnesty is utilized, educational options will be explored, but no conduct proceedings or conduct record will result. The abuse of amnesty requests can result in a decision by the Dean, or designee, not to extend amnesty to the same person repeatedly.

iii. *Safe Harbor*

SIT has a Safe Harbor rule believing that students or participants who have a drug and/or addiction problem deserve help. If any SIT student brings their own use, addiction, or dependency to the attention of SIT officials (outside the threat of drug tests or conduct sanctions) and seeks assistance, a conduct complaint will not be pursued. A written action plan may be used to track cooperation with the Safe Harbor program by the student. Failure to follow the action plan will nullify the Safe Harbor protection and conduct processes will be initiated.

Appeal

Any party may request an appeal by filing a written request to the Dean within (3) three business days of the findings notification being sent to the student, barring exigent circumstances. Any exceptions are made at the discretion of the Dean, or designee, and, when appropriate, the Title IX Coordinator.

An appeal request is limited to the following grounds:

- I. A procedural error occurred that significantly impacted the outcome of the hearing (e.g. substantiated bias, material deviation from established procedures, etc.)
- II. To consider new evidence, unavailable during the original hearing or investigation, that could substantially impact the original finding or sanction. A summary of this new evidence and its potential impact must be included
- III. The sanctions imposed are substantially outside the parameters or guidelines set by SIT for this type of offense or the cumulative conduct record of the responding student

Appeals are reviewed by an impartial appeals officer or committee with no prior involvement in the case. The appealing party will be notified in writing of the outcome within (5) five business days of submission unless additional time is required.

The reviewing body may uphold, modify, or overturn the original decision or refer the case for further proceedings. The decision of the appeals body is final.

**All sanctions imposed by the original body (conference or hearing) remain in effect for the duration of the appeals process. All parties should be timely informed of the status of requests for appeal, the status of the appeal consideration, and the results of the appeal decision. The Dean, or designee, will share the appeal by one party with the other party (parties) when appropriate (e.g., if the responding student appeals, the appeal is shared with the complainant, who may also wish to file a response, request an appeal on the same grounds or different grounds).*

Notifications

The outcome of a campus hearing is part of a student's education record and is protected from release under the Federal Education Rights and Privacy Act (FERPA), except under certain conditions including:

Crimes of Violence

As allowed by FERPA, when a student is accused of a policy violation that would constitute a "crime of violence" (arson; assault/stalking; burglary; criminal homicide/negligent manslaughter; criminal homicide/murder/nonnegligent manslaughter; destruction; destruction/damage/vandalism of property; kidnapping/abduction; robbery; forcible or non-forcible sex offenses; non-forcible sex offenses):

- I. SIT will inform the complainant in writing of the results of a hearing regardless of whether SIT concludes that a violation was committed. Such release of information may only include the alleged student's and responding student's name, the violation committed, and the sanctions assigned (if applicable). In cases of sexual misconduct and other offenses covered by Title IX, the rationale for the outcome will also be shared with all parties to the complaint in addition to the finding and sanction(s).
- II. SIT may also release the above information publicly and/or to any third party in cases where SIT determines through the student conduct process that a student violated a policy that would constitute a "crime of violence" or nonforcible sex offense.

Sending Institutions & Parents/Guardians

Consistent with FERPA or the consent of the student, SIT reserves the right to notify the student's sending institution and parents/guardians regarding conduct matters.