Policies and procedures for responding to domestic violence, dating violence, sexual assault and stalking
CSFP Program Information

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Howard University Campus Safety First Project (CSFP)

Policy & Procedure Manual

Introduction

Howard University is committed to creating and maintaining a community where all persons who participate in University programs and activities can work and learn together in an atmosphere free of all forms of harassment, exploitation, or intimidation. Every member of the University community should be aware that the University is strongly opposed to dating violence, domestic violence, sexual assault and stalking and that such behaviors are prohibited both by law and by University policy.

The University will respond promptly and effectively to reports of these issues, and will take appropriate action to prevent, to correct, and if necessary, to discipline behavior that violates this manual.

CSFP Program Overview

The mission of the Howard University Campus Safety First Project (CSFP) is to enhance the safety and quality of life of students, staff, faculty through education and training related to dating violence, domestic violence, sexual assault and stalking prevention and intervention.

The CSFP builds on the Howard University President’s Students First Campaign (SFC), an initiative designed to promote and enhance student’s overall experience at Howard University. The CSFP project focuses on four critical areas needed to develop a coordinated campus response to domestic violence, dating violence, sexual assault and stalking on the Howard University campus. The four areas are: 1) convening a Campus Advisory Board and a Community Advisory Board of External Provider Networks; 2) providing training for campus police/Department of Public Safety; 3) providing training for the judicial/disciplinary board; and 4) providing mandatory and a voluntary prevention education initiatives, particularly primary prevention and awareness programs for incoming students and new employees, bystander intervention training, and ongoing prevention and awareness programs.

The Campus Advisory Board is comprised of representatives from the School of Social Work, the Office of the President, the Office of the Provost and Chief Academic Officer, the Office of the Vice President of Student Affairs, the Department of Public Safety, the Office of Student Services, the Office of Residence Life, the Office of Student Life and Activities, the Department of Intercollegiate Athletics, the University Counseling Services, the Student Health Center, the Office of the Dean of the Chapel, the Suicide Prevention Action Group, and Howard University Hospital. Student organizations are also represented on the Campus Advisory Board. We also work in collaboration with our Community Advisory Board which includes representation from the Metropolitan Police Department, My Sister’s Place, DC Rape Crisis Center, National Stalking Resource Center, and the DC Coalition Against Domestic Violence.
Purpose of the Procedural Manual

Howard University is committed to providing a campus environment that is free from violence and ensures safety for all students. The Howard University Student Code of Conduct (see resources at end of manual) provides the University’s policy on domestic violence, dating violence, sexual assault and stalking. The purpose of this Policy and Procedure Manual is to provide a guide for how to respond to incidences of dating violence, domestic violence, sexual assault and stalking. It has been noted that a number of students come to Howard University having already been exposed to and/or experiencing some form of domestic violence, dating violence, sexual assault or stalking. In a 2009 survey of 481 Howard University students, out of over 1,500 students, almost half of the incoming students had experienced some form of emotional or psychological abuse in an intimate relationship and nearly one-fifth of them had experienced a form of physical abuse in an intimate relationship. Many students come to the University with a preconceived sense of what relationships look like, and some of these ideas are more harmful than helpful when trying to cultivate healthy relationships. Therefore, this manual provides a basis for considering prevention efforts as well.

There are also additional factors that were considered when creating this policy:

1. The University cannot assume that all students are in heterosexual relationships. Some may be in same-sex relationships or exploring their sexuality. Consequently, when issues arise, the student may be afraid to share his or her sexual orientation with others, including family members, and the perpetrator could use this information to further isolate the young person. The University must be sensitive to these concerns and this manual is designed to provide students with an outlet for discussion.

2. It must also be noted that the collegiate experience engages young people moving from different developmental stages in the lifespan. Incoming freshman are moving from adolescence to young adulthood. Graduate and professional students may be transitioning from young adulthood to adulthood or older adulthood. These developmental differences are important in creating responses that respect the developmental experiences of students.

