



STUDENT GROUP GUIDANCE FOR MEMBER EXPECTATIONS AND ACCOUNTABILITY

To promote clear expectations and accountability amongst members, student groups should consider defining community standards and member requirements and incorporating proactive and reactive measures in their formal membership documents.

1) Establish expectations of members in your student group

- A) Establish positive behavioral expectations as well as clear communication about behavior that is not tolerated.
- B) Consider requiring members to acknowledge and agree to membership expectations prior to joining your group.
 - i) Example language: *"As a member, I understand that I am required to adhere to the membership expectations of [student group]. I understand and agree that I am required to notify [student group] executive leadership when a complaint has been filed against me for _____ (e.g., violation of the University Student Conduct Code; this agreement language could include behavioral expectations related to academic integrity, violence, drugs, harassment, hazing, etc.) I further understand and agree [student group] executive leadership may inquire, and Washington University may confirm, whether a formal complaint has been filed against me."*
 - ii) If a member withdraws that approval, the student group may take action with respect to the student's membership status (e.g., suspension, removal, etc.).
 - iii) If a member is found responsible for violating member expectations, the student group may hold that member accountable and impose consequences (e.g., educational remedies, suspension, permanent removal, etc.).

2) Communicate the student group expectations of your members

- A) Communicate your member expectations during recruitment/intake of potential members
- B) Remind students throughout their membership of those expectations
- C) Consider how your group wishes to externally communicate and promote those expectations

3) Develop an accountability plan and process for violation of group member expectations

- A) *If a member is found responsible for violating the student group membership expectations, the student group may take action that impacts the member's status and participation in the group.* Please note that student groups should not take action that may compromise the integrity of any ongoing or future university or police investigation or cause potential harm to the alleged victim(s) and other witnesses.
- B) Identify which specific group members or position titles are involved in the group's accountability process.
 - i) Who receives a complaint?
 - ii) Who is notified of a complaint?
 - iii) Do any student group advisors or national headquarters need to be notified?
 - iv) Who is responsible for follow up on the complaint?
 - v) Who decides the outcome of the complaint?
 - vi) Who is responsible for communication regarding the complaint with the member, the University, or any external audiences, if appropriate?
- C) Explain the group's process for evaluation and consideration of any complaints received and potential outcomes.
 - i) A group should detail the process it will use and potential action it may take when it has observed or receives information or a complaint regarding a member's alleged behavior that may violate the group's member expectations.
 - ii) If a member is accused of conduct that is the subject of a formal university complaint process under the Student Conduct Code, the Student Title IX Grievance Process or the Student Gender Equity Grievance Process, the student group must await the conclusion of the University investigation before taking further action with respect to their member.
 - (a) If a member is determined to be responsible for violation of a University policy through the appropriate University investigation and adjudication process, student groups may also determine membership status or impose other consequences based on that outcome. There may be other limitations placed on the member's participation in student activities as part of the University's imposition of sanctions.
 - (b) In accordance with federal Title IX regulations, if the allegations against a member involve interpersonal violence, sexual harassment, sexual assault or other sexual misconduct and are being investigated by the applicable university office (e.g., Gender Equity and Title IX Compliance Office, Office of Student Conduct and Community Standards,

Residential Life), student groups may not impose sanctions or take any action with respect to their membership status (e.g., suspension, removal, etc.) without the member being found responsible for violation of a university policy.

- iii) If a member is accused of conduct that would violate the member expectations *but a formal university complaint has not been filed*, the student group may proceed with determining responsibility under its organizational processes **unless** the allegations involve interpersonal violence, sexual harassment, sexual assault or other sexual misconduct.
 - (a) If the allegations against a member involve interpersonal violence, sexual harassment, sexual assault or other sexual misconduct and there is no ongoing university investigation through the applicable university office:
 - University support resources and established reporting and investigation processes should be promoted as options for addressing the situation. See the end of this document describing available resources.
 - The group should not conduct additional investigation into an alleged incident beyond talking to the accused individual (**ONLY if that individual is a member within the group**). In incidents involving allegations of assault or harassment, the individual(s) reported to be impacted by the incident should not be contacted out of respect for their experience unless they initiate contact with student group leadership first – regardless of whether or not they are a member of the group.
 - If a group determines it would have to gather more information in order to make a decision, it should immediately stop its internal process and report the alleged incident and information it has gathered to the appropriate University office for further investigation or guidance.
 - (b) In accordance with federal Title IX regulations, if the allegations against a member involve interpersonal violence, sexual harassment, sexual assault or other sexual misconduct, student groups may not impose sanctions or take any action with respect to the membership status (e.g., suspension, removal, etc.) of the member without the member being found responsible after a university investigation through the applicable university office.
- iv) Groups should identify how a report is handled if the group leader who would typically address such matters is involved as a witness, victim, or the person accused in the complaint.

Campus Resources for Support and Accountability:

<i>Confidential Resources</i>	<i>Non-Confidential Resources</i>
<p><u>Relationship and Sexual Violence Prevention Center (RSVP)</u></p> <ul style="list-style-type: none"> • Professional staff provides support for victims and survivors of interpersonal violence (counseling, advocacy, accommodations, access to medical attention, access to no contact and/or protective orders) • Learn more and find contact information at: http://rsvpcenter.wustl.edu • RSVP Center Anonymous Reporting Form: https://students.wustl.edu/relationship-sexual-violence-prevention-center-anonymous-report-form/ 	<p><u>Gender Equity and Title IX Compliance Office</u></p> <ul style="list-style-type: none"> • Provides support for enacting the University’s accountability process related to incidents of interpersonal violence • Learn more and find contact information at: https://titleix.wustl.edu/
<p><u>Sexual Assault and Rape Anonymous Helpline (SARAH)</u></p> <ul style="list-style-type: none"> • Trained students provide support and resources for victims and survivors of interpersonal violence • Learn more and find contact information at: http://sarah.wustl.edu 	<p><u>Office of Student Conduct and Community Standards (OSCCS)</u></p> <ul style="list-style-type: none"> • Provides support for enacting University’s accountability processes related to code of conduct violations, and no contact orders • Learn more and find contact information at: https://students.wustl.edu/student-conduct-community-standards/ • Student Conduct Incident Report form: https://wustl-advocate.symlicity.com/public_report/index.php/pid959424
<p><u>Uncle Joe’s</u></p> <ul style="list-style-type: none"> • Trained peer-counselors available for students to stop by during office hours or call at any time to talk about any problems or concerns they are dealing with. • Learn more and find contact information at: http://unclejoe.wustl.edu/contact-us/ 	<p><u>WUPD</u></p> <ul style="list-style-type: none"> • Provides support for enacting a legal investigation or protective measures • Learn more and find contact information at: https://police.wustl.edu/ • WUPD Silent Witness Form: https://police.wustl.edu/contact/silent-witness-form/

Bias Report and Support System (BRSS)

Reports may be anonymous or identifiable

Provides support and referrals for incidents of bias; informs University community of bias incident if reporting party so chooses
 Report incidents and experiences of bias on campus: <https://students.wustl.edu/bias-report-support-system/>