

# Committee on Standards and Organizational Adjudication Committee

2013-2014 Annual Report

DARTMOUTH COLLEGE

# Committee on Standards and Organizational Adjudication Committee

## 2013-2014 Annual Report

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### Introduction to this Report

As an academic community, Dartmouth established [Standards of Conduct and our Honor Principle](#) to outline the behaviors we expect of one another and to uphold the values of our community. Acceptance of membership in this community confers an obligation to accept responsibility for our own actions, to respect the rights of others, and to contribute to an environment conducive to learning. Inside and outside of the classroom, the aim of this community is to develop critical thinking, integrity, self-reliance, sound judgment, appreciation of diversity, collegiality, and a sense of responsibility for each other and the broader world<sup>1</sup>. Harm or threat of harm to others is unacceptable and antithetical to our values and aims.

When student conduct is reported that, if proven true, would be a violation of our standards, the College intervenes to investigate the alleged misconduct, afford an opportunity for self-reflection, and repair harm where possible. The Committee on Standards (COS) and the Organizational Adjudication Committee (OAC) are given responsibility for the enforcement of conduct rules as they relate to undergraduate students and recognized undergraduate

<sup>1</sup> The values articulated in the Standards of Conduct are more fully explored in the Preamble of the Dartmouth Community Standards of Conduct and the College's mission statement.

organizations. The committees are drawn from the faculty, staff, and undergraduate students through appointment and/or election. The Judicial Affairs Office supports the work of the committees.

This annual report to the Dartmouth community presents the work of the COS, the OAC, and Judicial Affairs for the 2013-2014 Academic Year (July 2013-June 2014). Access to this report has expanded this year to include families, alumni, and other stakeholders as they share our interest in the well-being and success of students and are partners in advancing the mission of the College. The purposes of this report are:

- to share a broad overview of undergraduate conduct at the College;
- to promote transparency in our systems of holding students and student organizations accountable; and,
- to engage the community in the prevention of conduct that harms individuals, our learning community, and the integrity of the degrees that we award.

## Respect for Privacy

Information in this report is purposefully presented in the aggregate. The goal of transparency within our conduct process is rightfully balanced by regard for the privacy of the individuals involved. This report is not intended as a forum for discussion of individual cases and we discourage speculation about the identity of individuals.

## Committee Functions

The Committee on Standards (COS) is authorized:

- to act as the appellate body for academic suspensions and separations;
- to hear appeals of certain registrarial actions;
- to investigate and adjudicate allegations of academic dishonesty; and,
- to investigate and adjudicate other misconduct if a sanction could result in the suspension or separation of a student from Dartmouth.

Examples of misconduct referred to the COS include violations of the Honor Principle, sexual misconduct, driving under the influence of alcohol or other drugs, trafficking or distribution of drugs, physical assaults, and arson. In some instances, a case is referred to the COS because a student has a history of repeated misconduct.

The Organizational Adjudication Committee (OAC) responds to reports of misconduct by undergraduate student organizations. Student organizations at Dartmouth benefit from a range of administrative, advisory, and financial support. At their best, they present avenues for students to develop leadership skills, explore shared interests, and enrich our campus culture. As stated in the Group Accountability Policy<sup>2</sup>, the conduct of individuals functioning as a member or leader of a particular student organization may have consequences for the organization. The most commonly heard organizational allegations are service of alcohol to underage students and other violations of the Social Events Management Procedures. Allegations of hazing are also referred to the Hanover Police Department.

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<sup>2</sup> The Group Accountability Statement <http://www.dartmouth.edu/~uja/account.html> presents the College's position on the responsibility for the conduct of officers and members of undergraduate student organizations. Newly elected presidents are encouraged to speak with their advisor or Judicial Affairs to learn if the organization has a history of misconduct.

## 2013-2014 Committee on Standards Case Summaries

### Academic Actions

Students who are suspended or separated (i.e. expelled) from the College for unsatisfactory academic performance may request review of those actions. Such requests for review are heard by a COS panel of two members of the faculty and one administrator. The process is led by a non-voting chair.

During the 2013-2014 academic year, 30 students requested review of their academic suspensions or separations from the College. The COS approved 53% of these requests allowing students to continue their enrollment on academic probation with clearly defined academic recovery plans or to take a medical withdrawal in lieu of suspension or separation.

