



UNIVERSITY OF
NORTHERN COLORADO

REGISTERED STUDENT ORGANIZATION CODE OF CONDUCT

unco.edu/dean-of-students



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This version of the Registered Student Organization Code of Conduct is effect for incidents reported on or after August 1, 2024.

Introduction

Purpose, and Philosophy

The University of Northern Colorado (UNC) Registered Student Organization Code of Conduct (RSO Code) outlines the rights and responsibilities of organizations recognized by UNC and establishes expectations for organizations to promote a safe and respectful living and learning environment.

UNC values the diverse backgrounds and intersecting identities of its community members. UNC values freedom of expression and encourages learning through respectful and meaningful discussion of experiences, viewpoints, and ideas. The RSO Code explains behavioral expectations, rights, and responsibilities for RSOs and students participating in RSOs in alignment with UNC's mission and values. UNC expects students and RSOs to (1) maintain personal integrity that aligns with educational goals, (2) be accountable for their actions, (3) follow federal, state, and local laws, as well as University regulations, and (4) respect the rights, privileges, and property of others.

The RSO Code process is educational and intended to help students participating in RSOs learn, make behavioral changes, and understand the impacts of their behaviors on others. The process balances the rights of individual students and organizations with the expectations and safety of UNC and the community. The UNC Dean of Students Office offers a variety of resolution options to RSOs in response to allegations of Misconduct. Outcomes assigned as part of the RSO Code process are based on the nature and severity of the behavior and are designed to be educational and restorative in nature. Outcomes may include a loss of recognition by UNC, either temporarily or permanently.

Non-Discrimination

UNC is dedicated to providing an equal opportunity climate and an environment free from identity-based discrimination and harassment. Discrimination and harassment are defined in the Discrimination Complaint Procedures "DCP" (University Regulations 3-6-125).

UNC does not discriminate based on disability during proceedings under the RSO Code. A student with a disability who is subject to RSO Code proceedings may request, through the UNC Disability Resource Center ("DRC"), an accommodation for their disability. The DRC will then engage the student in the interactive individualized process to determine what, if any, accommodations are reasonable and appropriate. The DRC will notify the Dean of Students Office that an accommodation request has been made so appropriate adjustments to the timeline of proceedings can be made, if necessary.

Once a request has been made, the DRC may request documentation related to the student's disability. Whether such a request is reasonable or would be a fundamental alteration of the RSO Code is a matter to be determined on a case-by-case basis after the request has been made. Any approved accommodations will be communicated by the DRC to the Dean of Students Office.

Definitions

- **Code Due Process:** Receipt of a Hearing Notice with the alleged policy violation(s), and the opportunity to respond at for a Conduct Hearing with a Resolution Coordinator.
- **Conduct Hearing (“Hearing”):** A formal meeting between the RSO and the Resolution Coordinator where the RSO Representative can respond to the allegations in the Hearing Notice.
- **Dean of Students (“DOS”):** The Office of the Dean of Students is responsible for student disciplinary matters. The DOS may delegate some or all the duties and responsibilities described in the RSO Code to other UNC employees. All references to the DOS in the RSO Code include any designee of the DOS.
- **Decision Letter (“Decision”):** The Resolution Coordinator’s written summary of the results of the Conduct Hearing in a Formal Hearing proceeding.
- **Finding:** The written determination of whether the RSO violated the RSO Code. “Responsible” means that the Preponderance of Evidence supports a finding that the RSO violated the RSO Code. “Not Responsible” means there is insufficient evidence to support a finding that the RSO violated the RSO Code.
- **Hearing Notice:** Written notice to the RSO that Formal Hearing Procedures have been initiated and a summary of the allegations and alleged policy violation(s).
- **Impacted Party:** An individual directly impacted by alleged violence. An Impacted Party will have the right to provide information prior to the RSO’s Hearing and have the right to a Support Person in RSO Code processes.
- **Incident Review Meeting:** A meeting between the Resolution Coordinator and RSO Representative to review the incident report and available evidence during Formal Hearing Procedures when an investigation was not completed.
- **Interim Action:** A restriction of a Registered Student Organization’s privileges issued prior to UNC issuing a Decision or Resolution.
- **Investigative Report:** Written document containing relevant information gathered during a Formal Investigation.
- **Misconduct:** RSO behavior or conduct that violates the RSO Code. RSOs are responsible for the Misconduct of their members, advisors, and people acting on the RSO’s behalf.
- **Notice of Investigation (“NOI”):** The written document informing the RSO that the University is investigating the RSO in response to a report of Misconduct.
- **Outcome:** An action that a RSO is required to complete or comply with as part of a Decision or Resolution.
- **Preliminary Inquiry:** An informal process used by the Resolution Coordinator to gather information provided by people with knowledge of the information regarding the alleged Misconduct.
- **Preponderance of the Evidence:** The standard of information and evidence necessary to determine that something is more likely true than not.

- **Reasonable Cause:** Information that would lead a reasonable person to believe that Misconduct occurred.
- **Registered Advisor:** The Advisor for the RSO that is registered through the Office of Student Engagement as being associated with the RSO and has expectations and responsibilities in supporting the RSO.
- **Registered Student Organization (“RSO”):** A group comprised primarily of, and led by, currently enrolled UNC students. RSOs must be formally recognized by UNC and conferred with privileges and benefits not offered to non-recognized groups.
- **Resolution Coordinator:** UNC official assigned to facilitate a RSO Code process. The Resolution Coordinator may, in their discretion, designate other UNC employees to assist in the performance of duties and responsibilities. All references to the Resolution Coordinator in the RSO Code include any designee of the Resolution Coordinator.
- **Resolution Letter (“Resolution”):** Resolution Coordinator’s written summary of the Informal Resolution proceeding.
- **Review Meeting:** A meeting between the Resolution Coordinator and RSO Representative to review the Notice of Investigation, Interim Actions, and investigation process.
- **RSO Representative:** The designated student with an official title and responsibility for the Registered Student Organization. The RSO Representative typically will carry a title such as “President.” The RSO Representative is responsible for serving as the liaison between the organization and the University in RSO Code proceedings. Receipt of information by the organization is considered as the date/time of the document being delivered to the RSO Representative.
- **Student Code of Conduct (“Student Code”):** The behavioral expectations and responsibilities of students at the University of Northern Colorado.
- **Support Person:** A person chosen by the RSO Representative or Impacted Party, at their expense, to assist them during an RSO Code process. A Support Person is not permitted to act as a representative of the RSO or Impacted Party or participate on the RSO Representative’s or Impacted Party’s behalf. The availability of a Support Person may not unduly delay RSO Code processes. If a RSO chooses an attorney to be their Support Person during a meeting, UNC may also choose to have legal counsel present. The RSO Representative or Impacted Party is responsible for communicating information directly to the Support Person, including coordinating their attendance at a meeting. If a Support Person has another role in the case, such as witness, it may impact their credibility or UNC’s ability to consider the information they provide as part of a RSO Code process. Witnesses are not entitled to have a Support Person.
- **University/UNC Official:** Any person employed by, or authorized to act on behalf of, the University, who is performing assigned administrative or professional responsibilities.

