Organizations & the Conduct Process

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Holly Taylor
Associate Director, Office of Student Conduct
Lehigh University
Topics for Today

• The organizational conduct process
• Decision making
• Investigation methods
• How advisors can be a part of the process
The Conduct Process

- Report
- Investigation
- Charges
- Hearing
- Sanctions
Reports

- LUPD
- Bethlehem PD
- Students
- Parents
- Others (ex: landlords, Air B&B, other LEO, etc.)
- Anonymous
Decision Making: Determine Next Steps

- What is the alleged violation?
- What do we know/not know?
- Is there a threat to health/safety?
- What is the impact on individuals/community?
- How public is the incident?
- What is the precedent for this type of case?
- What chapter is it?
Investigation Methods

• Formal investigation
• Individual meetings with investigators
• Group meetings with investigators
• Internal investigation by organization
• Questionnaires
Examples of Organizational Charges

- Code of Conduct
  - Respect for self (alcohol/drugs: possession, consumption, distribution)
  - Respect for community (not calling or help, encouraging others to violate the Code, etc.)
  - Respect for law (disorderly house)

- Social Policy
  - Irresponsible distribution of alcohol
  - Unregistered party
Hearing Process

- Methods of resolution
  - UCOD (University Committee on Discipline)
    - Faculty, staff, students
  - Disciplinary conference
  - Sanctions Only Hearing
  - Resolution with administrator

- Organizational rights
  - Representation, observers, and prehearing meetings
Sanctions

• Primary
  • Warning, Probation, Deferred Dissolution, Dissolution, Termination

• Educational
  • Social probation, review/removal of members, suspension of privileges, educational programming, alcohol-free housing, etc.

• Restorative
  • Mediation, letter of apology, presentation of educational programming, etc.
Other Conduct Decisions

• Interim Action
• Medical Amnesty
How You Can Help

• Ask the chapter members questions about the situation and process
• Be honest with the chapter members and ask them to be honest with you
• Help them prep for their initial meeting with the office
• Be realistic about possible outcomes
• Call me with questions or concerns
Questions?

Holly Taylor
Associate Director, Office of Student Conduct

(610) 758-4632
hat214@lehigh.edu