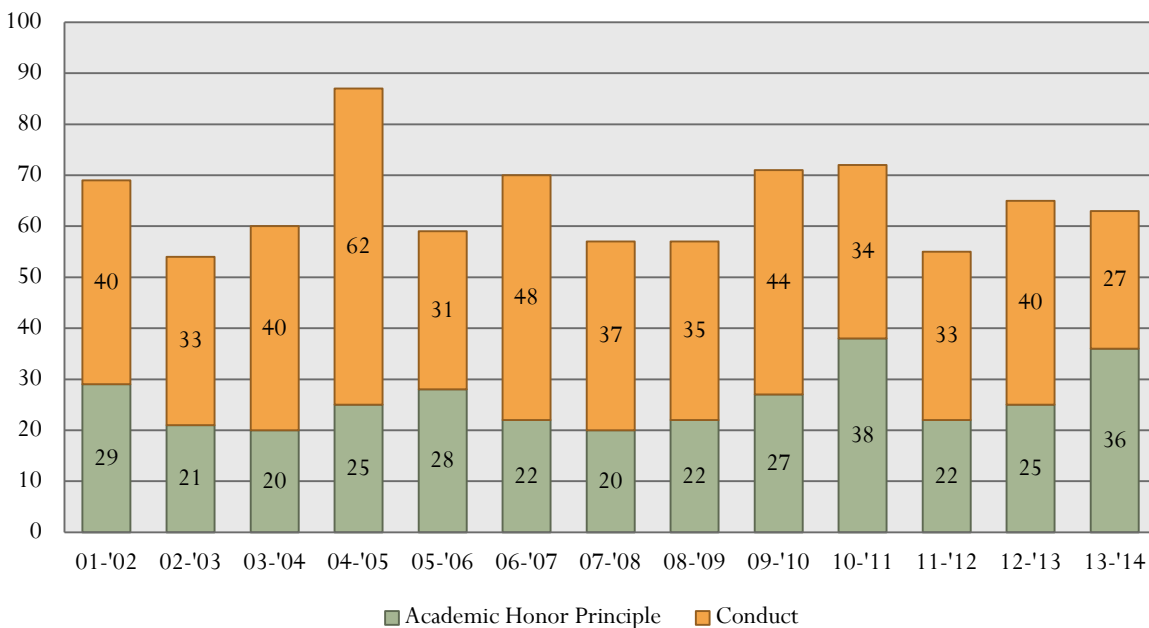
### Registrarial Appeals

Five students requested review of registrarial decisions concerning sophomore summer residency requirements or late withdrawal from a course. A COS panel of one student, one faculty member, and one administrator consider such appeals. The process is led by a non-voting chair. The COS approved one request during the 2013-2014 academic year when a student presented new information that had not been available at the time of the Registrar's decision.

### Overview of Honor Principle and COS Conduct Cases

As illustrated in the table below, the number of cases heard by the Committee on Standards has ranged from a low of 54 cases in the 2002-2003 academic year to a high of 87 cases in 2004-2005. Of the sixty-three cases referred to the Committee on Standards in the 2013-2014 academic year, 57% were Honor Principle cases. As discussed later in this report, the COS saw a marked increase in the number of sexual misconduct reports referred to Judicial Affairs during the 2013-2014 academic year.

**Number of COS Cases by Academic Year: 2001-2014**



## Academic Integrity

Thirty-six academic honor principle cases were referred to the COS. 44% of those cases involved plagiarism (examples include absent or insufficient citation of sources, incorrect use of paraphrasing, “cutting and pasting” the work of other authors into a paper, etc.); 39% involved cheating (examples include using a cell phone during an exam, referring to reference material during a take-home exam, correcting work on an exam and asking for it to be re-graded, etc.); and, 17% involved unauthorized collaboration (examples include sharing data, problem sets, or code outside of what was permitted).

Learning is short-changed when we substitute the work of another for our own intellectual effort through cheating, plagiarism, or unauthorized collaboration. We fail ourselves by missing an opportunity to deepen our understanding of a concept, to practice or apply skills, or to produce creative work. An attempt to gain credit for work that is not our own is also unfair and disrespectful to our peers who have grappled with an assignment, paper, exam, etc. and to our faculty who have invested substantial intellectual energy into the creation and teaching of a course. When work is misappropriated from another scientist, artist, or author, we steal their ideas, words, and work. Lastly, academic dishonesty devalues the integrity of Dartmouth's degrees.

