

ASU-BEEBE SANCTIONS FOR TITLE IX VIOLATIONS

1. Any person found responsible for violating the procedure on Non- Consensual or Forced Sexual Contact (where no intercourse has occurred) will likely receive a sanction ranging from

- Employees: censure to dismissal
- Student: reprimand to expulsion

Sanctions depend upon the severity of the incident and taking into account any previous incidents.*

2. Any person found responsible for violating the procedure on sexual exploitation or sexual harassment will likely receive a sanction ranging from

- Employee: warning to termination of employment
- Students: warning to expulsion

Sanctions depend upon the severity of the incident, and taking into account any previous incidents.*

3. Any person found responsible for violating the procedure on Sexual Assault (Non-Consensual or Forced Sexual Intercourse) will likely face a sanction of

- Employee: termination of employment
- Student: expulsion from the University*

* The conduct body reserves the right to broaden or lessen any range of recommended sanctions in the case of serious mitigating circumstances or egregiously offensive behavior. Neither the initial hearing officers nor any appeals body or officer will deviate from the range of recommended sanctions unless compelling justification exists to do so.