

Philosophy

- ❖ Education and bystander intervention are the best means to positively influence student behavior related to the observation of public health directives, but considerations around consequences are necessary to ensure compliance.

- ❖ While public health mandates must be enforced, police (both university and city) cannot be the only parties reporting or responding to infractions. There has been consistent communication at both the local and national level that the enforcement of public health related issues by police can negatively impact community relationships. For our purpose, Faculty/TA, Staff, and/or other authorized University Personnel will work together to provide enforcement of COVID-19 directives.

- ❖ Expectations for conduct and behaviors and potential disciplinary referrals apply to:
 1. On campus residents
 2. Off campus students
 3. Student Organizations
 4. On campus events and activities
 5. Off campus events and activities
 6. Transportation provided by the OUT and University entities

- ❖ There are differences in impact related to the public health directives; violations and sanctioning are progressive and use a combination of education and restorative practices to address behaviors.

- ❖ Students may receive additional charges and sanctions if their conduct violates other University policies. The accountability proposal only refers to **directives related to COVID-19**.

- ❖ For the purpose of this document, “appropriate face covering” as defined by the CDC. [Follow CDC guidelines for wearing face coverings correctly.](#)

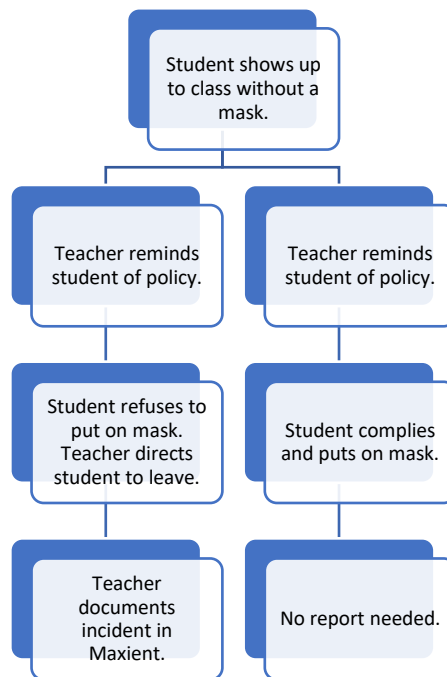
Tiered Accountability Proposal

Students have been informed of the COVID-19 guidelines for the school year (appropriate face covering, social distancing, hand hygiene, etc.); therefore, students will not be allowed in indoor spaces when they are out of compliance with these guidelines. Students have been notified that

appropriate face coverings are required in all buildings, including but not limited to the library, Lyceum, Health Center, Jackson Avenue Center, South Oxford Center, and Student Union.

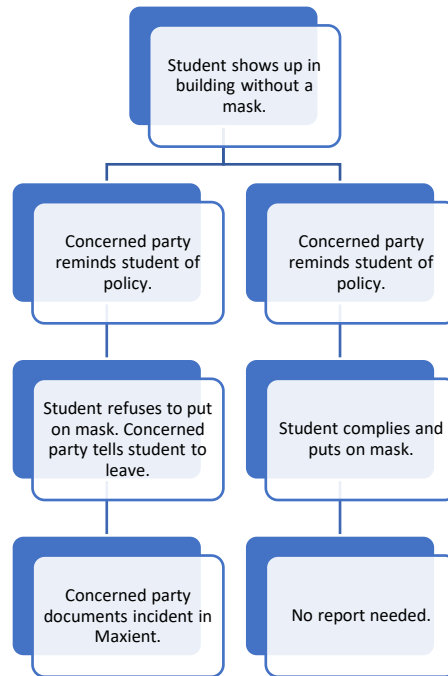
Example: Classroom Offense—Faculty/TA reminds the student of the policy and then directs the student to leave if the student is unwilling to comply.

- If the student complies, there is no need for a Maxient report. If a Faculty/TA notices that the student’s non-compliance with guidelines has become habitual, the Faculty/TA will write a detailed Maxient report (i.e. dates of each occurrence).
- If the student is unwilling to comply, the student is removed from class. Faculty/TA will then write a detailed Maxient report.



Example: General Building Offense (Student Union, Library, etc.)—Faculty/TA, Staff, or other Authorized Personnel asks for the name of the student, reminds them of the policy, and then directs them to leave the building if they are unwilling to comply.

- If the student complies, there is no need for a Maxient report.
- If the student is unwilling to comply, the student is directed to leave the building, and the Faculty/TA, Staff, or other Authorized Personnel will write a detailed Maxient report.



Tier 1 (1st Violation)

- A student is asked to comply with the COVID-19 guidelines/directives; and responds in a way that triggers a Maxient report as described above
- Faculty/TA, Staff, or other authorized University Personnel submits a COVID-19 Report via Maxient. This form will be located on the Conflict Resolution and Student Conduct Website.