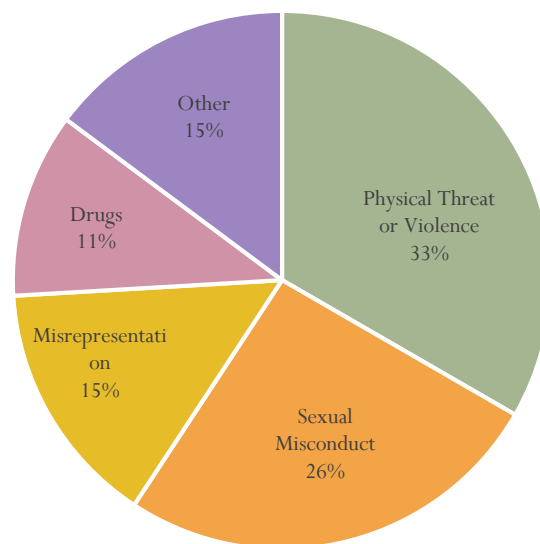
The students responding to allegations of academic dishonesty routinely described stress, fear of not meeting a deadline, "sloppy" writing habits, failure to organize their time effectively, and lack of understanding of how to cite or paraphrase in an academic paper as factors that contributed to their choices to submit work that was not their own. These are topics for all students to discuss with advisors, faculty, and family – few students had discussed these habits or perceived pressures with anyone prior to the allegation. The COS reminded several students that the stressors that they are describing as undergraduates do not abate in graduate school or as an employee following graduation. [RWIT](#), the [Academic Skills Center](#), [Counseling and Human Development](#), [Research Librarians](#), and faculty advisors serve as resources for students looking to build strong academic habits and healthy coping strategies *before* a looming deadline or an exam question one cannot answer. Academic stress is real and no student should feel they are alone in managing it.

## Conduct Referrals

The COS met with nine undergraduates to discuss allegations of causing harm or threatening to cause harm. In most of these cases, the respondent physically harmed another student while intoxicated.

Seven undergraduates responded to allegations of sexual misconduct ranging from reports of unwanted touching, to making on-line threats, to non-consensual penetration. In three of these hearings, the Committee was called upon to ascertain if the reporting party was incapacitated due to intoxication and thus unable to give valid consent. In five of these hearings the responding student reported that they were intoxicated and/or high at the time.

Allegation Type as Percentage of All Cases



Three students responded to allegations that they were in possession of illegal substances with the intent to distribute to other students.

Four students were charged with misrepresenting information to their faculty in the course of explaining missing work, excusing multiple absences, or when requesting extensions. Although academic misrepresentation is not charged as a violation of the Academic Honor Principle, the COS sees the effort to deceive a faculty member and seek an unfair advantage over other students as similar.

Four students responded to a variety of other allegations including installing key logger software on public terminals that collected user names and passwords, driving under the influence, and/or disorderly conduct that had the potential to cause harm to another.

### Summary of COS Hearing Outcomes

64% of respondents admitted responsibility for the alleged misconduct prior to a hearing. If a student accepts responsibility, s/he has the option of requesting to meet with an individual hearing officer. That request is typically approved if there are no questions of fact to be resolved. 79% of students who admitted responsibility requested individual hearings. If a student denies the allegation or prefers a committee hearing, they meet with two students, two faculty members, one administrator, and a non-voting chair. Students may be accompanied by an advisor and observer, but are expected to speak on their own behalf. 11% of the charged students were found not responsible in committee hearings.

The table below presents the frequency and percentage of outcomes and sanctions.

2013-2014 COS Hearing Outcomes		
Finding or Sanction	Frequency	% of Cases
Not Responsible	7	11%
Warning	4	6%
Reprimand	1	2%
Probation	13	21%
Suspension	35	56%
Separation	3	5%
<b>Totals</b>	<b>63</b>	<b>100%</b>

Students who receive a reprimand, warning, or period of probation may continue their enrollment at the College. In many instances, the COS also expects completion of a behavioral assessment (ex. alcohol use/abuse) or an educational requirement (ex. working with RWIT to review paraphrasing). A suspension is imposed for a specified number of terms responsive to the individual circumstances of the case and may also include an educational component. The longest period of suspension imposed during the 2013-2014 term was for six terms. Separation is permanent removal from the College community (i.e. expulsion).

Factors that inform sanctions included the conduct itself, an evaluation of intent, degree of harm or potential harm, credibility of the student, and history of prior misconduct. Two of the three students separated had previously served a suspension; this conduct history informed the Committee's choice to separate them from the College.

