OSCR Mission

We provide adjudication, mediation, and referral services to promote the effective resolution of conflict within the University community.

- Maintain a University environment which is conducive to academic success.
- Promote a safe and secure campus by protecting the rights of all members of the University community.
- Encourage students to assume self and social responsibility.
- Provide opportunities for individual growth and development.
- Enhance decision making and conflict resolution skills.
- Advance ethical values development.
Primary Functions

- Mediation Services
- Tolerance Program
- Student Discipline Process
Mediation Services

- Formal Mediation and “Conflict Coaching” services
  - Neutral third party works with disputants to assist them in resolving their dispute
  - Walk-in service where possible
  - At least one disputant must be a registered student
- Class Presentations
  - Sources of conflict, conflict styles, resolution skills
Mediation Services

- **Team Action Planning**
  - Instructors offer extra credit to group project teams to go through training
  - Several meetings at the start of term and an agreement to return if there are problems

- **Restorative Justice**
  - An off-shoot of the discipline process

- **Training for mediators** – Certificate Program
Tolerance Program

- **Purpose**: To respond to acts of intolerance in the campus community, mitigate their impact on the victim and community, and educate the community about the institution’s values of civility and inclusion.

- Reports can be made in person and anonymously via the webpage.

- Bias Incident Investigation Team meets weekly.
Tolerance Program

- Response
  - Meetings with the alleged victim, respondent, and affected members of the community
  - Suggestions for community response
- Report statistics of campus incidents
  - 46 reports in 2008-2009 school year
Tolerance Program

08-09 Report

Number of Incidents Reported by Bias Type

- Sexual Orientation: 26%
- Race/Ethnicity: 22%
- Sex: 11%
- Religion: 4%
- Multiple Classifications: 13%
- Unclassified: 24%
Student Discipline

- Respond the student violations of the STUDENT CODE (http://www.admin.uiuc.edu/policy/code/)
  - Disciplinary (Hearing) Officers
  - Subcommittees on Student Conduct
  - Senate Committee on Student Discipline
Guiding Principles:

- Encourage SAFE, LOW-RISK, RESPONSIBLE decision making
- Encourage responsible citizenship
- Encourage learning and growth

Most often, violations are resolved by mutual consent without a formal hearing
Student Discipline

Discipline Process

- Complaint filed
- Charge Notice
- Hearing Officer meeting
  - Acceptance of Case Disposition
  - Sanction Letter
- Expedited Case Disposition
- Subcommittee hearing
A Word about Jurisdiction

- The SCSD may accept jurisdiction wherever the University’s interest is substantially affected...
  - Any situation where, if prosecuted, would be considered a crime against persons
  - All situations involving drugs and alcohol
  - No geographic boundary
Common Violations of the Student Code

- Alcohol violations
  - Underage use, abuse, providing to minors, use of false ID
- Physical violence
  - Fighting, domestic abuse, sexual misconduct, threats, stalking
- Drug violations
  - Possession and sale
- Failure to Comply
  - Running from police, failing to abide by sanctions
- Theft and damage
  - Public and private
- Computer violations
  - Theft of information, copyright
Formal Sanction Options

- University Reprimand
- University Censure
- Conduct Probation
  - Internal
  - Conduct Probation
- Suspension
- Dismissal
  - No Expulsion at UIUC
- Formal Sanction in abeyance
- Withholding a degree
Student Discipline

- Other tools
  - No Contact Orders
  - Boundaries and restrictions
  - Behavioral Intervention Team
    - Behavior which is disturbing and alarming
  - Classroom Disruption
  - Failure to comply with staff requests
Discipline Statistics 2008-2009

- **1754** total cases (all violations)
  - 75% male
- **1581** Hearing Officer Cases
  - 787 minor with alcohol
  - 46 false IDs
  - 67 disruptive behavior with alcohol
  - 90 Drug violations
  - 150 Theft and Damage
  - 90 Physical Abuse or threats
  - 63 providing alcohol to minors
  - 19 DUI
  - 3 Sexual misconduct
  - 8 Weapons violations
- **100** SUSC cases (Undergraduate)
  - 53 Drug violations
  - 9 Theft and Damage
  - 27 Physical abuse
  - 12 Failure to comply with sanctions
  - 8 minor with alcohol
  - 6 disruptive behavior with alcohol
  - 3 Sexual Misconduct violations
  - 4 Weapons violations
- **6** SGSC Cases (Graduate)
  - 2 physical violence, abuse
  - 3 Theft of property
  - 1 Falsification of University documents
Sanctioning in “typical” incidents

- No situation is “typical”; aggravating and mitigating factors
- Assumes total compliance and acceptance of responsibility
- Assumes no disciplinary history
“Typical” Sanctions

- **Alcohol**
  - Distributing Alcohol to Minors = Conduct Probation for one year
  - Driving while intoxicated = Conduct Probation until Graduation
    - Zero Tolerance = Conduct Probation for one year

- **Drugs**
  - Use of cannabis = Conduct Probation until graduation
  - Use of other drugs = dismissal for one semester
  - Sale = dismissal for 2 years

- **Violence**
  - Mutual combatants = Conduct Probation for 2 years
  - Attack = dismissal, 1 year
Student Discipline

“Typical” Sanctions

- **Weapons**
  - Non-lethal/possession = Censure
  - Non-lethal/use = Conduct Probation for one semester
  - Lethal/possession = Conduct Probation for two years
  - Lethal/use = Dismissal for 2 years

- **Fire**
  - False fire alarms = Dismissal for one year
  - Recklessness = Dismissal for 1 year
  - Arson = Dismissal for 3 years

- **Sexual Misconduct**
  - Touching = Dismissal for 1 year
  - Penetration = Dismissal for 2 years
Student Discipline

Educational Sanctions

- AODO Referral
  - CAAP
  - SAW
  - Discovery Group
  - Individual sessions
- Reflective essays or research papers
- Alternative to Violence
- Mandated Service

- No Contact directives
- Journals
- Programs/presentations
- Restitution
- Probationary Review meetings
- Letters of apology
- Other restrictions
Discipline Statistics 2008-2009

- 1754 total cases (all cases)
- 1581 Hearing Officer Cases
  - 722 Reprimand
  - 263 Censure
  - 329 Conduct Probation
  - 1033 Essays
  - 379 AODO programs
  - 176 Mandated Service
  - 17 Alternatives to violence
  - 17 Restitution
  - 538 e-CHUG
- 100 SUSC cases (Undergraduate)
  - 52 Dismissals
  - 48 Conduct Probation
  - 33 Trespassed from Campus
  - 17 Mandated Service
  - 20 AODO Referrals
  - 12 Essays
- 6 Graduate Committee cases
  - 4 Dismissal
  - 2 Conduct Probation
Student Discipline

● Benefits of Formal Discipline
  ● Established process with clear decision points
  ● Formalizes boundaries and expectations
  ● Lays the groundwork for success of student or removal of the student
  ● Requires confrontation as a positive
Office for Student Conflict Resolution

- Functions
  - Mediation
  - Tolerance
  - Student Discipline

- Visit [www.conflictresolution.edu](http://www.conflictresolution.edu) for more information