- **UNC Property:** All land, buildings, other facilities, or physical items owned, leased, used, controlled, or in the possession of the University.
- **UNC Sponsored Activity:** Any activity or event, either on University Premises or elsewhere, which is initiated, aided, authorized, or supervised by the University.
- **Witness:** A person with relevant information regarding the alleged Misconduct. A witness is not entitled to a Support Person in RSO Code processes.
- **Working Days:** Monday through Friday of each week, other than those days designated as “university holiday” or “university closed” on the UNC Calendar. Days that the University is closed for an unexpected reason, such as weather, do not count as a Working Day. For unexpected closures, individuals will still be entitled to established timeframes as it relates to due process and appeal procedures.

Authority

The DOS is responsible for administration, interpretation, and revisions to the RSO Code. The DOS designates appropriate individuals or entities to serve as Resolution Coordinators and administrators of the RSO Code.

Jurisdiction

UNC is a public institution, required to follow all federal, state, and local laws. As a result, the RSO Code cannot conflict with or supersede any federal, state, or local laws.

The DOS is authorized to determine whether the RSO Code applies and to what extent.

The RSO Code applies to all registered student organizations and the members of those organizations.

- An organization is a RSO for purposes of the RSO Code from the time the organization is attempting to be recognized by the University to the point of loss of recognition from the University for any reason, including the organization’s decision to disaffiliate from the University.
- The RSO Code applies to conduct by a RSO that occurs on UNC property or off-campus.
- Off-campus locations not officially recognized or registered as being affiliated with the RSO does not prohibit the alleged behaviors from being considered as policy violation(s) by the RSO. It is the burden of the Resolution Coordinator to make a determination if alleged policy violations off-campus are related to the RSO. To make this determination, the Resolution Coordinator will consider factors including, but not limited to, the following:
 - The off-campus location is a registered residence of the RSO;

- The off-campus location is considered an affiliated house (e.g. “annex house”) by the RSO or community, regardless of if it is recognized by the University as being affiliated with the RSO;
- The off-campus location is the location utilized by a RSO for a sponsored event; or
- The off-campus location is frequented by RSO members in relation to RSO activity.

A RSO cannot avoid RSO Code processes by disaffiliating from UNC.

Concurrent Proceedings

Individual vs. Organizational Proceedings

Although not all actions of individual members can and will be attributed to the RSO, an RSO may be held responsible for actions of its members, advisors, alumni, or guests. A RSO process may occur before, during, or after cases related to member’s individual conduct cases.

Individual members and the RSO may both be held accountable for behavior.

Procedures related to individuals can be found in the Student Code of Conduct.

Legal Proceedings

A RSO may be subject to UNC Student Code processes and separate legal proceedings in response to alleged violation(s) of federal, state, or local laws. At the sole discretion of the DOS, RSO Code processes may occur before, during, or after legal proceedings. RSO Code processes are separate from legal proceedings and pending litigation or other legal proceedings will not stop or delay RSO Code processes.

Other Proceedings

RSO Code processes may occur concurrently with processes such as those outlined by inter-/national organizations, the Office of Student Engagement, club and organization judicial boards, etc. These processes may all be facilitated separately from each other.

Communication

Email is an official means of communication at UNC. All students currently enrolled at UNC are assigned a university email address (“BearMail”). UNC students are expected to read BearMail communications in a timely fashion. UNC retains the right to send official communication via personal delivery. Email communication is considered received by the recipient based on the time and date sent.

The RSO Representative will receive all communication for the RSO in RSO Code processes. The RSO Representative is responsible for disseminating the information to

the RSO's members. The RSO Representative can request status updates related to the RSO Code proceedings.

UNC Officials with a legitimate educational interest may be copied on Policy Reminders, Notices, Decisions, and Resolutions in the performance of their responsibilities to UNC. Additionally, inter-/national organizations and registered advisors for the RSO may be copied on such communication.

Misconduct

Factors Determining Organizational Misconduct

When deciding whether behavior would constitute Misconduct by the RSO, UNC considers many factors, including but not limited to:

- A reasonable person would associate the alleged Misconduct with the RSO.
- The number of members and/or officers from the RSO that were present or participated in the alleged Misconduct.
- Knowledge of the RSO's alleged Misconduct by members in executive board or leadership positions.
- Whether the alleged Misconduct occurred at an event that the RSO formally or informally sponsored, co-sponsored, planned, financed, participated in, or endorsed.
- Whether the alleged Misconduct occurred at functions in which members were representing the RSO or the University, including but not limited to conferences, conventions, and competitions.
- Members attempting to conceal activity of the event or involvement of other members.
- Whether the alleged Misconduct related to initiation, admission into, or continuation of RSO membership.
- Whether the alleged Misconduct occurs on the premises owned by UNC or owned or operated by the RSO or its members, including but not limited to Chapter houses, annex houses, and property assumed to be affiliated with the organization.
- Failure of the RSO to intervene or implement preventative measures in circumstances where it is reasonable that the RSO knew about the alleged Misconduct, or knew it was likely to occur.

Any of the following behaviors constitute Misconduct under the RSO Code.

Academic Misconduct

Additional procedures for investigating Academic Misconduct issues that occur as part of an academic course or program are outlined in University Regulations 3-2-203.

- **Cheating.** The use, or attempt to use, academic work, material, information, or study aids that are not permitted by the instructor or receiving unauthorized assistance in any form.
- **Plagiarism.** The use of another person’s work without giving proper credit to the original source.
- **Fabrication.** Creating materials or sources that do not exist to fulfill an academic assignment or other requirement.
- **Multiple submissions of work.** Using or submitting the same or substantially similar academic work for credit more than once, unless specifically authorized by the instructor. If authorized, appropriate disclosure and citation is required.
- **Unauthorized recording and/or use.** Recording and/or dissemination of instructional materials, or intellectual property, without the express written permission of the instructor(s), intellectual property owner, or the Disability Resource Center.
- **Facilitation of any act of Academic Misconduct.** Knowingly assisting another person to commit an act of academic misconduct.
- **Unauthorized use of Artificial Intelligence (AI).** The use or attempted use of written content, images, tables, references, music or musical scores, or data generated by artificial intelligence (AI) tools that are not permitted by the instructor or University Official.
- **Other Acts of Academic Dishonesty.** Other acts of academic dishonesty as outlined by UNC.