### Sexual Misconduct Reporting: A Closer Look

There was a significant increase in the number of reports of sexual misconduct made to Judicial Affairs this year. In the preceding 11 years, the Committee on Standards heard, on average, three sexual misconduct cases per year.

During the 2013-2014 academic year, 17 people reported sexual misconduct involving undergraduates to Judicial Affairs. There was an additional report of sexual misconduct by a graduate student referred to the Graduate Studies conduct committee.

Some readers may question how the reports made to Judicial Affairs relate to the crime numbers recorded in the annual security report. There is not, and should not be, an exact match between these numbers and those recorded in the [2014 Annual Security and Fire Safety Report](#) for several reasons:

1. The reported misconduct did not happen in the geographic areas defined by the Clery guidelines and thus should not be reported in that report.
2. The reported misconduct happened in a previous year.
3. The reported misconduct meets Dartmouth’s definition of “sexual misconduct”, but doesn’t meet the Clery definition of a “sex offense”. An example of this is an on-line threat of a sexual nature.
4. A report is made to a Campus Security Authority or to Safety & Security and counted in the Annual Security Report, but the reporting person asks that it not be referred to Judicial Affairs.
5. The reporting year cycle for the COS annual report and Annual Security report are different (July-June versus January 1-December 31).

All of the reports shared with Judicial Affairs were forwarded to Safety & Security. Reports are also shared with the Hanover Police Department although identifying information can be kept confidential if requested by the reporting party. The College actively supports any person wishing to make a report to the police about sexual misconduct by members of our community.

We do not believe that increased reports to the College reflect an increase in the number of incidents, rather an increased willingness of men and women to report their experiences, seek support, and in some instances to participate in an adjudication process. This may stem from the attention given to the issue of sexual assault on campus and nationally in the past year.

Throughout the 2013-2014 year, the College engaged in a review of our sexual misconduct policy and approach to adjudication that resulted in the adoption of [new disciplinary procedures](#) and expanded definitions of prohibited conduct. Student, staff, faculty, and alumni continued to advocate for reporting, education, support, and policy change as individuals or collectively through organizations like the Student and Presidential Committee on Sexual Assault and Dartmouth Change. The College also participated in two compliance audits. The first was a routine audit of our Title IX obligations and the second was in response to complaints about our crime-reporting practices as required by the Jeanne Clery Act. These audits happened against the backdrop of increased federal engagement - including the work of the White House Task Force to Protect Students from Sexual Assault.

Under our new sexual assault policy, the Committee on Standards will continue to adjudicate reports of undergraduate sexual misconduct that occurred before June 17, 2014. Reports of sexual assault and other types of

### Disposition of 2013-2014 Sexual Misconduct Reports

Disposition	Number of Reports	Number of Named Students
Student was not identified	2	Unknown
Reporter withdrew from process	1	1
Resignation	4	2
Administrative Hearing	1	1
COS Case	9	7
Graduate Conduct Board Case	1	1
<b>TOTALS</b>	<b>18 reports</b>	<b>12 named students</b>

sexual misconduct (including retaliation) will be referred to independent investigators for undergraduate *and* graduate students if the conduct happened on or after June 18, 2014.

## Administrative Hearings & Educational Resolutions

The Office of Judicial Affairs responds to all reports of undergraduate misconduct. Reports are most often received from Safety & Security (though the initiating call is often from a student). The majority of the reported behavior, if true, would not result in a suspension from the College so is resolved through an administrative hearing or through an

### Administrative Hearings:

#### Number of Allegations

Alcohol Policy Violations	345
Disorderly Conduct	56
Other Drugs	50
Unauthorized entry	24
Failure to Comply	22
Misappropriation (Theft) or Damage of Property	14
Misrepresentation	8
Physical Threat or Violence	7
Weapon Policy Violations	6

or other alcohol education intervention in lieu of conduct action. If a student is reported for a first violation of the alcohol policy, they are also referred for alcohol education. In these instances, no conduct sanction is issued unless it is found that the student is responsible for other misconduct (ex. providing false identification, damage to property, unauthorized entry into another student's room, etc.).

During the 2013-2014 academic year, Judicial Affairs applied the Good Samaritan Policy for 94 students. 147 students participated in alcohol education as a result of a first violation of Dartmouth's Alcohol Policy. 83 students who received a disciplinary sanction for other violations of College policy were also required to complete alcohol education. Additional information about outcomes is presented in the accompanying chart.