***Outcome:**

- The student is directed to leave the classroom and/or building (*happens prior to reporting to CRSC*);
- Cited with Disregard for University Authority
- If the student is found responsible for the policy violation, the student will:
 - have the citation placed on the student's disciplinary record;
 - be placed on probation;
 - be required to pay \$150 fine;
 - be required to re-complete COVID-19 virtual training and receive mini coaching session with a C-19 Ambassador;
 - research the COVID-19 pandemic that is impacting the United States;
 - participate in the "Stop the Spread: COVID-19 Awareness Seminar."

The student will have 10 days to complete these outcomes. The student will be allowed to attend class or other space as long as they abide by the parameters and protocols. Failure to complete sanction by due date will lead to the student being in violation of the Educational Sanctioning Non-Compliance and Monitoring Policy.

***Tier 2 (2nd Violation)

- A student is asked to comply with the COVID-19 guidelines/directives; and responds in a way that triggers a Maxient report as described above;
- Faculty/TA, Staff, or other authorized University Personnel submits a COVID-19 Report via Maxient. This form will be located on the Conflict Resolution and Student Conduct Website;
- The CRSC Administrator will email a Notice of Allegation for Disregard for University Authority to the student;
- The student will virtually meet with a CRSC Administrator.

*Outcomes:

- The student is directed to leave the classroom and/or building (*happens prior to reporting to CRSC*);
- The student is cited with Disregard for University Authority (this will be placed on disciplinary record);
- The student will meet with UJC Board or CRSC Administrator (the two entities that deal with student conduct) to determine if suspension and/or other educational sanctions are warranted. These may include:
 - Removal from location (classroom/housing etc.) for the rest of the semester or four (4) months, whichever is longer;
 - Ted Talks with prompted questions;
 - Reflection paper;
 - \$500 fine\
- The student will not be allowed to attend classes in person until the UJC Board or CRSC Administrator has determined if suspension and/or other educational sanctions are warranted. To the extent that FERPA regulations allow, appropriate faculty will be informed as to what to expect in the event of future interactions with the student.

Student Organizations

Student organizations are responsible for complying with all applicable University, local, and state public health guidance. The organizations will be held accountable for any violations of this guidance during organizational events

Tier 1 (1st Violation)

- An organization does not comply with COVID-19 restrictions;
- Faculty/TA, Staff, or other authorized University Personnel submits a COVID-19 Report via Maxient. This form will be located on the Conflict Resolution and Student Conduct Website;
- The CRSC Administrator will email a Notice of Allegation for Disregard for University Authority to the President of the organization.
- The organization's President and Advisor will virtually meet with a CRSC Administrator.

*Outcomes:

Organizations found in violation will:

- be cited with Disregard for University Authority (this will be placed on the organization's disciplinary record);
- receive outcome notification from CRSC via email;
- be fined on a scale defined by its size:
 - 1-50 members = \$20 per member
 - 51-100 members = \$40 per member
 - 101+ members = \$60 per member
- create a marketing and branding campaign that addresses their violation;
- have its members complete virtual training and receive mini coaching session with a C-19 Liaison Ambassador.
- Organizational fines could also result in individuals also being held responsible.
- The organization will have 10 days to complete these outcomes. Failure to complete them will lead to the organization being in violation of the Educational Sanctioning Non-Compliance and Monitoring Policy.

Tier 2 (2nd Violation)

- An organization does not comply with, adhere, or enforce COVID-19 guidelines;
- Faculty/TA, Staff, or other authorized University Personnel submits a COVID-19 Report via Maxient. This form will be located on the Conflict Resolution and Student Conduct Website the CRSC Administrator will email a Notice of Allegation for Disregard for University Authority to the President of the organization;
- The organization's President and Advisor will virtually meet with a CRSC Administrator.

*Outcomes:

- The organization will be cited with Disregard for University Authority;
- The organization's representatives will meet with UJC Board or CRSC Administrator to determine if suspension and/or other educational sanctions are warranted- at minimum, social probation and a fee will be required;
- The fees from tier 1 will be doubled and social probation will be required.

Hosting and/or sponsoring events that endanger/expose more than allowed by appropriate protocols and Mississippi Governor's Executive orders at the time of the event [see https://msdh.ms.gov/msdhsite/_static/resources/9924.pdf]

Any individual or organization accused of hosting and/or sponsoring an event that endangers and/or exposes more than the allowed limit (see above) will be charged with Disregard for University Authority (and potential violations of other applicable policies). The Conduct Officer and/or University Judicial Council will determine appropriate sanctions; these may include, but are not limited to suspension, probation, fines, educational measures, and restrictions/removal.

**These are suggested outcomes as we understand that some things are situational. Please understand that the Office of Conflict Resolution and Student Conduct will examine each incident on a case by case basis, but these outcomes are among the most likely.*

****Please note that the Office of Conflict Resolution and Student Conduct will have records of all previous incidents involving each student or organization and will be able to assign escalating outcomes based on the number of previous infractions accordingly.*