Office of Student Conduct

ANNUAL REPORT 2020-21

LAFAYETTE COLLEGE

Introduction

Lafayette's Student Code of Conduct, contained within the Student Handbook, addresses rules and regulations established by faculty and students that serve as a guide to group living that promotes students' intellectual and personal growth. The Code of Conduct also outlines processes to be followed to determine if a student has violated the code, as well as possible penalties for students found to be in violation. Additional information can be found on the student conduct website, including a list of case administrators and conduct committee members, a thorough FAQ section, helpful checklists and other guidelines. A list of possible sanctions and their definitions can be found at the end of this report.

The Office of Student Conduct strives to create an educational process that creates opportunities for students to be heard as well as learn and grow from mistakes. In a small percentage of cases, the community's safety takes precedence over an individual's growth, in which case separation from the College may occur. In most cases, sanctions contain three prongs: A status change, sometimes multiple status changes (e.g., over time a student is first on Disciplinary Probation I; a Warning Probation before returning to good standing); a fine; and educational outcomes.

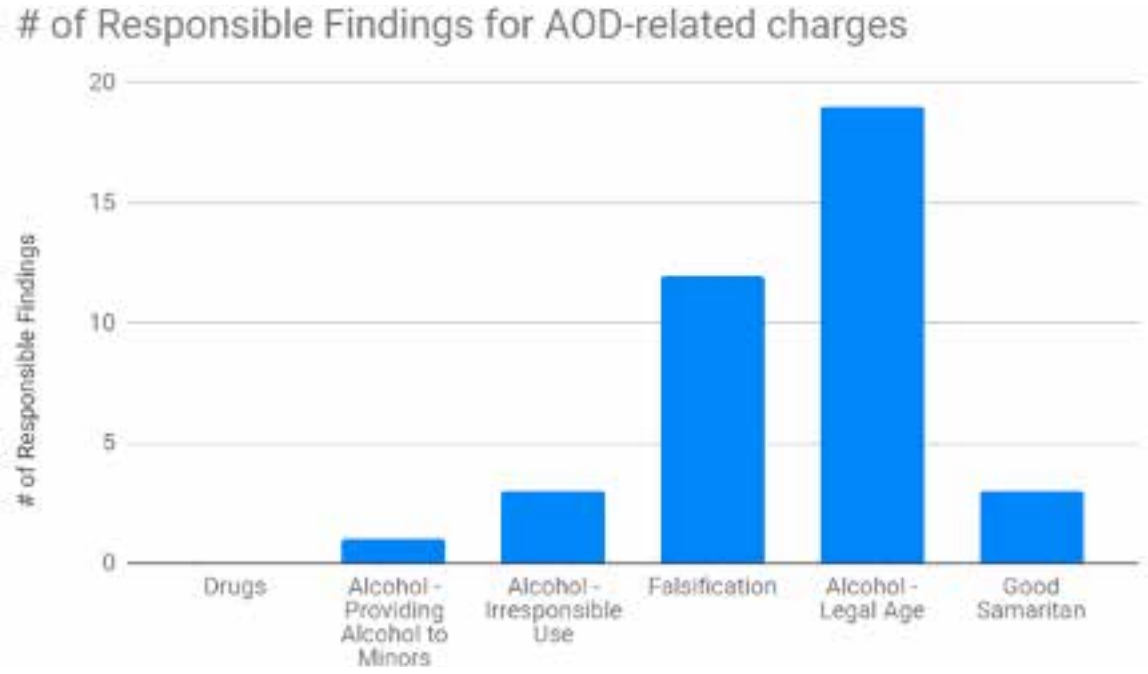
All case administrators have the leeway to create educational sanctions that best address the situation at hand and the individual(s) involved. Educational outcomes encompass a wide variety of opportunities to learn from the incident and/or to repair any harms that happened as a result of the incident. Educational outcomes include written reflections, presentations, campaign materials, interviews, meetings with faculty, staff, or community members, and more.

This document reports on the most common violations and those of high interest to the community during the 2020-21 academic year. Anyone desiring aggregate information about other charges and/or outcomes should contact the assistant dean of students, Jennifer Dize, at dizej@lafayette.edu.