3. Our campus is very diverse. Students come from many different nations, geographic regions, and cultures. Some of the students may come from places where violence against women is permissible. Consequently, the University must be equipped to ensure that all of our students are clear about what constitutes dating violence, domestic violence, sexual assault and stalking. Similarly, students from rural communities may have a perspective different from students in urban environments. The diversity at Howard demands that we be aware of the cultural context of our delivery of information and our understanding of how to best address the problem. Key cultural considerations for responding to and addressing these issues include:

   - Beliefs about law enforcement: Students may be from countries or communities that do not trust law enforcement. As a result, they may not reach out to law enforcement when they should because they may not perceive the police as a resource. Therefore, it is important to create an understanding of campus police as a source of assistance and support designed to help and protect students.
Racial loyalty: It has been found that African American women often choose not to report violence in their relationships in order to protect African American males from being exposed to the brunt of the law enforcement system. Their fear of what will happen to the male, coupled with a strong sense of community responsibility, often results in their failure to report incidences of abuse or their delayed reporting until the violence is potentially lethal or could cause serious injury.

Stigma surrounding mental health treatment: There is still a stigma attached to receiving mental health services. Even though students receive referrals for counseling and mental health services, they may have a negative perception about receiving counseling. The stigma associated with mental health treatment could result in student’s unwillingness to seek help even when he or she knows that it is needed.

Delayed help-seeking: African Americans have been found to delay reporting incidences of violence and abuse in an effort to first address and resolve these issues within their informal networks. Unfortunately, the delay in help-seeking often results in higher levels of serious injury or lethality.

Language Barriers: Those speaking English as a second language, and cross-cultural communication patterns can also impact the ability to receive support from providers and to communicate what is transpiring in a relationship. It is important to take these issues into consideration when receiving reports and responding to these issues.

Diverse religious and faith-based backgrounds: Religious affiliations and spirituality also impact how one responds to these issues. It is important to understand how faith and religion impact one’s thinking about violence and abuse, in light of how the University provides a response to these victims; recognizing that no religion condones violence is important to know when helping students respond to these issues.

Use of technology: Social media and technology also impact how abuse and violence are experienced by students. It is important to understand how these tools can both promote violence prevention and further abuse.
Definitions & Identifiers: Dating and Domestic Violence

What is Dating and Domestic Violence and how often does it happen?

Dating and domestic violence is a pattern of controlling behaviors used by one partner to control the other partner. One-third of college students report having experienced some form of dating violence during their college experience\(^4\). Young people ages 16-24 are at the greatest risk of experiencing intimate partner violence\(^5\). Three out of ten women and one out of ten men experience physical violence, stalking or sexual assault in an intimate relationship\(^6\).

What are the Types of Dating and Domestic Violence?

Physical abuse includes, but is not limited to, hitting, shoving, slapping, pushing, punching, burning, and stabbing. It can also include withholding someone from receiving needed medical care or medication.

Sexual abuse includes, but is not limited to, forced sex, and forcing someone to have sex without protection, with an object or with another person.

Psychological and emotional abuse includes, but is not limited to, controlling someone’s behavior or actions, isolating a person from friends and family; making threats against a person, his/her family, friends and pets; using social media to make threats; and verbal abuse.

Economic abuse includes, but is not limited to, taking a partner’s money, and, not allowing or disrupting their ability to work or go to school.
Definitions & Identifiers: Sexual Assault

What is Sexual Assault and how often does it happen?

Sexual assault includes rape or attempted rape, and any unwanted sexual contact or threats. Sexual assaults are most likely to take place with someone known to the victim as opposed to a stranger\(^7\). The majority of sexual assaults on college campuses take place in the residence of the victim (60\%)\(^8\). Between 20-25 percent of college women will experience a sexual assault during her college experience\(^8\). It is also important to recognize that false reports or allegations of rape take place in 2 to 3 percent of cases which is common to other crimes\(^8\).

What do you mean exactly by Sexual Assault?