Students are encouraged to review course syllabi to understand the expectations for each course in which they are enrolled.

Discriminatory Misconduct

Procedures for investigating discriminatory misconduct are outlined in DCP.

- **Discrimination/Harassment/Retaliation.** Conduct that constitutes “Discrimination,” “Harassment,” and/or “Retaliation” as those terms are defined in the UNC Discrimination Complaint Procedures (“DCP”).

Substance Use Misconduct

- **Alcohol**
 - a) **Possession/Consumption.** Attempted or actual possession, consumption, or use of an alcoholic beverage prohibited by law or University policy.
 - b) **Driving Under the Influence.** Operating a vehicle under the influence of, or while impaired by, alcohol.
 - c) **Providing to Minors.** Providing or selling an alcoholic beverage to any person under the legal age required by applicable law.
 - d) **Forced Consumption.** Using coercion, intimidation, or other behavior to cause another person to ingest an alcoholic beverage without their consent.
 - e) **Public Intoxication.** Being in a public place under the influence of, or impaired by, alcohol beverage.

- f) **Manufacture/Distribute/Sale.** Attempted or actual manufacturing, distributing, dispensing, or selling of alcoholic beverages as prohibited by applicable law.
- **Drugs**
 - a) **Possession/Consumption/Use.** Attempted or actual possession, consumption, or use of drugs prohibited by law or University policy, including but not limited to cannabis, methamphetamine, cocaine, opiates, LSD, mushrooms, heroin, ecstasy, GHB, or other controlled substances.
 - b) **Abusing Toxic Vapors.** Inhaling toxic vapors for the purpose of causing a condition of euphoria, excitement, exhilaration, stupefaction, or dulled senses of the nervous system.
 - c) **Driving Under the Influence.** Operating a motor vehicle while under the influence of, or while impaired by, drugs.
 - d) **Misuse of Prescription Drugs.** Use or possession of prescription drugs other than by the person prescribed or for use other than the prescribed purpose and/or dosage. Providing, selling, or distributing prescription drugs as prohibited by applicable law.
 - e) **Forced Consumption.** Using coercion, intimidation, or other behavior to cause another person to ingest drugs without their consent.
 - f) **Public Intoxication.** Being in a public place under the influence of, or impaired by, drugs.
 - g) **Manufacture/Distribute/Sale.** Attempted or actual manufacturing, distributing, dispensing, or selling of controlled substances as prohibited by applicable law.
- b) **Smoking, Vaping and Tobacco Violations.** Use of tobacco (or other substances) by smoking, e-cigarettes, vape pens, or any other device used to consume tobacco products or other solid or liquid substances where use of tobacco is prohibited and/or, in the case of tobacco, or tobacco products, use by chewing or dipping.

General Misconduct

- **Abuse of Code Processes.** Conduct that has the purpose or effect of interfering with compliance with the Student Code of Conduct or RSO Code of Conduct, including but not limited to:
 - Falsifying, altering, or misrepresenting information submitted during Code processes.
 - Destroying or concealing information or physical evidence during Code processes.
 - Discouraging or influencing a person from participating in Code processes.
 - Instituting or participating in Code processes in bad faith.
 - Soliciting or aiding, or attempting to solicit or aid, another person to commit an abuse of Code processes.
 - Verbal, written, or physical harassment, intimidation, or retaliation of any participant in a Code process.

- Actual or attempted threatening, coercing, or otherwise preventing a person's good faith participation in, or use of, Code processes.
- **Dishonesty.** Conduct constituting:
 - Knowingly falsifying, altering, or misrepresenting information to any University official, instructor, office or organization, or any applications in connection with UNC.
 - Initiating or circulating a false report, warning or threat that relates to any facet of UNC operations.
 - Forgery, including falsely creating, completing, altering, and/or utilizing a written instrument, which purports to be authentic, with intent to defraud.
 - Use, possession, or attempted possession of false identification.
 - Allowing another person to possess or use University-issued keys or ID card.
- **Damage/Destruction of Property.** Conduct that has the purpose and/or effect of damaging or destroying UNC Property or the property of another person.
- **Disorderly/Disruptive Behavior.**
 - a) **Interference with UNC Operations.** Conduct or directing or inciting others to engage in conduct (through face-to-face, electronic, or other methods) that has the purpose or effect of (1) impeding the staff or faculty of UNC in the performance of their lawful duties or (2) impeding a student in the lawful pursuit of educational activities. UNC Operations include but are not limited to instruction, research, administrative functions, meetings, public events, facilities, or proceedings under any UNC policy, regulation, procedure or rule.
 - b) **Disorderly Conduct.** Making an offensive utterance, gesture, or display in a public place that would incite an immediate breach of the peace.
 - c) **Rioting.** Engaging in, attempting, soliciting, or conspiring with others to commit a public disturbance involving three or more persons that has the purpose or effect, by tumultuous and violent conduct, of creating grave danger of damage or injury to property or persons or substantially obstructs the performance of any governmental function.
- **Endangerment of Animal(s).** Any act that directly or indirectly endangers the health or safety of an animal, regardless of intent.
- **Failure to Comply.**
 - a) **Directives.** Failure to comply with the verbal or written directives of any University officials, faculty, or law enforcement officers acting in the performance of their duties and in the scope of their employment, including but not limited to failure to identify oneself to these persons when requested to do so and failure to comply with Interim Actions or no contact orders/no trespass orders.
 - b) **Conduct Outcomes.** Failure to comply with, or complete, a UNC issued Outcome in a satisfactory manner.
 - c) **Reporting Arrest.** Failure to accurately report an off-campus arrest by any law enforcement agency for any crime to the Dean of Students within seventy-two (72) hours of release.

- **Fire Safety Violations.** Conduct that violates federal, state, local, or campus fire policies including but not limited to causing a fire that damages UNC Property and/or causes physical injury to another person, failure to evacuate UNC Property during a fire alarm, improper use of UNC fire safety equipment, or tampering with or improperly engaging a fire alarm or fire detection/control equipment while on UNC Property.
- **Hazing.** Conduct that intentionally, knowingly, or recklessly endangers the health, safety, or welfare of another person, causes a risk of bodily injury to another person, or destroys, removes, exercises possession or control over property of an individual, for the purpose of initiation, participation, admission into, or affiliation with an RSO or a group or organization that engages in activities on UNC's campus, regardless of a person's willingness to participate. Participation in, condoning, encouraging, requiring, observing, or allowing an opportunity for hazing may be in violation of the policy. Hazing Includes but is not limited to:
 - Any abuse of a mental, physical, or sexual nature.
 - Forced or prolonged physical activity that could adversely affect the health or safety of an individual.
 - Forced consumption of any food or beverage in excess of the usual amounts for human consumption.
 - Forced consumption of alcohol, medication, or controlled substance, regardless of whether prescribed.
 - Forced consumption of any substance not intended for human consumption.
 - Depriving an individual the opportunity to health and hygiene including, but not limited to, sleep, food, drink, or access to means of maintaining bodily cleanliness.
 - Any activity that would subject the individual to embarrassment, humiliation, or degradation.
 - Any forced violation of UNC policy, and/or local, state, or federal law.
 - Issuing fines outside of the approved structure of the organization.
 - Abducting or transporting individuals against their will or in any way that may endanger or compromise the health, safety, or comfort of any individual including, but not limited to, "kidnapping" or abandoning individuals at a distant location.

