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## 5-304 Sanctions

- A. In addition to any other interim or final action which may be taken to enforce this Code of Conduct, any person, whether a member of the university community or not, may be ordered to leave the university campus when the president, or such other officer or employee designated by the president to maintain order on the university campus, has reasonable grounds to believe the person is committing any act which interferes with or disrupts the lawful use of university property by others or has reasonable grounds to believe any person has entered upon the university campus for the purpose of committing such an act.
- B. One or more of the following sanctions may be imposed for violation of the disciplinary regulations set forth in ABOR Policy 5-303 (Prohibited Conduct):
1. **EXPULSION:** Permanent separation of the person from the university. As applied to faculty and other university employees, expulsion may involve dismissal and termination of employment or nonrenewal of an employment contract. An indication of expulsion will appear on the student's transcript or be maintained in the permanent file of the university employee. The person will also be barred from the university campus.
  2. **SUSPENSION:** Separation of the person from the university for a specified period of time. Permanent notification may appear on the student's transcript or in the file of the university employee. Except where any administrative decision under this Code of Conduct indicates otherwise, a person suspended under this Code of Conduct shall not participate in any university-sponsored activity, may be barred from the university campus, and where such person is a faculty member or other university employee, any suspension shall be without pay or other benefits incidental to the person's employment position.
  3. **PROBATION:** This sanction shall be applicable to students only and may include forfeiture of campus privileges for a definite period of time. Additional restrictions or conditions may also be imposed. Appropriate university officials shall be notified of the imposition of such sanctions.

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4. FORFEITURE: This sanction shall only be applicable to faculty members or other university employees, and shall include forfeiture of the right or expectation to an increase in pay, sabbatical leave, or summer employment for a definite period of time.
  5. WARNING: The person is warned that further misconduct may result in more severe disciplinary action.
  6. RESTITUTION: Payment to the university or to other persons, groups, or organizations for damages incurred as a result of the violation of this Code of Conduct.
- C. Imposition of any sanctions shall take into account the following:
1. Sanctions shall be imposed pursuant to the administrative procedures referred to in ABOR Policy 5-306 (Enforcement of the Code).
  2. Mitigating factors may be considered. Factors to be considered in mitigation shall be the present demeanor and past disciplinary record of the individual charged with a Code of Conduct violation, as well as the nature of the offense and the severity of any damage, injury or harm resulting from it.
  3. Repeated violations or an aggravated violation of any section of this Code of Conduct may result in the imposition of a more severe sanction.
  4. Attempts to commit acts prohibited by this Code of Conduct shall be subject to sanctions of the Code of Conduct to the same extent as completed violations.