- Sexual assault is a form of sexual misconduct. It includes non-consensual sexual contact, which includes unwanted touching or forcible fondling; non-consensual sexual intercourse which includes any form of intercourse (vaginal, anal and oral); and forced sexual intercourse, rape, forcible sodomy, sexual assault with an object, and/or sexual battery.
- Sexual misconduct also includes sexual harassment, sexual exploitation and sexual intimidation. Additional information about forms of sexual misconduct is provided in the Student Code of Conduct.

Additional Things to Know about Sexual Assault

Sexual assault takes place regardless of a person’s race, ethnicity, class, religion, sexual orientation, or place of origin.

More than 80 percent of victims know the assailant – this dispels the myth that the majority of sexual assaults and rapes are committed by a stranger.

Sexual assaults happen during the daytime as well as the evening.

Sexual assault is often underreported because of feelings of shame, fear of reprisal, thinking that the victim will not be believed, intimidation and threats, fear of law enforcement, and other reasons.

What do you Mean by Consent?

Consent is when a person clearly and decisively gives voluntary permission to engage in a specific sexual act without fear of reprisal or as a result of threats.

A person cannot give consent to engage in a sexual activity if she or he is under the age of 18 in the District of Columbia, mentally or physically incapacitated, sleeping, being threatened or coerced, or intoxicated by alcohol or drugs.

Just because a person has consented to one sexual act, does not mean that she or he has consented to other sexual acts at that time or any other time.

A person can withdraw consent at anytime during the sexual activity.
Definitions & Identifiers: Stalking

What is Stalking and how often does it happen?

Stalking is “a course of conduct directed at a specific person that would cause a reasonable person to feel fear”\(^9\). It has been found that 13 percent of college women will experience stalking in the first seven months of the academic year; however, over 80 percent of stalking goes unreported which means that it happens more often than reported\(^10\). Many women do not know that stalking is a crime which is one of the main reasons why it is underreported. Three out of four victims of stalking know the stalker and young people between the ages of 18 to 24 are at the highest risk of experiencing stalking\(^9\). One out of four victims is stalked via technology\(^9\).

What exactly is Stalking?

Examples of stalking behaviors include, but are not limited to:

- Waiting outside the victim’s class or residence
- Sending unwanted letters, phone calls, emails, texts, posts
- Following the victim
- Sending gifts
- Sending information to others about the victim
- Threatening the victim
- Vandalizing the person’s property
- Tracking the victim’s computer and internet use
- Posting improper messages on social media boards about the victim

National Stalking Resource Center Brochure

Traits of Stalkers

Common traits of stalkers include the following:

- The perception of being rejected
- Feeling teased, abandoned, or misled in some way
- Someone with extreme jealousy
- Someone who falls in love “instantly”
- Someone who is narcissistic
- Someone who is obsessive compulsive
- Someone who is deceptive and/or manipulative
- Something that feels socially awkward
- Someone unable to cope with rejection
- Someone who has difficulty taking “no” for an answer

These items were taken from “Stalking: A Handbook for Victims” by Emily Spence-Diehl \(^11\)
Protocols and Procedures: Resources and Referral Options

Medical Assistance
- Students can go to the Howard University Hospital for medical services.
- The Student Health Center can provide health services and referrals.
- A Sexual Assault Exam is available at Washington Hospital Center. The exam includes preventive treatment for sexually transmitted infections, pregnancy and evidence collection. The exam is conducted by a Sexual Assault Nurse Examiner (SANE) who is a Registered Nurse with advanced training and certification in conducting sexual assault exams.
- A rape kit and examination can be done for free at Howard University Hospital or Washington Hospital Center.
- A police report is not required to receive medical assistance.