Hazing does not include customary athletic events or other similar contests or competitions, or authorized training activities by members of the armed forces of the State of Colorado or the United States.

- **Physical Injury/Endangerment.** Conduct that has the purpose or effect of causing physical injury to another person, creating a substantial risk of physical injury to another person, or placing or attempting to place another person in fear of physical injury. This policy includes, but is not limited to, the creation or maintenance of health and/or safety hazards and/or failure to contact emergency personnel in a situation where another person needs emergency assistance.
- **Retaliation.** Any adverse action taken toward a person who is, or is perceived to be, engaged in an investigation, a report, or Student Code process, because that

person participated in the University's process, or to deter a person from participation in the University's process. Reporting a violation of the Student Code of Conduct and/or Student Organization Code of Conduct in good faith is not considered retaliatory behavior. *This policy does not apply to allegations of Discrimination, Harassment, or Retaliation that fall within in the Discrimination Complaints Procedures ("DCP").*

- **Stalking.** Repeated conduct which would cause a reasonable person to fear for their safety or to alter their activities in response to the repeated conduct. This includes, but is not limited to, any of the following: following, approaching, contacting, making an audio or video recording of, or placing under surveillance a person, a member of that person's family, or close acquaintance, regardless of whether conversation ensues. *This policy does not apply to allegations of Discrimination, Harassment, or Retaliation that fall within in the Discrimination Complaints Procedures ("DCP").*
- **Threatening Behaviors.** Any verbal, visual, written, or physical behavior, or a pattern thereof, that is intended to or has the logical consequence of coercing, intimidating, threatening, or causing a reasonable person to fear for their safety or interfere with their ability to perform the activities of daily life.
- **Theft.** Obtaining, retaining, or exercising control over the property of another without authorization, or by threat or deception, with the purpose or effect of depriving the person(s) to whom the property belongs of its use or benefit.
- **Trespass.** Entering or remaining on UNC Property, or the property or the motor vehicle of another, without legal authorization to do so. Using a motor vehicle, camper, trailer, or other equipment or structure as a residence or dwelling on UNC Property.
- **Unauthorized Access and Entry.** Unauthorized possession, duplication, or use of keys/cards to any UNC Property, unauthorized entry to any UNC Property, and/or unauthorized propping or use of alarmed or locked doors to any UNC Property. Unauthorized use of technology to gain access to a facility or service.
- **Unauthorized use of UNC Branding.** Unauthorized use of UNC name, logo, or symbols or use of UNC name, logo, or symbols not in compliance with UNC policies.
- **Unwanted Contact.** Any verbal, visual, written, or physical contact with another person that is unwanted and sufficiently severe, persistent, or pervasive that it adversely affects, or has the purpose or logical consequence of interfering with a reasonable person's ability to perform the activities of daily life. *This policy does not apply to allegations of Discrimination, Harassment, or Retaliation that fall within in the Discrimination Complaints Procedures ("DCP").*
- **Violation of UNC Policy.** Any violation of University policy, rule, procedure, or regulation, including but not limited to:
 - The UNC Housing & Residential Education Handbook.
 - The Registered Student Organization Manual, and/or
 - Any UNC policy, rule, procedure, or regulation published in hard copy and/or available electronically on the UNC website including but not limited to the [Board Policy Manual](#), [University Regulations](#), and all other such documents relating to student, academic, residence, information

technology, parking services, campus recreation, athletic and/or safety matters.

- **Violation of Statute.** Conduct that violates any federal, state, or local statute, ordinance, or regulation.
- **Weapons Violations.** Unlawfully carrying, bringing, being in possession of, or leaving unattended for any period, a simulated weapon or a deadly weapon (including a firearm whether loaded or unloaded, a knife, bludgeon or any other weapon, device, instrument, material, or substance, whether animate or inanimate, that, in the manner it is used or intended to be used, can produce death or serious bodily injury) on UNC Property.

Reporting Information

How to Report

Any person may submit information or ask questions regarding Misconduct under the RSO Code using any of the following methods:

1. Contact the Dean of Students Office at 1-970-351-2001.
2. Contact the UNC Police Department (UNCPD) at 1-970-351-2245 (non-emergency) or 911 (emergency)
3. Submit an online incident report through the Dean of Students Office's Website <https://www.unco.edu/dean-of-students/share-concern.aspx>
4. Submit an anonymous report online through [UNC Safe Campus](#)

Any person may submit information or questions to the Office of Institutional Equity and Compliance regarding Discrimination, Harassment, or Retaliation under the DCP at titleix@unco.edu, 1-970-351-4899, or online at <https://www.unco.edu/institutional-equity-compliance/>

Time Limitations for Reporting

There is no time limit for reporting Misconduct. However, UNC urges people with information to report as soon as possible to allow UNC to investigate the incident fully.

Anonymous Reporting

Anonymous reports will be investigated to the extent possible based on the amount of information provided in the anonymous report. Anonymity may limit UNC's ability to fully and effectively investigate the matter.

Individuals may contact the Dean of Students Office to report alleged violation(s) of policy and request to remain anonymous. Although UNC will try to honor anonymity, UNC cannot guarantee anonymity in all circumstances. Alternatively, submitting a report via UNC Safe Campus ensures the reporting party's anonymity. UNC Safe Campus does not report the name of the reporting party to UNC.

Self-Reporting

Members of Registered Student Organizations are encouraged to report alleged violation(s) of UNC policy by an RSO. Early reporting and intervention by the RSO to prevent, intervene, or respond to the alleged University policy violation(s) is encouraged.

Self-reports will be reviewed and may be considered a mitigating factor by the Resolution Coordinator when determining resolution options and Outcome(s).

Reviewing Reported Concerns

Staff will review all information received to determine next steps and resolution options available.