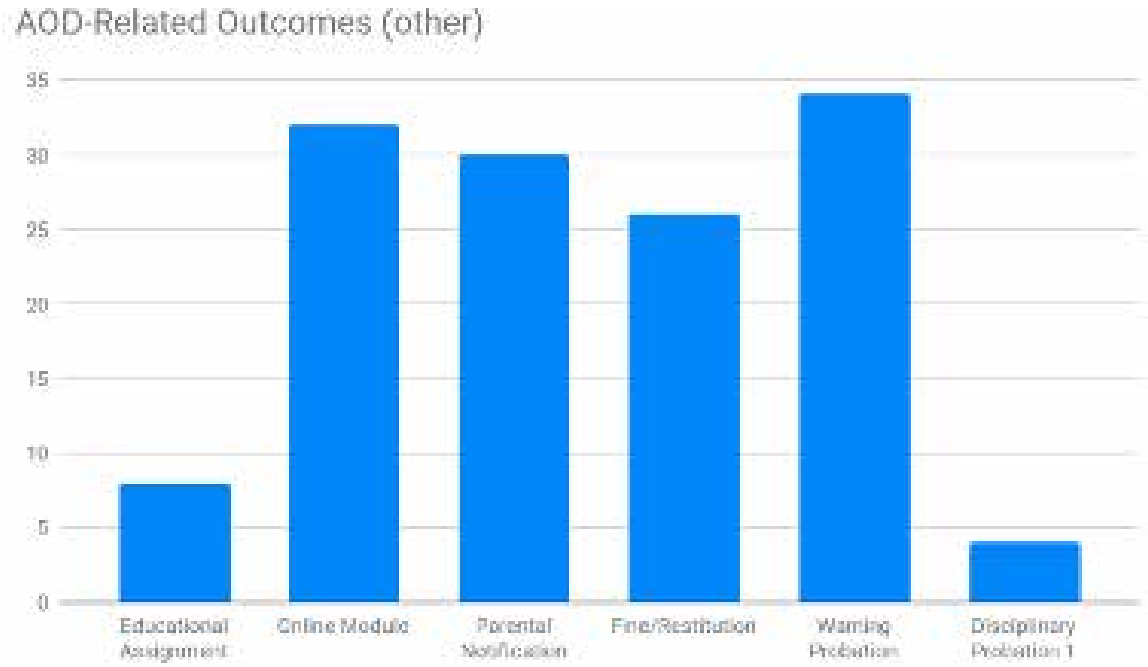
Please note that the number of responsible findings is different from the number of times the charge was issued. Students may face multiple charges in one incident and/or be found responsible for some, all, or none of the charges they face. On average across years, responsible findings are issued for about 75% of all charges.

Alcohol or Drug Related Findings and Outcomes

Good Samaritan cases never result in status changes (i.e., Warning Probation, Disciplinary Probations). In the past five years the number of alcohol-related cases, including underage drinking and alcohol-related transports, has decreased by more than 50%.