Advocacy & Support Services
- Campus Safety First Project
  - On-Campus: 202-238-2382
  - Office of Student Services
    - 202-238-2420
  - University Counseling Services
    - 202-806-6870
  - DC Rape Crisis Center
    - 202-232-0789

Emergency Services
- On-Campus: HU Department of Public Safety
  - 202-806-1100
- Off-Campus: Metropolitan Police Department
  - 911

Housing or Academic Accommodations
- Office of Student Services
  - 202-238-2420
- Office of Residential Life
  - 202-806-6131

Advocacy, Support Services, Housing & Academic Accommodations
- The Campus Safety First Project (CSFP) provides information, referrals and connects students with an advocate, if requested.
- The Office of Student Services assists with academic and housing accommodations, referrals, disciplinary and judicial affairs.
- University Counseling Services provides individual and group counseling and psychotherapy, crisis intervention and consultation.
- The Office of Residence Life can assist with housing accommodations.
- DC Rape Crisis Center provides a crisis line, 24-hour advocacy, and counseling services.
- My Sisters Place provides a 24-hour crisis line and counseling services.

Emergency Services
- The Howard University Department of Public Safety provides 24-hour emergency services.
- Students can also call 911 for 24-hour emergency services from the Metropolitan Police Department.

Title IX Coordinator: Piper Malone, Esq., 202-806-2650
- Investigates and ensures Title IX Compliance and implementation of university policy and procedures

Additional Resource Information Can Be Found on Page 13
Protocols and Procedures: Reporting

Howard University encourages all members of the University community to report incidents of dating/domestic violence, sexual assault and stalking. Reports may be made to the following campus officials: Office of Student Services (202-238-2420), Title IX Coordinator (202-806-2650), Department of Public Safety (202-806-1100), and Office of Residence Life (202-806-6131), including Resident Directors. Students may also make a report directly to Metropolitan Police Department by dialing 911. The Department of Public Safety is required to report incidences of domestic violence to Metropolitan Police Department; however, sexual assault is reported to Metropolitan Police Department at the request of the victim. The Department of Public Safety Officers have been trained to sensitively emphasize the importance of preserving physical evidence. Howard University takes these incidences seriously and, when reported, will respond promptly and effectively.

The University will honor the survivor’s decision to file a formal complaint or to keep the matter confidential. However, if the survivor decides not to file a formal complaint, it will be explained that the incident will be documented for reporting purposes and requirements with required University officials; however, the identity of the survivor will remain confidential. Consent will be obtained from the student to file a formal complaint.

If there are other policy violations, such as alcohol and/or drug use, our primary goal is to keep student’s safe. The University will primarily focus on the issue of sexual misconduct and/or sexual assault. While other potential policy violations cannot be completely overlooked, the University will address these situations by focusing on educational and counseling resources for both parties on a case by case basis.

There is no time limit on filing a complaint when you feel or believe that this policy has been violated; however, it may be difficult to substantiate allegations made in a complaint brought after significant time has passed. Therefore, prompt reporting of incidences is encouraged.
Protocols and Procedures: Frequently Asked Questions

Does a complaint remain confidential?

- The privacy of all parties will be maintained to the greatest extent possible, while at the same time allowing the University to promptly respond and ensure that the University community is safe and a hostile-free environment. The University will honor the survivor’s decision to file a formal complaint or to keep the matter confidential. However, if the survivor decides not to file a formal complaint, it will be explained that the incident will be documented for reporting purposes and requirements with required University officials; however, the identity of the survivor will remain confidential. Consent will be obtained from the student to file a formal complaint.
- The University must statistically report the occurrence in an annual report of campus crime statistics. This statistical report does not include identifying information.

Will my parents be told?

- Whether you are the complainant or the responding student, the University’s primary relationship is to the student and not to the parent. In the event of major medical, disciplinary or academic jeopardy, students are strongly encouraged to inform their parents. However, parents are notified by the University as allowed by FERPA. For example, when an individual is a minor or when a student is expelled from the University, parent notification will take place.

Do I have to name the accused?

- If you want the University to investigate and/or initiate the Conduct Process, then yes you will have to name the accused party. Please consult the Office of Student Services (202-238-2420) and/or the Campus Safety First Project (202-238-2382) for more information about reporting.

What do I do if I am the responding student of a sexual misconduct complaint?

- Do not contact the alleged victim. You may contact the Office of Student Services (202-238-2420), who can explain the University’s procedure for dealing with sexual misconduct complaints. You may also want to talk with a counselor at Howard University Counseling Center (202-806-6870). Any student has the right to seek legal advice. Though legal counsel is not a participant in the University Review Process, students may consult legal counsel if they choose.

