

## CESA Initial Case Review Process

Conflict Education & Student Accountability (CESA) and those who resolve conduct cases evaluate each case individually. This chart provides a summary of the ways in which cases are typically processed under the Code of Student Conduct. We encourage students to read the Code in its entirety. In the event this guide is inconsistent or in conflict with the Code, the Code will apply.

*Last updated 7/2024*

**An incident is reported to CESA**  
(reporting link available at [students.gwu.edu/cesa](https://students.gwu.edu/cesa))

### CESA case manager assigned

The case manager will work to meet with those who report harm and those reported for causing harm, possibly including both direct and indirect harm. Invitations to meet are typically sent to GW email. These meetings are not required. The meeting focuses on letting people know resources and options for the process.

### Resolution Pathway Determined

Following any possible meetings, parties can indicate which of the pathways they hope to pursue and are willing to participate in, if any. Ultimately, CESA will make a decision that includes consideration of party preferences and the most appropriate resolution pathway to resolve the concern in good faith.

## Resolution Pathways

← Informal

Formal →

Not all resolution pathways are available for every incident. This document provides a basic overview. For a more detailed assessment of what is possible in your circumstances, please contact your assigned case manager or contact CESA's main office at [cesa@gwu.edu](mailto:cesa@gwu.edu) or 202-994-6757.

<b>Referral to appropriate resources:</b> In the event that a matter would benefit from another resource, CESA may make appropriate referrals.	<b>1-1 Conflict Coaching:</b> A 1-1 meeting focused on helping students develop effective skills for general or specific conflicts.	<b>Educational Policy outreach:</b> Outreach to a harming party to educate them about community expectations and document that education.	<b>Conflict Coaching Workshops:</b> Proactive group coaching focused on helping students develop general conflict management skills.	<b>Community Building Circles:</b> Drawing on indigenous traditions, community members meet and strengthen relationships, building community expectations.	<b>Listening Circles:</b> Drawing on indigenous traditions, these circles help people process an issue that poses community challenges or harms.	<b>Mediation:</b> (coming soon) A voluntary collaboration for parties in conflict to seek a mutual agreement, facilitated by a multipartial mediator.	<b>Restorative Conference:</b> Brings together a person directly harmed with the harming person in a structured and supportive format.	<b>COSA:</b> Used after an incident or time away from GW to help a student rejoin the community smoothly and with support.	<b>Warning/Amnesty:</b> Required educational measures without a formal policy finding. Students may refute through policy adjudication.	<b>Mutual Agreement Policy Adjudication:</b> Voluntary agreement between GW and a student who accepts violations and outcomes.	<b>Formal Policy Adjudication:</b> A fact-finding process used to determine if a student violated policy and, if so, identify outcomes.
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