

Guidelines for Sanctions Involving Violations of Harassment and Relationship Violence

AIM

MICA recognizes that there are interactions or relationships between individuals that do not rise to a policy violation level but where the College can intervene to remedy a situation, or create a safer working and educational environment. In such cases, MICA may offer parties mediation services or no contact agreements/directives when doing so is deemed to be in the best interest of the parties involved, and/or the community at large.

The College has the option to alter default sanctions as deemed necessary based upon the circumstances of the report and the respondent's previous conduct history.

*MICA provides this information for both student and employees, with the relevant sanction/disciplinary sanction.

SITUATION	CONSEQUENCE	OUTCOME GOALS	
<p>Discriminatory/Harassing Language: Use of language that involves a minimal degree of sexual intrusiveness or language that invalidates a person's gender identity or expression (Section 4.2) <i>Examples:</i> Repeated incidents of mis-gendering after being corrected; repeatedly using terms of endearment after being corrected, cat-calling</p> <p>Unwanted touching with a minimal degree of sexual intrusiveness <i>Examples:</i> Shoulder touching, hugs.</p>	<p>Students</p> <ul style="list-style-type: none"> Written warning Structured educational support and/or reflective sanctions 	<p>Employees</p> <ul style="list-style-type: none"> Written warning Structured educational support and/or reflective sanctions 	<ul style="list-style-type: none"> Receive education on interpersonal communication, consent, and sexual harassment and misconduct

SITUATION	CONSEQUENCE	OUTCOME GOALS	
<p>Discriminatory/Harassing Language: Use of language with some degree of sexual intrusiveness or escalation from above (Section 4.1) <i>Examples:</i> Unwanted comments regarding a person's anatomy or comments of a sexual nature; negative comments made to a person based upon their membership in a protected class</p> <p>Non-disclosure of a previously established consensual relationship where no direct supervisory or evaluative responsibility exists.</p> <p>Repeated incidents of unwanted touching with minimal degree of sexual intrusiveness (see above) or unwanted touching with an increasing degree of sexual intrusiveness. (Section 4.2) <i>Examples:</i> Massaging, playing with someone's hair</p> <p>Relationship Abuse that persistently demeans another person or attempts to control another's independence (Section 5) <i>Examples:</i> Persistent and intentional putting down of the individual and/or calling names; attempting to control who someone sees or talks to</p>	<p>Students</p> <ul style="list-style-type: none"> Probation Structured educational support and reflective sanctions 	<p>Employees</p> <ul style="list-style-type: none"> Structured educational support and/or reflective sanctions Written warning, last and final warning, and/or termination 	<ul style="list-style-type: none"> Receive education on consent and sexual harassment and misconduct Demonstrate understanding of respecting others Prevent future occurrences

SITUATION	CONSEQUENCE	OUTCOME GOALS	
<p>Discriminatory/Harassing Language: Use of language with high degree of sexual intrusiveness or pervasive disregard for prior feedback (Section 4.2) <i>Examples:</i> Refusal to use preferred pronouns or preferred names; slurs directed to a person based upon their membership in a protected class; cat-calling with predation or sexual gesturing</p> <p>Non-disclosure of a previously established consensual relationship where direct supervisory or evaluative responsibility does exist</p> <p>Relationship Abuse that includes coercive, threatening, or physically intimidating behaviors that controls the other person emotionally, economically, or by limiting independence; or acts of physical assault with mild aggression <i>Examples:</i> Making threats to do harm; breaking/destroying property; isolated slap, pushing or shoving</p>	<p>Students</p> <ul style="list-style-type: none"> Minimum one year suspension, with structured educational and reflective sanctions before approval to re-enroll will be granted. 	<p>Employees</p> <ul style="list-style-type: none"> Last and final warning, and/or termination of employment. 	<ul style="list-style-type: none"> Provide significant time and space to address concerning conduct Prevent future occurrences Community safety

SITUATION	CONSEQUENCE	OUTCOME GOALS	
<p>Discriminatory/Harassing Language: Use of language with a high degree of sexual intrusiveness or that is objectively offensive, severe, or pervasive and creates a hostile environment (Section 4.1) <i>Examples:</i> Malicious disregard for preferred pronouns or preferred names; language that involves threats or intimidation</p> <p>Initiating a relationship where parties involved are in unequal positions (ie. faculty, staff with a student, or between employees in a supervisory relationship. This includes graduate teaching assistants)</p> <p>Relationship abuse that includes escalated coercive or threatening behaviors exhibiting a pattern of controlling, intimidating, or stalking behaviors, or acts of physical assault that place a person in extreme harm <i>Examples:</i> Strangulation, restraining someone, repeated punching, kicking, brandishing a weapon</p>	<p>Students</p> <ul style="list-style-type: none"> Multi-year suspension, ineligible to return while claimant is enrolled Structured educational and reflective sanctions before approval to re-enroll will be granted Expulsion 	<p>Employees</p> <ul style="list-style-type: none"> Termination of employment 	<ul style="list-style-type: none"> Provide significant time and space to address concerning conduct Prevent future occurrences Community safety

Level 1

Level 2

Level 3

Level 4