Will a student be sanctioned when reporting a sexual misconduct policy violation if she/he has illegally used drugs or alcohol?

- If there are other policy violations, such as alcohol and/or drug use, our primary goal is to keep student’s safe. The University will primarily focus on the issue of sexual misconduct and/or sexual assault. While other potential policy violations cannot be completely overlooked, the University will address these situations by focusing on educational and counseling resources for both parties on a case by case basis.
Judicial Process and Disciplinary Actions: Review Process

Howard University will process allegations of violations of this policy in substantially the same manner as it does allegations of violations of other University policies. Consequently, students are encouraged to review the Student Code of Conduct (link provided at the end of this manual). The University recognizes, however, the significant impact of domestic violence, dating violence, sexual assault and stalking on the lives of students. Howard University approaches all such situations with respect and concern for all involved, to review allegations without prejudgment or bias, and to provide a process that is prompt and consistent. Proceedings are conducted by judicial officers that have received training on sexual assault, domestic and dating violence, and stalking. As a result, the University will do the following:

- Take timely action to preserve the safety and well-being of all parties involved until a Hearing of the allegations can be held and/or the matter is appropriately investigated
- Make support services available to the Complainant and the Respondent during and after the Hearing is concluded, and to the extent it is consistent with Howard University’s role as an educational institution
- Preserve privacy to the extent it is reasonably possible to do so, balancing the privacy of the Complainant and the Respondent and Howard University’s commitment to prevent and correct issues of sexual assault, sexual misconduct, dating/domestic violence and stalking
- Investigate any allegations of domestic violence, dating violence, sexual assault and stalking promptly
- Balance the desirability of early resolution against the time needed for the Complainant and Respondent to adequately prepare for Hearings
- Listen to and hear the Complainant’s allegations and the Respondent’s response to them. Thoughtfully consider and make a decision based on fact-based information that is credible and relevant
- Recognize that the Complainant and Respondent can be accompanied to any related meeting or proceeding by an advisor of their choice and have the same opportunity to do so
- Issue sanctions which are commensurate with the policy violation when a Respondent is found responsible
- Prohibit retaliation against a Complainant who has reported a violation of this policy or testified in a Hearing, and provide an appropriate mechanism to report such retaliation if it occurs with additional sanctions applied to the Respondent
- Inform the Complainant and Respondent of the final results within one business day once an outcome is reached
- Provide those who report victimization (students and employees) with information in writing about their rights to notify law enforcement and to be assisted by campus authorities in doing so, and available resources both on- and off-campus
- Provide notification to those who report victimization (students and employees) of options for and assistance in changing academic, living, transportation, and working situations if requested and reasonably available
- Honor any lawful no contact or restraining order
## Campus, Off-Campus and Online Resources

* For all Howard University emergencies where you are unable to reach one of the offices below, call 202-806-1100 or 202-806-7777. The Student Health Center also has an emergency number (202) 806-6870, which is available 24 hours a day. Additionally students have the right to request emergency contraception and sexually transmitted infection services.

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<td><strong>On Campus</strong></td>
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<tr>
<td>Department of Public Safety</td>
<td>206-806-1100</td>
<td><a href="http://www.howard.edu/publicsafety/">http://www.howard.edu/publicsafety/</a></td>
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<td>University Counseling Service</td>
<td>202-806-6870 or 202-345-6709 or 202-714-7471</td>
<td><a href="http://www.howard.edu/services/counseling/">http://www.howard.edu/services/counseling/</a></td>
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<td>Title IX Coordinator- Piper Malone, Esq.</td>
<td>202-2650</td>
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<tr>
<td>Division of Student Affairs</td>
<td>202-806-2100</td>
<td><a href="http://www.howard.edu/studentaffairs/default.htm">http://www.howard.edu/studentaffairs/default.htm</a></td>
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<tr>
<td>Office of International Student Services</td>
<td>202-806-7517</td>
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<td><strong>Howard University Title IX Policy</strong></td>
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<td><strong>Howard University H-Book / Student Code of Conduct</strong></td>
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Judicial Process and Disciplinary Actions