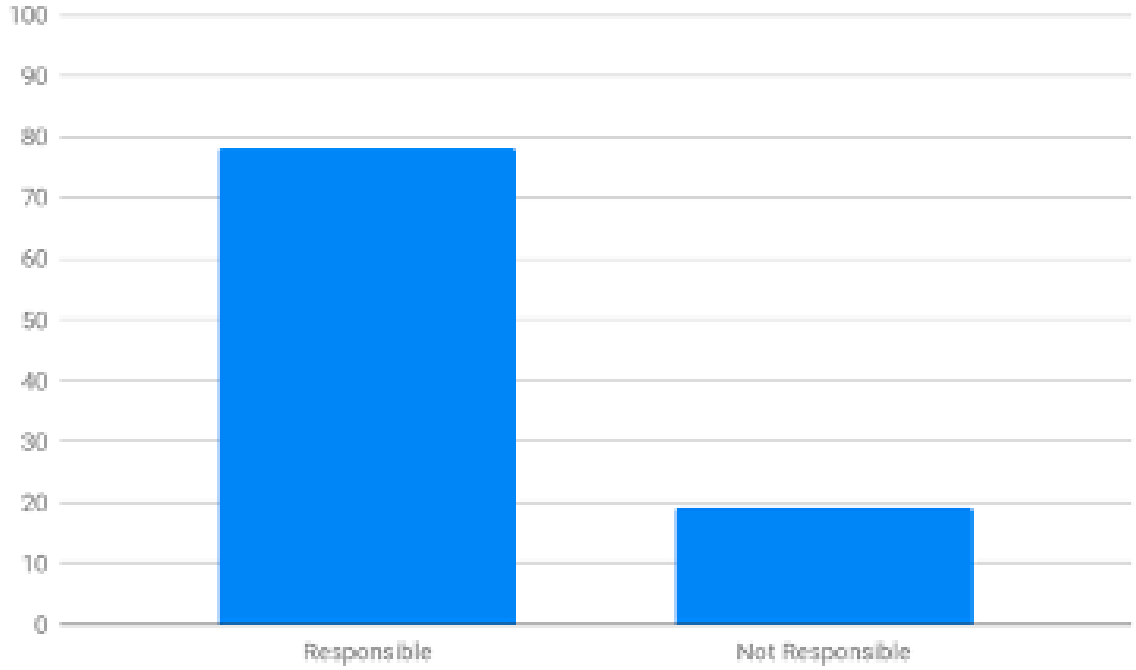


First time offenses for low-level alcohol charges (*not* including Good Samaritan cases) typically result in Warning Probation, unless there are multiple charges or the situation was severe, parent notification, and/or educational outcomes. Disciplinary Probations I & II are typically issued for severe and/or repeat offenses.