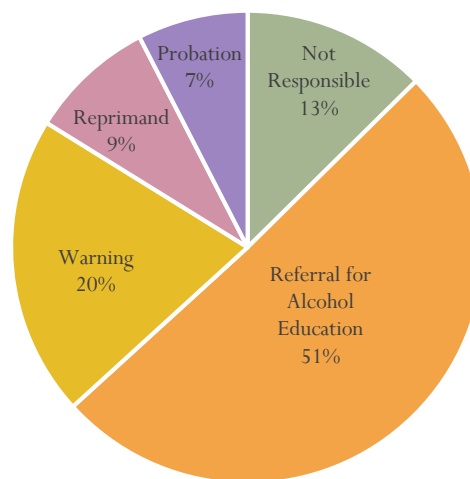
After alcohol, marijuana is the next most common drug described in reports. Inhalant use – particularly nitrous oxide – also comes to our attention. It is mentioned in this report, as we are

alternate resolution (ex. referral to drug or alcohol education, restitution for damages, etc.). During the 2013-2014 academic year, Judicial Affairs responded to 477 such reports. The types of allegations responded to are presented in the table below (students may have been charged with more than one policy violation).

Violations of the College's alcohol and other drug policy comprise the majority of reports. The remainder of this section describes the Good Samaritan Policy, other alcohol policy violations, and concludes with observations as to how students can minimize risks.

The Good Samaritan Policy is a medical amnesty program wherein if a student or a friend calls for medical assistance - despite their public intoxication or underage drinking - the student can choose to complete a Brief Alcohol Screening and Intervention for College Students ([BASICS](#))

### Administrative Hearing Outcomes 2013-2014





concerned that students describing their inhalant use may not fully understand the effects on their cognitive abilities and [the associated health risks](#).

We will also continue to discuss with students the safety risks of unauthorized entry onto roofs. Falls, from roofs or other structures, account for some of our more serious student injuries.

## Family Notification

Judicial Affairs communicates with families if their student is responding to COS level allegations, when a COS case is resolved, and when the outcome of an administrative hearing results in a period of Probation. Parents and guardians may also be contacted by a staff member, usually an undergraduate dean, if the College is aware of transport to the emergency room for alcohol or other drugs or if a student is taken into custody by the local police.

## Organizational Misconduct

Student organizations are subject to the same conduct rules as individual students. If the alleged conduct is serious or there is a history of repeated misconduct, the matter is referred to an OAC panel consisting of three students, two faculty members, and two administrators led by a non-voting chair. Other reports are addressed in an administrative hearing with a member of the Judicial Affairs staff.

There were 25 cases of organizational misconduct during the 2013-2014 academic year. Although we do not release information about individual student conduct cases, the College does disclose information about organization conduct cases (without naming individuals). Our premise is that such disclosures provide a tool to students and their families so they may make informed choices about new or continuing involvement with student clubs, teams, or organizations. The full list of organizations who responded to misconduct reports is included in Appendix A of this report. In summary, Greek letter organizations accounted for all but one case.

Conduct Cases by Organization Type	
Fraternity	17
Sorority	7
Athletic Team	0
Non-Greek Organization	1

The most common organizational allegation was a violation of the College's alcohol policy in one or more ways. Examples of such violations include providing service to underage students, serving a punch, serving intoxicated guests, insufficient oversight of their service of beer or liquor, or hosting unregistered events.

Reducing the number of physical assaults, reports of sexual misconduct, injuries, emergency room visits, and arrests following events where alcohol is served is an important, and we hope shared, objective. Organizations who choose to serve alcohol at their events are wise to refuse entry or service to intoxicated persons, have sober

people monitor behavior and intervene when appropriate, and call for assistance when necessary. The Good Samaritan Policy can be requested by organizations on behalf of their guests. Responsible and legal service of alcohol also reduces social host liability risks for the organizations, their officers, and their members.