Definition of Terms

- **Jurisdiction.** Any person who reports dating violence, domestic violence, sexual misconduct (including sexual assault), and/or stalking by a Howard University (HU) student on University property or at an official University function may ask the University to investigate and bring charges against the accused. Sexual assaults occurring off University property may also be considered for investigation. In considering whether to exercise off-campus jurisdiction in an individual case, the following may be considered: the seriousness of the alleged misconduct, whether the alleged survivor is a member of the University community, whether a crime has been reported to the criminal authorities, the risk of future harm involved, whether the off-campus conduct is part of a series of actions that occurred both on and off campus, and the ability of the University to gather evidence, including the testimony of witnesses.

- **The Hearing.** The complainant and the respondent will each, separately, work with the Office of Student Services throughout the adjudication of a complaint. During the time that the Office of Student Services investigation and hearing are underway, the complainant will be apprised of the status of the case by the Office of Student Services. S/he will be asked to describe what happened first by the Judicial Affairs Office, should there be a hearing. The Committee will hear all testimony and then render a decision about the case. If the respondent student is found guilty, the conduct committee will recommend disciplinary action against the respondent. All hearings are closed, expect to those persons directly involved (board members, complainant(s), the respondent(s), and witnesses), unless the board determines otherwise. Please note, in cases involving sexual abuse, sexual violence, sexual misconduct and/or sexual harassment, the Office of Student Services will work in coordination with the Title IX Coordinator to investigate, process and adjudicate this matter.

- **Presenting False Testimony.** Knowingly making false statements before, during or after the disciplinary adjudication process is a violation of the Student Code of Conduct.

- **Retaliation.** This policy and procedure manual also prohibits retaliation against a person who reports dating violence, domestic violence, sexual misconduct/assault, sexual harassment, and/or stalking; assists someone with a report of dating violence, domestic violence, sexual misconduct/assault, and or participates in any manner in an investigation or resolution of a dating violence, domestic violence, sexual misconduct/assault, and/or stalking report. Retaliation includes threats, intimidation, reprisals, and/or adverse actions related to employment or education.

- **Witnesses.** In those situations where a Howard University Department of Public Safety Officer(s) may have taken a report and/or investigated an incident relevant to the proceeding, the Office of Student Services, the Complainant or the Respondent may request that the Officer attend and/or participate in a hearing as a witness. Such attendance or participation will be permitted if it is determined by the Board or Hearing Officer that the Howard University Department of Public Safety Officer’s presence will facilitate the finding of facts. The complainant or the respondent student should contact Department of Public Safety directly to make such a request and, at the same time, notify the Office of Student Services of the request.
  - Only those persons with direct knowledge of the incident shall be allowed to appear as witnesses. No character witnesses are allowed.
- The Complainant carries the burden of proof to establish the guilt of the Respondent. The Respondent should be prepared to respond to charges against him/her with witnesses and/or documents, as appropriate.

- The purpose of disciplinary sanctions for violations of the Code is to educate students about responsible behavior as members of the Howard University community, to maintain order, and to protect the rights of others.

- Students found responsible for violating the Code are notified of any imposed sanctions by the Office of Student Services, which also monitors compliance with the sanction. Disciplinary Hearing Boards and Administrative Hearing Officers evaluate each case individually. Sanctions will be determined individually and should reflect the nature and severity of the offense.