- If the alleged behavior would not constitute a policy violation,
 - The matter is closed, and no further proceedings occur. RSOs may or may not be made aware of a report being filed.
 - The RSO Representative may be invited to attend a meeting to discuss reported concerns. The meeting is optional, and no further proceedings will occur following the offer to attend a meeting.
- If additional information is necessary to determine whether the alleged behavior constitutes a policy violation, the Resolution Coordinator may initiate Preliminary Inquiry. During Preliminary Inquiry, the Resolution Coordinator may contact witnesses, the reporting party and gather more information. The RSO may or may not be aware of the reported concerns during Preliminary Inquiry.
- If the information presented constitutes a policy violation, staff may:
 - Issue a Policy Reminder letter in lieu of a resolution process;
 - Determine alleged policy violation(s) from the RSO Code and notify the RSO of Informal Resolution option(s) available;
 - Initiate a Formal Investigation; or
 - Determine alleged policy violation(s) from the RSO Code and issue a Hearing Notice.

UNC may contact the RSO's inter-/national organization, if applicable, prior to initiating a response to the reported concerns. This communication will allow UNC to notify the inter-/national organization of the alleged concerns and discuss Resolution or Investigation options.

Interim Actions

The DOS has the authority to issue Interim Action(s) to mitigate immediate and significant risks until a Resolution or Decision is issued.

To issue an Interim Action, the DOS must determine whether there is reasonable cause to believe the continued operation of the RSO, or the RSO's engagement in specific activities, presents an immediate and significant risk of substantial harm to the community or individuals, the disruption of UNC operations or activities, or is necessary to provide reasonable protection to any person who may be adversely affected prior to the issuance of a Resolution or Decision.

While the DOS may consult with the RSO's inter-/national organization, Interim Actions issued by the DOS are separate from any interim actions placed by the RSO's inter-/national organization.

The DOS will notify the RSO Representative in writing of the basis and term of any interim Action(s). Interim Actions include but are not limited to:

- Interim Restriction of Registered Student Organizational Activity: A restriction of RSO activity. This may include but is not limited to meetings, practices, philanthropic endeavors, games, and social gatherings until the conclusion of the RSO Code process.
- Interim Restriction of Recruitment and New Member Processes: A restriction of the RSO's ability to recruit members, engage in new member education or initiation processes, and a pause of all current recruitment and new member processes.
- Interim Restriction of Alcohol at Social Gatherings: A restriction of the group's ability to host a social gathering that has alcohol present.
- Interim Cease of Operations: The expectation that the RSO cease all operations related to the RSO, including but not limited to meetings, social gatherings, philanthropic endeavors, etc.
- Interim Restriction on Travel: A restriction of the group's ability to travel for games, competitions, conferences, or other off-campus events.

Within three (3) Working Days following the issuance of Interim Action(s), The RSO Representative may submit a written appeal to the Resolution Coordinator explaining the reasons they believe the Interim Action(s) are inappropriate.

The Resolution Coordinator will review the appeal. The Resolution Coordinator may schedule a meeting with the RSO Representative to discuss the appeal prior to making a determination. The Resolution Coordinator will notify the RSO Representative in writing whether there are any adjustments of the Interim Action(s).

If the Interim Action(s) is in place longer than 30 calendar days, the RSO Representative may request another review of the Interim Action(s). Should a request be received, the Resolution Coordinator will schedule a meeting with the RSO Representative to discuss the request and will notify the RSO Representative in writing of the decision and whether or not any adjustments were made to the Interim Action(s).

Interim Actions are reviewed as new information becomes available and will be adjusted by the Resolution Coordinator accordingly. The RSO Representative will be notified in

writing of any adjustments made to Interim Actions throughout the process. Interim Actions remain in place as written until such a time that the Resolution Coordinator makes adjustments to the Interim Actions or the case has been resolved, either through Informal Resolution or the Formal Hearing proceedings.

Interim Actions are separate from recognition statuses designated by the Office of Student Engagement. Additional information about Recognition Statuses can be found in the Registered Student Organization Manual.

Policy Reminder

If reported behavior is a possible violation of the RSO Code and UNC does not intend to take additional action, DOS may send the RSO a Policy Reminder letter. A Policy Reminder is a summary of the reported concerns and a reminder of relevant policies in the RSO Code. DOS does not issue a finding of responsibility, and no action is required by the RSO. Policy Reminders may be reported by the University as part of the RSOs conduct record.

Informal Resolution Processes

The Resolution Coordinator, in their discretion, may offer informal resolution options to the RSO.

The Resolution Coordinator has sole discretion to determine the appropriate RSO Code process. The Resolution Coordinator may consult with a reporting party, witness, or Impacted Party to gather information prior to offering an Informal Resolution Process. The Resolution Coordinator must consider the severity of the case, any aggravating or mitigating factors, the conduct record of the RSO, and the educational Outcomes available before offering an Informal Resolution Process.

The Resolution Coordinator will communicate in writing to the RSO Representative the Informal Resolution option available to the RSO or schedule a meeting to discuss the available options. If the RSO does not wish to participate in the Informal Resolution option, the RSO Representative may request a formal conduct Hearing. Informal Resolution Processes are binding and not subject to appeal. Impacted Party(ies) may be informed of the results of an Informal Resolution to the extent reasonable and necessary, as determined by the DOS. Impacted Party(ies) may request the result of an Informal Resolution from the Dean of Students Office.

If the RSO does not complete the Informal Resolution Process, the RSO may face additional RSO Code proceedings. UNC retains the right to disclose the results of Informal Resolution Processes for a RSO.

Informal Resolution options include, but are not limited to:

Mutual Resolution

A Resolution Coordinator may offer the RSO the option to resolve the situation by forgoing a conduct Hearing. The Mutual Resolution option letter will include a list of alleged RSO Code violations along with one or more findings of responsibility.

Additionally, the Resolution Coordinator will assign one or more Outcomes. If the RSO agrees to the Finding(s) and Outcome(s) and chooses to complete the Outcome(s), the RSO foregoes the opportunity to appeal the case. If the RSO disagrees with the Finding(s) and Outcome(s), they can request a conduct Hearing for the case. If the RSO Representative does not respond to the Mutual Resolution option letter by the deadline the case will continue under the Formal Hearing Procedures.

If the RSO agrees with the Finding(s) and the Outcome(s), the Resolution Coordinator will issue a Mutual Resolution agreement letter. The letter concludes the Resolution of the informal process.

If the RSO does not complete the Outcome(s) outlined in the Mutual Resolution, the Resolution Coordinator will notify the Office of Student Engagement for review of recognition status and the RSO may be referred to the Dean of Students Office for failure to comply.

Formal Investigation Process

The RSO will be assigned one or more Resolution Coordinator(s) who will serve as the point of contact for the case. The Resolution Coordinator is responsible for facilitating the University's response to the reported concerns including but not limited to investigating the concerns, determining the method of resolution, and/or issuing a Decision as part of a Hearing process.