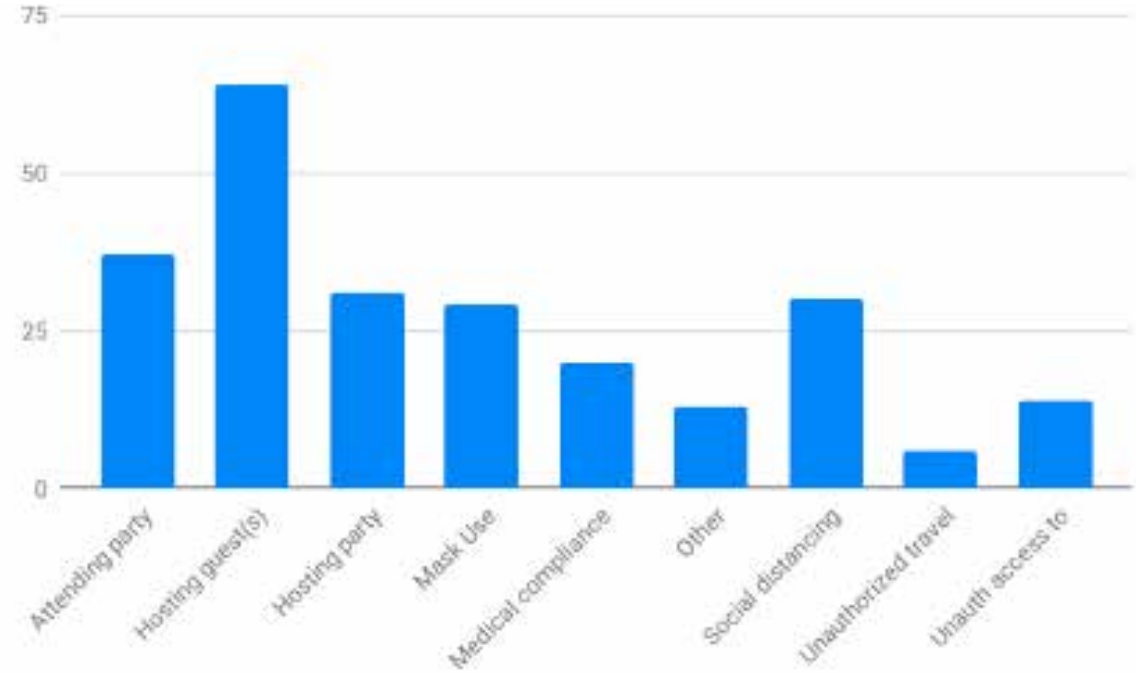


Failure to Comply (COVID-Related) Findings and Outcomes

During the 20-21 academic year, the Office of Student Conduct adjudicated potential violations of the COVID-Related Addendum to the Student Handbook using the charge Failure to Comply. There were 60 reports submitted using the publicly available COVID-specific reporting form, in addition to reports submitted by staff members (RAs, professional staff and faculty, Public Safety, etc.). Every student who was identified in reports regarding potential policy violations and/or public health concerns received outreach from Campus Life staff, and those identified in reports with sufficient information faced charges through the student conduct process.

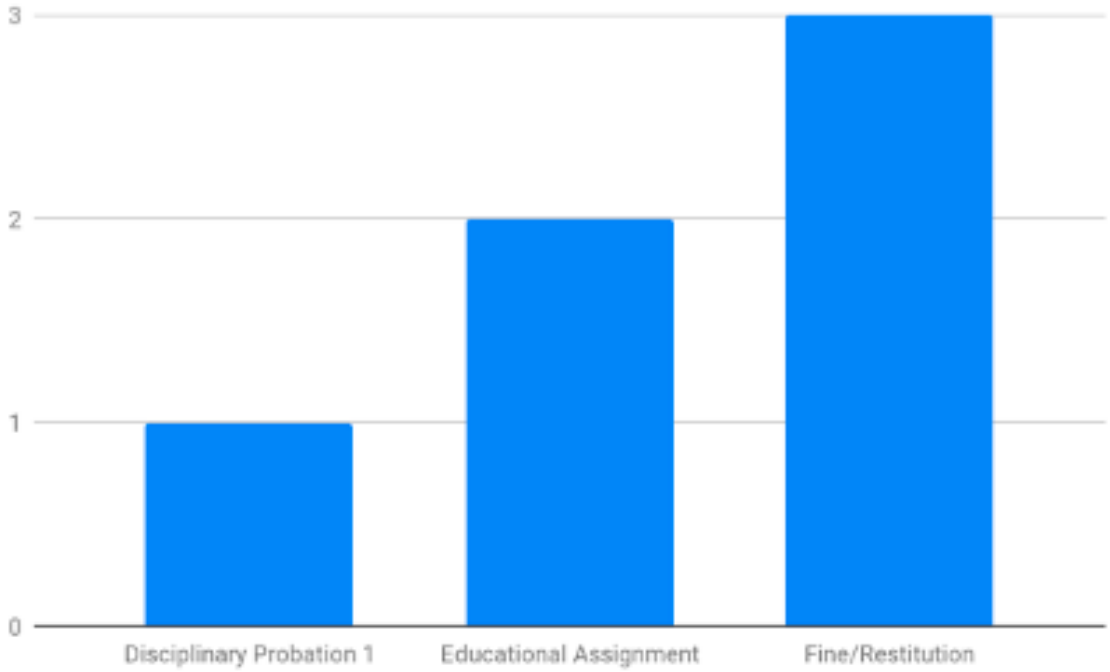


The breakdown of reported COVID violations is below.



Fire Safety Related Findings and Outcomes

Fire safety is a very serious issue for residence halls on college campuses. The most common behaviors related to fire safety charges at Lafayette are tampering with smoke detectors and burning candles or incense. A smoking charge indicates someone was smoking within 20 feet of an entrance to, or inside, a building; most often the latter. In 20-21 there were three responsible findings for fire safety issues, with sanctions detailed below.



Sexual Misconduct Related Findings and Outcomes

No cases related to sexual misconduct were referred to the Office of Student Conduct in academic year 20-21.

List of Possible Sanctions Resulting from a Responsible Finding

The sanctions listed below are not exhaustive and may be added to or modified by the case administrator or committee as deemed appropriate to achieve the goals mentioned above.

The following sanctions are intended to communicate to respondents the likelihood that repeated or escalated behavior could result in more severe sanctions including suspension or expulsion. Individual departments and programs, both internal and external to the College, may establish their own guidelines that rely in part on a student's disciplinary status. It is important to note that even if the case administrator or hearing panel has assigned a sanction that does not have any restrictions, this does not preclude other programs and organizations from enacting their own sanctions or limitations based on these sanctions.