Please note that the full policy and explanation of the disciplinary process can be found in the HBook.
Types of Disciplinary Actions

Howard University takes allegations of domestic violence, dating violence, sexual assault and stalking violations very seriously and will sanction those found responsible for these violations accordingly. Any student who is found to have violated the domestic violence, dating violence, sexual assault or stalking policy will be subject to disciplinary action up to and including suspension and/or expulsion. The full Student Code of Conduct can be found at the following link:

http://www.howard.edu/policy/academic/codeofconduct.htm

One or more of the following sanctions may be imposed for any violation of the Code. The failure to satisfy a sanction, as directed, can lead to the imposition of more severe sanctions, up to and including suspension or expulsion. Students who have not completely fulfilled their sanctions may be allowed to participate in General Mandatory Registration for the subsequent semester if all other financial and academic conditions have been met. However, their registration will be canceled if they fail to comply with all the stipulations of the sanctions within the time limit set. Below is a non-exhaustive list of disciplinary sanctions that may be imposed for violations of the Code:

A. Disciplinary Warning or Reprimand

A disciplinary warning or reprimand is an official written statement of censure. It is used when a student's behavior is unacceptable but is considered to be minor and/or unintended. It includes a warning that any other violation of the University's Code for which the student is found guilty will result in more severe disciplinary action. The written statement shall be delivered to the student, with a copy placed in his/her judicial file.

B. Requirement to Seek Counseling

This sanction may be imposed when a student is found guilty of engaging in disruptive or uncivil behaviors. In such cases, the student shall be required to provide evidence to the Office of the Dean of Student Services of attendance and completion of counseling by a qualified professional.

C. Participation In, or Conducting, Special Workshops, Classes or Seminars

A student may be required to participate in, or to develop, advertise and present special workshops or seminars related to a Code violation. In such a case, the student may be required to present a typed summary of the activity to the Office of the Dean of Student Services.

D. Mandatory University or Community Service

A student may be required to perform work assignments at the University or in the local community; this work is monitored by the Office of Student Services and the Office of Student Life and Activities for community service assignments.

E. Restitution

Restitution is reimbursement to compensate for personal injury, property damage, or misappropriation of University or other personal property. It may be in the form of money or services, subject to the discretion of the Hearing Officer or Disciplinary Hearing Board.
F. **Disciplinary Probation**

Disciplinary probation may be imposed for a limited term or indefinite suspension. A student who is under disciplinary probation will not be permitted to participate in intramural, intercollegiate or club sports, or student clubs and organizations. Such a student may not represent the University in any public function, competition, or performance, hold office in a student organization, or be eligible to join a fraternity or sorority. The violation does remain on the student’s record housed at the Office of Student Services.

Students receiving scholarships for any activities enumerated above may have that scholarship suspended or terminated. Decisions regarding scholarships will be made by the Vice President for Student Affairs in consultation with the Dean for Student Services and other appropriate University officials.

G. **Limited Term Suspension**

Suspension is appropriate in cases of serious misconduct or in cases when a student has violated a condition of disciplinary probation, or has failed to meet the stipulations of lesser sanctions. A student may be suspended from the University for the remainder of the semester, or summer session, in which the sanction is applied, or any portion thereof, for the next semester, or for any other additional periods determined appropriate by the University.

Suspensions are recorded on the student’s permanent record (official transcript). Students suspended from the University are required to return their student identification cards, room keys and other University property and shall be barred from the campus for the duration of their suspension. Exceptions may be granted to this prohibition by the Office of the Dean of Student Services, if it first determines that the barred student must enter University property for the purpose of conducting official business. If a student returns to the campus without permission during the period of suspension, his or her eligibility to be re-admitted to Howard University is jeopardized and such persons may also be charged with unlawful entry and, thereby, made subject to arrest.

H. **Indefinite Suspension**

Indefinite Suspension provides for all conditions described in Limited Term Suspensions, but does not give a specific date for the consideration of readmission of the suspended student. This sanction is used in cases of extremely serious misconduct when evidence of rehabilitation must be presented by the student and accepted by the Vice President for Student Affairs before the student is readmitted to the University.

I. **Expulsion**

Expulsion is the most severe sanction that the University may impose. Expulsion is permanent dismissal from the University. In addition, the student is not eligible for readmission to the University and is permanently barred from Howard University owned or operated property and from all University-sponsored events. Students expelled from the University are required to return any student identification cards, room keys, and other University property and must leave campus immediately upon notification of being expelled. If an expelled student returns to the campus, he or she will be charged with unlawful entry and may be arrested. An expelled student’s relationship with the University is severed permanently.
References