Notice of Investigation

The Resolution Coordinator will issue a Notice of Investigation ("NOI") to the RSO Representative. A copy of the NOI will be provided to any UNC Official with a "need-to-know" in the performance of their responsibilities, such as University staff who oversee student organizations or student events at UNC, the Registered Advisor, and/or a representative of the RSO's inter-/national organization, if applicable.

The NOI will include the following:

- A summary of the allegations against the RSO,
- A list of policies the RSO may have violated based on the reported concerns,
- Information about any Interim Actions that are in place in respect to the RSO,
- Details about next steps in the investigation process, including the type of investigation being conducted, and
- Information about an optional Review Meeting that is available to the RSO Representative.

Review Meeting

The RSO Representative will have an opportunity to attend a Review Meeting with the Resolution Coordinator(s) if an investigation is being initiated.

- The Review Meeting will be scheduled with the RSO Representative and Resolution Coordinator(s) no sooner than two (2) Working Days following the delivery of the Notice of Investigation.
- The Review Meeting is optional and the RSO will not be penalized if the RSO Representative chooses not to attend.
- The Review Meeting is not public. The Resolution Coordinator(s), RSO Representative, and one Support Person are the only individuals allowed to attend the Review Meeting. The meeting is facilitated by the Resolution Coordinator.
 - The Resolution Coordinator may invite other University Officials to attend the meeting.
- The Review Meeting provides the RSO Representative the opportunity to ask questions about the investigative process and clarify any questions related to the Interim Actions that were issued, if applicable. The incident report(s) and evidence that initiated the investigation will not be reviewed during the Review Meeting.
- The RSO Representative will not be interviewed as a Witness during the Review Meeting. However, the Resolution Coordinator may gather information about the RSO's language, culture, and processes during the Review Meeting. If the RSO Representative is being interviewed as a Witness, they will receive separate correspondence regarding this.

Types of Investigations

If the RSO has an inter-/national organization, UNC may consult with the inter-/national organization to determine the most appropriate investigation method based on the reported concerns. UNC may initiate one of the following types of investigations:

- **Independent Investigation:** UNC will investigate the matter separate from any investigation that is being conducted by the inter-/national organization. UNC will provide the investigation report to the inter-/national organization at the conclusion of the investigation.
- **Cooperative Investigations:** UNC and the inter-/national organization will conduct separate investigations, including separate interviews with witnesses, but agree to share some information with each other during the investigation process.
- **Joint Investigations:** UNC and the inter-/national organization will coordinate the investigation together. Throughout the investigation, both UNC and the inter-/national organization will collaborate on witness interviews and evidence collection and will share information with each other. UNC and the inter-/national

organization may discuss potential Outcome(s) together and may issue separate decisions.

Regardless of the type of investigation that occurs, UNC reserves the right to consult with the inter-/national organization prior to issuing Outcome(s).

Information Gathering

During the investigation, the Resolution Coordinator(s) may request that the RSO and/or the RSO's inter-/national organization submit relevant information to be considered. Relevant information includes, but is not limited to, the following:

- Current and/or previous membership roster including, but not limited to, member names, addresses, and phone numbers;
- Contact information of individuals residing in houses affiliated with the RSO;
- Contact information of individuals who participated in intake, recruitment, tryouts, etc.;
- Contact information for the RSO's Registered Advisor;
- Details about RSO sponsored events, both registered and unregistered;
- RSO internal policies, procedures, and practices, including those related to inter-/national organizations;
- RSO social media information; or
- Videos, pictures, reports, or other documents alleged to be owned or held by the RSO.

The Resolution Coordinator(s) may request this information from the RSO Representative, members of the RSO, or University officials. Failure by the RSO or its members to submit information may result in additional alleged policy violation(s) by the RSO and/or its members individually.

The Resolution Coordinator(s) reserves the right to collect additional information and evidence that is relevant to the alleged Misconduct as part of the investigation process.

Witnesses

The Resolution Coordinator(s) will determine who to interview as part of the investigation process. Witnesses may include, but are not limited to, RSO members (including prospective, new, active, executive board, previous members/alumni), RSO Registered Advisors, inter-/national organization representatives, witnesses to the alleged Misconduct, or others determined by the Resolution Coordinator(s) to have relevant information. The identities of the witnesses will not be disclosed to the RSO.

Some information about members of the RSO who are interviewed as a Witness may be provided to the inter-/national organization depending on the type of investigation being conducted.

Not all RSO members may be invited to participate in a witness interview.

Witnesses may be asked to participate in one or more interview(s) and/or may be asked to submit information in writing or via a survey. Witnesses identified by the Resolution Coordinator(s) are expected to participate in the investigation process.

Witness Interviews

- Witnesses will be contacted directly to coordinate an interview.
- A Witness Interview is not public. No other individuals except for the Witness, the Resolution Coordinator(s), and any designated University staff (or inter-/national organization staff if conducting a joint investigation) assisting are allowed to be present during the Witness Interview as to not influence the witness's responses.
 - At the discretion of the Resolution Coordinator(s), Witness Interviews may interview multiple Witnesses in a group setting.
 - RSO inter-/national organization representatives will not be present in the interviews of non-RSO affiliated Witnesses, regardless of the type of investigation being conducted.
- Witnesses are not entitled to a Support Person during the interview.
- Witness interviews will be audio recorded and the recording will be maintained by the University. Notes and recordings from Witness Interviews are not part of the student's educational record and therefore are not subject to request or review by the Witness, the RSO, or any other external party.
- The Resolution Coordinator will facilitate the Witness Interview. Throughout the interview, the Witness may be asked to provide information about their experience with the RSO and any information relevant to the alleged Misconduct.
- If a Witness admits to engaging in behavior that would constitute a violation of University policy(ies), the Resolution Coordinator(s) will refer the information to the Student Code process. The DOS will review the information, including the severity of the incident, to determine next steps. Some Witnesses may be offered the opportunity to have the case managed via Informal Resolution as outlined in the Student Code for participating in the Witness Interview in good faith.
- Witnesses are not restricted from discussing their Witness Interview experience with other RSO members unless other Interim Actions are in place preventing such communication.
- Witnesses who are students are encouraged to review the Abuse of Code Proceedings policy to understand additional expectations related to their involvement with the process.

Concluding the Investigation

Insufficient Evidence

If, during the Investigation, the Resolution Coordinator(s) finds that there is insufficient evidence to continue with the investigation, the Resolution Coordinator(s) will notify the RSO Representative that the Investigation has concluded, and no Findings will be issued for the alleged policy violations. The University reserves the right to notify the campus community of the original allegations and the results of the Investigation. If Interim Action(s) were issued, the RSO will be notified that the Interim Action(s) have been lifted.