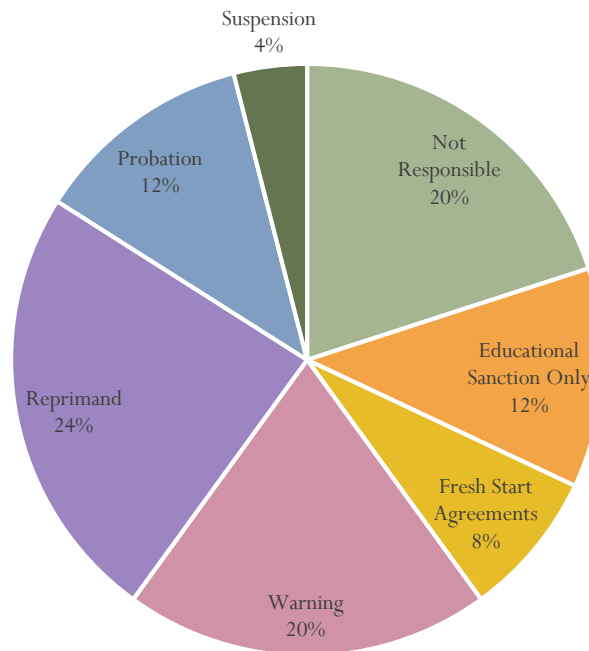
There are examples of Greek organizations who are piloting new party management approaches including hiring third-party security to check IDs, hosting smaller events that they can more effectively manage, making open parties dry, restricting access to private bedrooms during parties, and being quicker to intervene when they witness threatening or dangerous behavior. These groups are to be commended for their efforts.

Two organizations, Beta Alpha Omega and Kappa Kappa Kappa, admitted to conduct by their members that violated the College’s hazing policy. The Hanover Police Department was notified of the reports. The College approved “Fresh Start” agreements for both organizations whereby they participated in an internal and external review of their treatment of new members and are taking corrective actions. Beta Alpha Omega served a temporary suspension of chapter activities during the initial review of their actions. Any subsequent reports of hazing by these organizations will be referred to the Organizational Adjudication Committee (OAC) who have the authority to suspend or derecognize student organizations.

### Organizational Conduct Outcomes

The chart below presents the outcomes of the 25 hearings held by the OAC or Judicial Affairs during the 2013-2014 academic year.

Organizational Misconduct Outcomes 2013-2014



The educational sanctions noted were a pilot developed in partnership with Health Promotions and the Greek Letter Organizations and Societies (GLOS) offices. In response to the first alcohol policy violations in some years, three organizations agreed to have their enrolled members participate in the BASICS alcohol intervention program.

Judicial Affairs has noted initiatives by the Greek Leadership Council to promote peer accountability through restrictions on first-year student attendance at events where alcohol is served during the first few weeks of the term, a sexual misconduct policy, and the development of a conduct board. These seem to be promising efforts that could reduce high-risk behavior to the extent that the organizations and their members make genuine efforts to comply and are willing to report perceived infractions by others.

## Acknowledgement

COS and OAC members are students, faculty, and staff at Dartmouth who represent our community by election or appointment. The data presented in this report cannot adequately capture the consideration for individual students and commitment to Dartmouth that they bring to their work. In particular we wish to acknowledge the contributions of our faculty members whose terms of service have expired and our recent graduates. Thank you.

## Accessibility

This report can be made available in alternative media. Contact our staff at (603) 646-3482 or [Judicial.Affairs@Dartmouth.edu](mailto:Judicial.Affairs@Dartmouth.edu) for more information.

## Feedback

This report aimed to:

- share a broad overview of undergraduate conduct at the College;
- promote transparency in our systems of holding students and student organizations accountable; and
- engage the community in the prevention of conduct that harms individuals, our learning community, and the integrity of the degrees that we award.

We welcome your feedback and suggestions via e-mail to [Judicial.Affairs@Dartmouth.edu](mailto:Judicial.Affairs@Dartmouth.edu). In your e-mail, please let us know if you are a current student, parent/guardian, alum, faculty, or staff member and how future reports can better meet the described objectives.

# APPENDIX A

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## Organizational Conduct Records

The three year conduct history of an organization is considered in determining an appropriate sanction. Organizations are strongly encouraged to consult with their sponsoring department and/or Judicial Affairs during periods of officer transition to review their conduct history.

The following organizations were subject to conduct sanctions and/or education requirements during the 2013-2014 Academic Year. Organizations noted in bold have been found responsible for three or more violations in the past three years. Organizations with an asterisk have entered into a Fresh Start Agreement acknowledging conduct in violation of the College's Hazing Policy.

### COSO Recognized Organizations

Friday Night Rock

### Fraternities

**Alpha Chi Alpha**

**Alpha Delta**

Beta Alpha Omega\*

**Bones Gate**

**Chi Gamma Epsilon**

Chi Heorot

Gamma Delta Chi

Kappa Kappa Kappa\*

**Psi Upsilon**

**Theta Delta Chi**

### Sororities

**Alpha Phi**

Delta Delta Delta

Epsilon Kappa Theta