Formal Warning: Serves to remind a respondent that the incident will be recorded in the Office of Advising and Co-curricular Programs and will be considered in any future conduct cases.

Warning Probation: Given for a stated period of time as a warning that further misconduct may result in a more severe sanction. Warning Probation is not restrictive in nature.

Disciplinary Probation Level I: Given for a stated period of time. Level I may affect involvement in College programs and activities, such as full participation on sports teams and residing off campus. Specific departments and programs should be consulted for eligibility. While a student on Disciplinary Probation Level I may apply to study abroad, the probationary period must end before the official start date of the program. Please refer to the study abroad website for more detailed information. Any subsequent violations of college regulations may result in Level II Probation or suspension or expulsion from the College.

Disciplinary Probation Level II: Given for a stated period of time. A student on Level II is not eligible to hold office in any student organization or to represent Lafayette College in any official capacity (including study abroad, intercollegiate athletics, or club sports). The student is ineligible to become affiliated with a living group, and may not participate in extracurricular activities except those of an academic or religious nature or those approved specifically in the outcome determined by case administrator or hearing panel. Moreover, it is a warning that any further violations may result in suspension or expulsion from the College.

Social Probation: Social Probation is assigned to organizations that are found responsible for violating College policy. The specific restrictions placed on an organization that is on Social Probation are determined by the case administrator or hearing panel making the decision in each case. Although this is not an exhaustive list, Social Probation may include any or all of the following:

- The organization may not hold any social events on or off campus.
- Alcohol may not be served by the organization under any circumstances.
- The organization may not collaborate with other organizations to hold a social event.
- Other organizations may not invite a substantial number of members of a group on Social Probation to its social events.
- The organization may hold faculty events and parties for parents provided no alcohol is served.
- Alcohol may be banned from an organization's house, if applicable.

Suspension: The student is removed from the College community for a specified period of time. Suspension may be for the remainder of the semester and/or for the following semester(s). Suspension is noted on the transcript for the duration of the suspension. A student who is suspended from the College may not be present on any College property or participate in any College or student organization sponsored programs or services during the suspension.

Expulsion: The student is permanently removed from the College community without an opportunity for readmission. Expulsion is noted on the transcript permanently. A student who is expelled from the College may never be present on any College property or participate in any College or student organization sponsored programs or services.

Educational Session: Individuals or organizations may be required to participate in an educational experience such as a program, workshop, online tutorial, or individual meeting.

Fines: Fines will be billed to a student's College account or assessed to a student organization as appropriate.

Loss of Privileges: Individuals or organizations may be denied access to privileges afforded to them as a member of the community as appropriate. Privileges include, but are not limited to, internet access, parking privileges, cross-visitation, and involvement in College programs or activities.

Parent(s) and/or Guardian(s) Conference: The parent(s) and/or guardian(s) will be asked to have a conference (in person or over the phone) with the respondent and an appropriate College administrator to discuss the incident.

Parent(s) and/or Guardian(s) Notification: A copy of the outcome letter will be sent to the address on file for the respondent's parent(s) and/or guardian(s).

Restitution: Restitution may be billed by the College for services employed or damages resulting from a student or organization's behavior. The College will not facilitate restitution between individual students or private citizens. Such issues will need to be resolved by filing a criminal complaint with police.

Revocation of Admission/Degree: Admission to or a degree awarded from the College may be revoked for fraud, misrepresentation, or other violations of institutional standards in obtaining the degree, or for other serious violations committed by a student prior to graduation.

Substance Use Assessment: Individuals may be required to complete a substance use assessment with an agency identified by the College or of the student's choosing. A student also may be required to complete any recommendations for treatment resulting from the assessment. The student will be required to furnish proof of completion of any required assessment or treatment.

Other Sanctions: Case administrators and committees may create and design sanctions as appropriate to achieve the goals of sanctioning mentioned above and to respect the individuality of each case and each respondent. These may include, but are not limited to, reflection papers, research papers, service projects, program attendance, meetings, and program creation.

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