Sufficient Evidence

If sufficient evidence is found to support that the RSO violated University policy, the Resolution Coordinator(s) will draft an Investigative Report to be issued to the RSO. The Investigative Report will include details of the allegations reported to the DOS and a summary of the information collected throughout the Formal Investigation. If Interim Action(s) were issued, the Resolution Coordinator(s) will notify the RSO of modifications, if any, were made to the Interim Action(s).

To the extent possible, the Resolution Coordinator(s) will protect the identities of witnesses and involved parties. Information, such as organizational titles, identifiable locations, or statements will be included in the Investigative Report when deemed necessary and relevant.

Formal Hearing Procedures

Formal Hearing Procedures will be applied when the reported information constitutes a policy violation and:

- The RSO is not offered the opportunity for an Informal Resolution;
- The RSO declines the Informal Resolution option offered;
- The RSO fails to meet the expectations of the Informal Resolution option; or
- There is sufficient evidence found in an investigation to support that the RSO may have violated University policy(ies).

It is presumed that the RSO did not violate the RSO Code until the RSO accepts responsibility or is found responsible for violating UNC policy at the conclusion of the Formal Hearing Procedures.

Conduct Hearing Procedures

1. The Resolution Coordinator(s) issues a written Notice to the RSO via the RSO Representative.
 - a. If the Conduct Hearing is initiated as a result of an Investigation, the Investigative Report will be attached to the Hearing Notice.

- b. If the Conduct Hearing is being initiated without a Formal Investigation, the Hearing Notice will include information about a scheduled Incident Review Meeting to occur no sooner than two (2) Working Days following the Notice.
 - i. The Incident Review Meeting is not public. The Resolution Coordinator (and other University staff as appropriate), the RSO Representative, and one Support Person are the only individuals present during the Incident Review Meeting. During the Incident Review Meeting, the Resolution Coordinator will present the report and relevant evidence and provide an overview of the Conduct Hearing.
- 2. The Resolution Coordinator sets a Hearing at least five (5) Working Days following the written Notice, or Incident Review Meeting, whichever occurs last. The RSO Representative can waive the five (5) Working Days' notice by requesting an expedited Hearing in writing.
- 3. The RSO Representative must submit, on behalf of the RSO, a list of any witnesses and/or evidence for review 24 hours prior to the scheduled Conduct Hearing.
 - a. The Resolution Coordinator may impose limits on the number of witnesses or amount of evidence that may be presented and considered in the case, if the Resolution Coordinator determines the information is repetitive or not relevant to the alleged Misconduct.
 - b. At the Resolution Coordinator's discretion, the Resolution Coordinator may grant the RSO an extension to submit a list of any witnesses and/or evidence for review.
- 4. The Resolution Coordinator will facilitate the Hearing.
 - a. Hearings are not public. The Resolution Coordinator (and other University staff as appropriate), the RSO Representative, and the RSO Representative's Support Person are the only individuals allowed to be present during the Hearing.
 - b. If the RSO Representative's Support Person is legal counsel, UNC may also decide to have legal counsel present.
 - c. The Resolution Coordinator will review the incident report or Investigative Report and evidence with the RSO Representative.
 - d. The RSO Representative will have an opportunity to present information in response to the report and evidence, on behalf of the RSO.
 - e. Formal rules of evidence and procedures used in court proceedings do not apply in the Hearing.
 - f. Hearings may be audio recorded. The Resolution Coordinator will inform the RSO Representative if an audio recording of the Hearing will be made. The RSO Representative can request that the Hearing be audio recorded. The recording may be made available for the RSO Representative to

- review in person with Dean of Students Office staff, per request, but will not be released as part of a disciplinary record request.
5. Following the Conduct Hearing, the Resolution Coordinator issues a Decision Letter and provides a copy of the Decision to the RSO Representative.
 - a. The Resolution Coordinator uses the Preponderance of the Evidence standard to make findings of responsibility for each alleged policy violation.
 - i. Evidence or written statements about the character of the RSO or its members will not be considered in determining whether the RSO is responsible for engaging in behavior that violates UNC Policy.
 - b. If the RSO is responsible for a policy violation, the Outcome(s) imposed will be described in the Decision Letter. Outcomes are in effect immediately unless otherwise specifically stated in the Decision.
 - c. The Decision Letter will provide information about how the RSO can file a written appeal.
 - d. Impacted Party(ies) may be informed of the results to the extent reasonable and necessary, as determined by the DOS. Additionally, Impacted Party(ies) may request this information from the Dean of Students Office.
 - e. The Decision Letter is not a public document. The Decision will not be provided to others except UNC Officials on a “need -to-know” basis to perform their responsibilities, inter-/national organization (if applicable), and Registered Advisors or as required by applicable law or a subpoena issued by a court of competent jurisdiction.
 6. The RSO has the right to appeal the Decision and the RSO Representative can submit an appeal for the case on behalf of the RSO.

Appeal Procedures

The RSO found responsible for violating University policy following the Formal Hearing Procedures may file a written appeal based on one or more of the following:

1. Denial of Code Due Process (claim that the RSO was not provided Due Process as defined in the RSO Code); or
2. Existence of new evidence not available at the time of Hearing; and the new evidence is sufficiently substantial to change the findings of responsible for Misconduct; or
3. The Outcome(s) were inappropriate given the nature and severity of the Misconduct. The Appeal is limited to only the following Outcomes:
 - a. University Disciplinary Organizational Suspension
 - b. University Disciplinary Organizational Expulsion

To initiate the appeal process, the RSO Representative must submit a Statement of Appeal Form to the DOS within five (5) Working Days of the Decision being received by the RSO Representative.

- The RSO Representative must submit the appeal online on behalf of the RSO. If the RSO Representative is unable to access the online form to submit the appeal, they can contact the Dean of Students Office to receive the appeal form in an alternate format.
- The RSO Representative is responsible for submitting the Statement of Appeal Form on the RSO's behalf. The RSO Representative may seek assistance in authoring the Statement of Appeal and obtaining documents to be submitted.
- If evidence or written statements about the character of the members of the RSO, or the RSO itself, are submitted in an appeal, all such information will be removed from the appeal record, and not provided to the appeal reader(s).
- The RSO may only appeal once for the entire Decision issued.
- The appeal is solely based on the conduct Hearing record including but not limited to the reported concern, Notice of Investigation, records associated with Formal Investigation (e.g., Witness Interview notes), the Investigative Report, Decision Letter, any "new evidence" under subsection (1)(b), and any other relevant communication between University Officials and the RSO.
- If the RSO Representative does not file the Statement of Appeal Form within the five (5) Working Day period, the appeal is deemed untimely and the appeal denied.

