

# University of Missouri

## Title IX Sanction Guide for Staff Respondents

The following Sanction Guide is for proceedings pursuant to 600.030 of the University of Missouri Collected Rules and Regulations against Respondents who are Staff members. Please note that this Sanction Guide should only be considered after a finding of responsibility has been made against a Respondent. This Sanction Guide has been developed to offer general sanctioning recommendations for violations of CRR 600.030, and to promote a level of consistency when imposing sanctions against Staff Respondents.

The suggested range of sanctions for any particular alleged violation of policy is just a suggestion; **at all times the full range of sanctions is available in any specific matter.**

The appropriate sanction in any one matter depends on the specific facts and circumstances in that matter. Decision-









## **CONDUCT VIOLATION:**

### **Dating Violence by a Staff Member**

Definition from 600.020: violence committed by a person: (A) who is or has been in a social relationship of a romantic or intimate nature with the victim; and (B) where the existence of such a relationship shall be determined based on a consideration of the following factors: (i) the length of the relationship; (ii) the type of relationship; and (iii) the frequency of interaction between the persons involved in the relationship.

### **Suggested Sanctions (listed in order of severity):**

Suspension without pay < Termination

### **Definitions of Suggested Sanctions:**

- x Suspension without pay: Separation of the Respondent from employment without pay for a definite period of time, after which time the Respondent is eligible to return.
- x Termination: Ending of employment of the Respondent.

## **CONDUCT VIOLATION:**

### **Domestic Violence by a Staff Member**

Definition from 600.020: violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of Missouri, or by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of Missouri.

### **Suggested Sanctions (listed in order of severity):**

Suspension without pay < Termination

### **Definitions of Suggested Sanctions:**

- x Suspension without pay: Separation of the Respondent from employment without pay for a definite period of time, after which time the Respondent is eligible to return.
- x Termination: Ending of employment of the Respondent.

### **Other possible sanctions:**

- x Warning: Verbal or written notice to the Respondent that there is or has been a violation of institutional regulations or a violation of the Code of Ethics.

