

# Office for Student Conflict Resolution

Division of Student Affairs  
300 Turner Student Services Building  
[www.conflictresolution.uiuc.edu](http://www.conflictresolution.uiuc.edu)  
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# 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

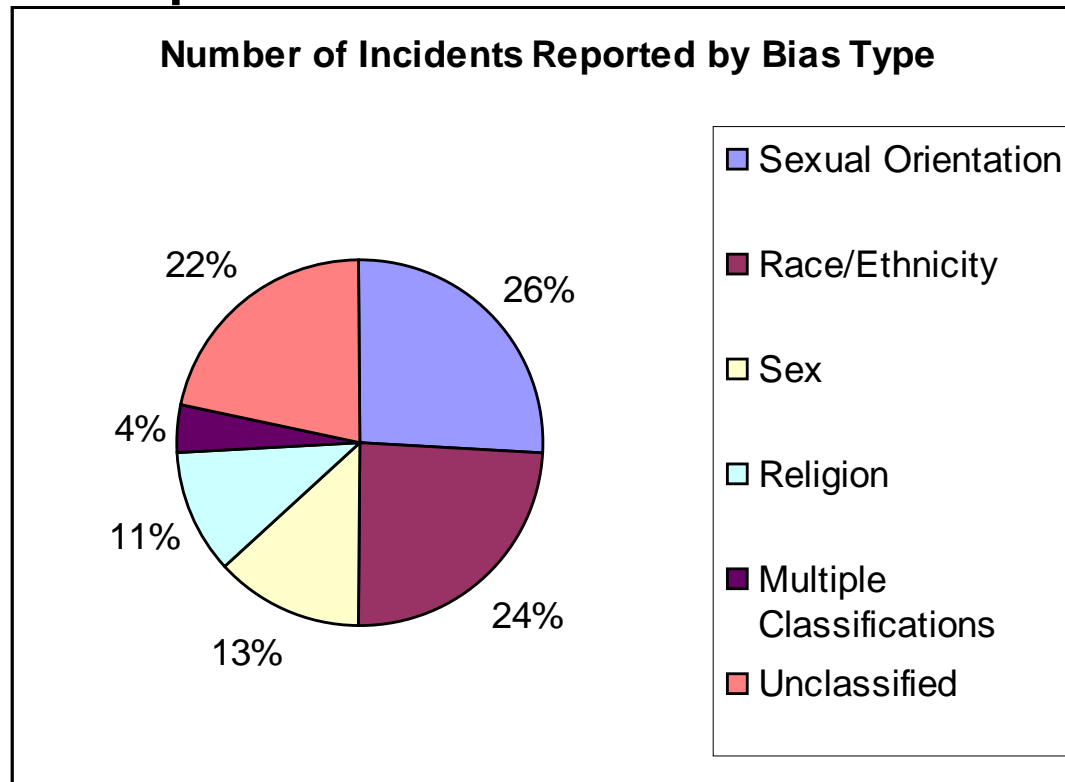
- Purpose: To respond to acts of intolerance in the campus community, mitigate their impact on the victim and community, and educate the community about the institution's values of civility and inclusion.
- Reports can be made in person and anonymously via the webpage
- Bias Incident Investigation Team 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



# Student Discipline

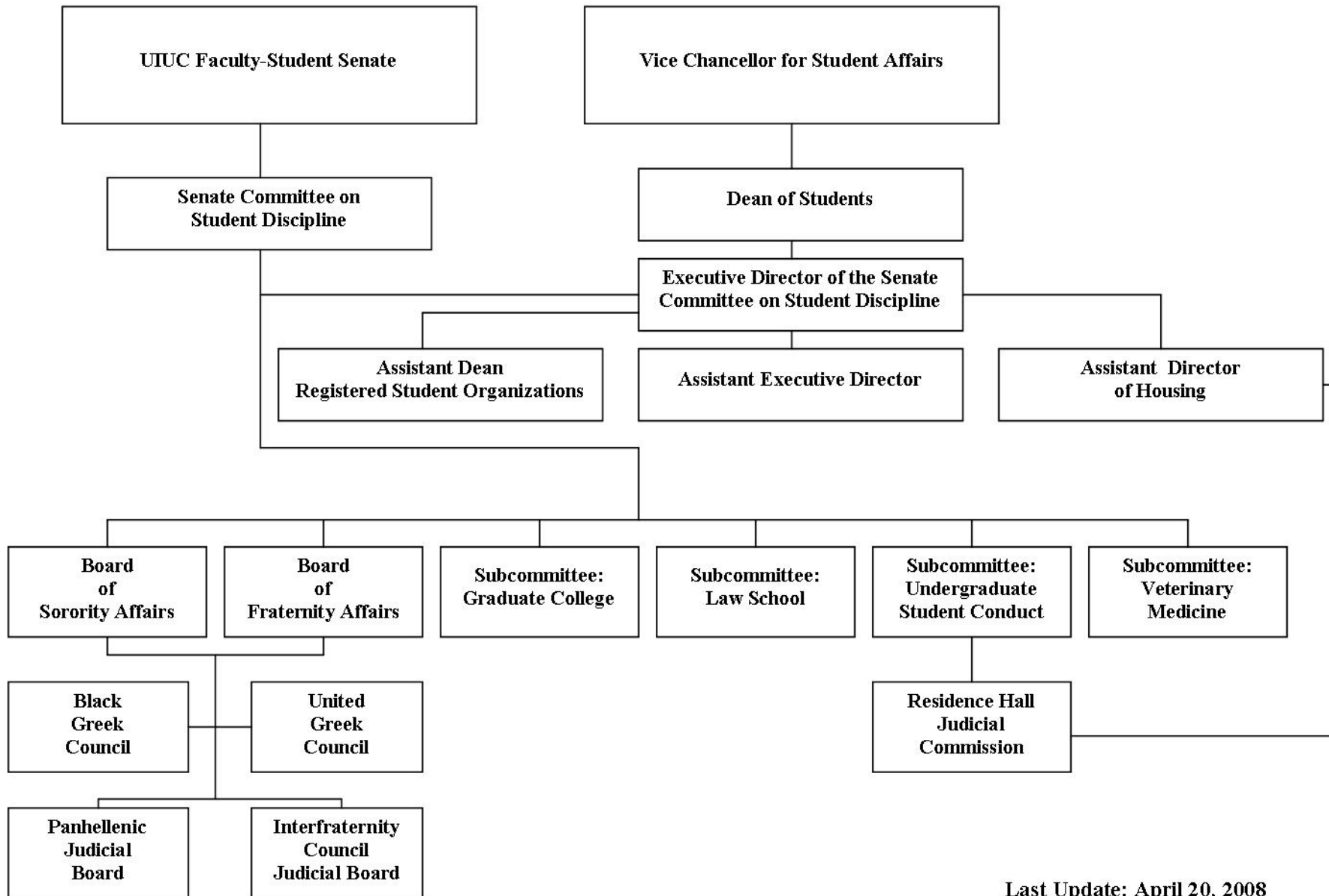
- Respond to the student violations of the **STUDENT CODE**

(<http://www.admin.uiuc.edu/policy/code/>)

- Disciplinary (Hearing) Officers
- Subcommittees on Student Conduct
- Senate Committee on Student Discipline

# Student Discipline System

## University of Illinois at Urbana-Champaign



# 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

# Student Discipline

## **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

# Student Discipline

## 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

# Student Discipline

## 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

# Student Discipline

## Sanctioning in “typical” incidents

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

# Student Discipline

## “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