The RSO Representative will receive confirmation of receipt of the appeal. All Outcome(s) regarding status (e.g., suspension and expulsion) remain in place pending the results of the appeal. All Outcome(s) with an assigned deadline will be placed on pause until such a time that the appeal process has concluded.

Timely appeals that comply with the above requirements are reviewed by one or more appeal readers. Appeal readers will be selected from a pool of faculty and staff who receive training on RSO Code processes, annually. To support a fair process and minimize potential conflicts of interest, appeal readers may have no other role in the case they are assigned, such as witness, reporting party, or support person.

The RSO Representative will be notified in writing if any Outcome(s) or deadlines are modified following an appeal.

The appeal reader(s), after reviewing the record and the Statement of Appeal, will issue a written decision that addresses each basis of appeal submitted by the RSO.

- If the case is appealed on the basis of "denial of Code Due Process," the appeal reader(s) must either:
 - Affirm the Decision, including Finding(s) and Outcome(s); or
 - Reverse the Decision and refer the case back to the Resolution Coordinator and identify the point in which the case needs to be initiated from to address the denial of Code Due Process. The Resolution Coordinator is responsible for following all procedures after that point.
- If the case is appealed on the basis of "existence of new evidence", the appeal reader(s) must either:

- Affirm the Decision, including Finding(s) and Outcome(s); or
- Reverse the Decision and refer the case back to the Resolution Coordinator and describe the new evidence that should be considered in the case. The Resolution Coordinator is responsible for reviewing the new Evidence and issuing an updated Decision Letter in the case.
- If the case is appealed on the basis of the Outcomes being inappropriate given the nature and severity of the Misconduct, the appeal reader(s) must either:
 - Affirm the Outcome(s); or
 - Provide a nonbinding recommendation to the Resolution Coordinator that the Outcome(s) in the Decision Letter be modified, describe why, in the opinion of the appeal reader(s), the Outcome(s) are inappropriate given the nature of the Misconduct that was committed, and remand the case to the Resolution Coordinator for their consideration of the nonbinding recommendations of the appeal reader(s), provided however, that the Resolution Coordinator, in their sole discretion, may accept all, some, none of the nonbinding recommendations of the appeal reader(s) when issuing the final Decision Letter on remand.

The RSO Representative, RSO Member(s), Witness(es), and/or any person(s) acting on behalf of the RSO, may not have contact with the appeal reader(s) while the appeal is pending, or after the written appeal decision is issued, regarding the subject matter of the RSO Code process, including but not limited to, the Investigation, the Decision Letter or the appeal of the case.

Outcomes

The RSO may be assigned an Outcome(s) through an Informal Resolution or Hearing procedure. The following Outcome(s) may be imposed, individually or in various combinations, as part of the Resolution or Decision.

- **Institutional Administrative Outcomes:**
 - ***University Disciplinary Organizational Warning:*** An official warning to the RSO that their conduct violates the RSO Code of Conduct and future violations may result in student conduct action.
 - ***University Disciplinary Organizational Probation:*** A specific time period the RSO is subject to review and must demonstrate compliance with the RSO Code of Conduct. Violation of the RSO Code of Conduct while on disciplinary probation or any subsequent Misconduct, may result in further disciplinary action, up to and including suspension or expulsion. Probation may be assigned for a specific time or may end after all other Outcomes are completed to a satisfactory level.
 - ***University Disciplinary Organizational Suspension:*** A specified time period the RSO is not eligible to be recognized by the University of Northern Colorado, both under the same name or a different name. During the suspension, the RSO loses all rights and privileges associated with being a

- recognized student organization, must cease all organizational activity or function, and is prohibited from engaging in any organizational activity or function for a specified period of time. The suspension remains in effect for the designated period and until the RSO has completed all other outcomes to be eligible to return. For RSOs leasing space from the University, the entity responsible for the lease will be notified of the update in the RSOs suspension.
- **University Disciplinary Organizational Expulsion:** The permanent termination of the RSO's recognition status at UNC and a prohibition from being recognized in the future both under the same name or a different name. For RSOs leasing space from the University, the entity responsible for the lease will be notified of the update in the RSOs suspension.
- **Restrictive Outcomes:**
 - **Loss or Restriction of Privileges:** A stated time period the RSO is not allowed to engage in specific activities normally associated with RSO status. Activities may include but are not limited to hosting social events/philanthropy, reserving campus spaces, traveling or participating in games or tournaments, and participating in University sponsored events such as Greek Week and Homecoming.
 - **No Contact Order:** A directive issued to the RSO restricting the members from contact with an identified individual(s).
 - **Educational and Restorative Outcomes:** An educational or personal element that is assigned by a Resolution Coordinator to promote education and reflection related to the Misconduct and restore harm done to the community.
 - **Community Service/Restoration:** A project or activity designed to address the impact of the behavior and repair harm caused to any person and/or community.
 - **Education:** A project or activity designed to promote learning and prompt changes to behavior by the RSO and its members and prevent future Misconduct. Education may include, but is not limited to, workshops, seminars, meetings, assignments, and substance use education/assessments.
 - **Reflection:** A project or activity designed to promote self-reflection on member's or RSO's actions and the impact of those actions on others.
 - **Restitution:** Monetary compensation, replacement, or completion of one or more tasks or projects for loss, damage, or injury to those adversely affected by Misconduct.
 - **Return Agreement:** Creation of a written agreement between the University and the RSO (or inter-/national organization) regarding education, training, and/or expectations for the RSO to be eligible to return following a period of suspension.

The determination of the Outcome(s) imposed will be informed by the totality of the circumstances regarding the Misconduct, including, but not limited to, the nature and

severity of the Misconduct, the prior conduct history of the RSO, and reasonable and appropriate actions for the safety of individuals adversely affected by the Misconduct, including the UNC community. Cases in which the RSO was found not responsible will not be used in determining Outcome(s).

The Resolution Coordinator will consider any aggravating and/or mitigating factors related to the Misconduct when determining Outcome(s).

The Resolution Coordinator will follow-up to ensure the timely and accurate completion of Outcome(s) assigned. Failure to complete Outcome(s) may result in a referral to the RSO Code process for Failure to Comply or referral to the Office of Student Engagement for review of recognition status.

Retention and Disclosure of RSO Conduct Records

UNC reserves the right to produce a report, update online webpage(s), or send campus communication regarding any RSO Code process involving a Registered Student Organization. This communication can occur at any time in the RSO Code process.

Inter-/national organizations, Registered Advisors, and RSO Representatives may request access to review conduct records for the RSO. Depending on the nature of the records, records may be eligible to be released electronically or available for review with a University Official. Requests can be made by contacting the DOS Office.

Records maintained by the University may be subpoenaed and provided, when requested, in legal proceedings.