

Outline of Organization Procedure

Interim Measures May Be Applied

*The period of time for which a Cease and Desist directive remains active will be determined by OSC, in conjunction with OSFL/SILC and Inter/National Headquarters (if applicable).



*Incident reports come from IUPD, RPS, individual judicial conferences, witnesses or anonymous reports, university faculty or staff, students (including student leaders and governing councils), parents or guardians, community members, and organizations themselves.



Allegations and/or Incident Assessed and Investigated by OSC

*OSC will assess the report for credibility, and will initiate an investigation as appropriate. Inter/National Headquarters are able to co-investigate when appropriate/needed.

*When an investigation occurs, a Notice of Investigation will be sent to organization leadership, their primary advisor, and Inter/National Headquarters representative (if applicable).



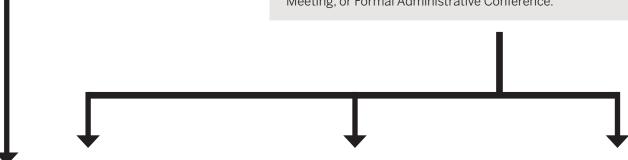


*There may be instances in which a case is directly referred to an Alternative Resolution without a glean report being prepared.

OSC Prepares and Provides a Glean Report of Investigation Findings

*The organization will have two weeks to assess the report, take appropriate action as deemed necessary, and provide a response to OSC.

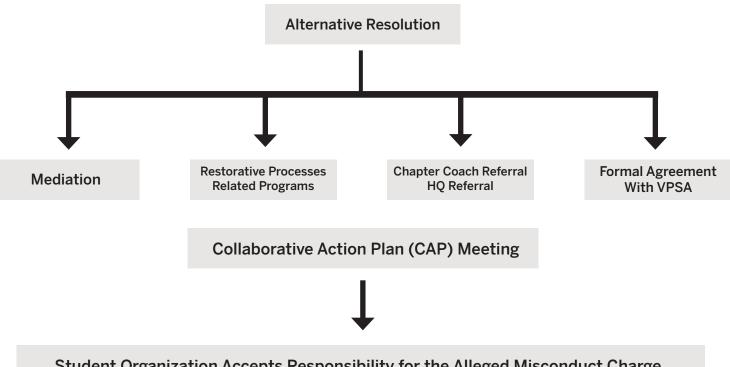
*After receiving the organization's response, OSC will determine if case moves to an Alternative Resolution, Collaborative Action Plan (CAP) Meeting, or Formal Administrative Conference.



Alternative Resolution

Collaborative Action Plan (CAP) Meeting

Formal Administrative Hearing



Student Organization Accepts Responsibility for the Alleged Misconduct Charge

*The student organization must accept responsibility for the alleged misconduct charge, either as the initial reporting party, during the course of the investigation, or prior to a Formal Administrative Conference



Student Organization Presents a Proposed Action Plan for Addressing and **Correcting Behaviors that Violate the Code**



Proposed Action Plan is Initially Evaluated by OSC, OSFL, and/or SILC



Collaborative Action Plan (CAP) Meeting

*During this meeting, the student organization and individuals designated by OSC will discuss the proposal, modify as necessary, and determine an appropriate action plan



Action Plan is Reviewed and Signed by the Vice Provost of Student Affairs

*The action plan is not considered final until it is reviewed and signed by the VPSA or designee. This action plan will be indicated on the student organization's conduct record, and the outcome of responsibility and action plan are not appealable.

Formal Hearing



Student Organization Receives Official Charge Letter

* The student organization will be notified of the alleged violations, as well as the date, time, and location of the administrative conference. Notice of the administrative conference will be given at least seven (7) calendar days prior to the conference, unless the organization representative(s) elect to meet earlier.



Student Organization Attends Pre-Hearing Meeting

* The organization representative(s) must schedule a pre-conference meeting with a staff member in OSFL or SILC to discuss the administrative conference process and review the alleged violations and investigative findings.



Student Organization Submits Statement in Advance of the Hearing

* After the pre-conference meeting, the organization representative(s) must provide a written response to the alleged violations and investigative findings. This response must be provided to OSC two (2) business days in advance of the organization's scheduled administrative conference, to be shared with the Administrative Panel.



Formal Hearing

*A Hearing will be conducted by an OSC representative, an OSFL or SILC representative, and a student representative appointed by the VPSA (collectively "Administrative Panel"). The Administrative Panel will be empowered to issue outcomes and action plans up to and including deferred suspension. If an Administrative Panel determines a case should result in suspension or expulsion of the organization, the Administrative Panel may make a recommendation to the VPSA or designee, at which point in time the VPSA will determine the next course of action.

*If an action plan is assigned, it will be indicated on the student organization's conduct record. The outcome of responsibility and action plan are eligible for appeal.