

GEORGE WASHINGTON UNIVERSITY
CODE OF STUDENT CONDUCT

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I. PREAMBLE

George Washington University exists to transmit knowledge, pursue truth, develop students, and promote the general well-being of society. As members of the academic community, students should be encouraged to develop the capacity for critical judgment and to engage in a sustained and independent search for truth.

Freedom to teach and freedom to learn are inseparable facets of academic freedom. The freedom to learn depends upon appropriate opportunities and conditions in the classroom, on campus, in all learning experiences, regardless of modality, and in the larger community.

Such freedoms come with responsibility. All members of the academic community share responsibility for securing and respecting the general conditions conducive to the freedom to learn, regardless of the mode of interaction.

Freedoms and responsibilities are not limited to the Code of Student Conduct (“Code”), which outlines the behavioral expectations for students to maintain an environment conducive to an academic community and the process used by the University for addressing concerns when a student’s or a student organization’s reported behavior may not meet the University’s standards and expectations. The University has published a “Statement on Student Rights and Responsibilities” that addresses student rights and responsibilities beyond those in the Code. The statement can be found at: [\[Link\]](#)

The University respects and is committed to protecting the individual dignity and educational access of its students. The University recognizes that the prevailing rule in matters of student conduct must remain common sense, and excessive legalism does not serve the interests of the University or its community of students, faculty, and staff. The University’s model for student conduct procedures is the administrative process, not that of the criminal or civil courts.

The Code is designed not to be excessively legalistic or adversarial. The student conduct bodies may find it necessary to remind parties, witnesses, or advisors that the proceedings are not criminal or civil trials, that criminal or civil standards and rules of evidence are not controlling, and that the student conduct bodies shall enjoy considerable discretion to interpret, vary, and waive procedural requirements to the end that a just and fair decision may be obtained.

Following an alleged act of student misconduct, and until the final disposition of the charges, the status of a respondent shall not be altered nor will their right to be present at the University and to attend courses be suspended, except when interim suspension is assigned because the continued presence of the respondent in the University community poses a threat to any person or to the stability and continuance of normal University functions.

Consistent with the Equal Opportunity, Nondiscrimination, Anti-Harassment and Non-Retaliation Policy, the University is committed to the equitable application of the Code and its related procedures. The University does not unlawfully discriminate on the basis of protected characteristics or on any other basis prohibited by applicable law in any of its programs, activities, or employment practices, including the Code.

II. DEFINITIONS

The following selected terms are defined to facilitate a more thorough understanding of the Code. This list is not intended to be exhaustive of all terms referenced in the Code that may require interpretation or clarification. Any required interpretation or clarification is the responsibility of the Associate Vice President and Deputy Dean of Students or designee.

“Appeal officer” means the Vice President for Student Affairs and Dean of Students who has the responsibility to consider an appeal made under this Code.

“Business day” means any day, Monday through Friday, that the University is open.

“Case manager” means any trained and impartial person determined and designated by the Vice President for Student Affairs and Dean of Students to work with respondents who are alleged to have violated a University policy, any impacted persons, any support persons, and any witnesses. Case managers are staff members in the Conflict Education & Student Accountability Office (CESA); however, other staff or external entities may be assigned as case managers or investigators if warranted. A case manager assigned to a specific case will gather and review relevant and reasonably available information about the reported circumstances and determine the appropriate resolution pathway. The case manager may also conduct the investigation, determine the behavioral findings, and approve a Student Conduct Agreement with the respondent. When a case cannot be resolved through a Student Conduct Agreement, the case will be referred to a decision-maker.

“Decision-maker” means any trained and impartial person as determined and designated by the Vice President for Student Affairs and Dean of Students to make a decision regarding the alleged violation(s) based upon a preponderance of the evidence and determine sanctions and action items as appropriate.

“Impacted person” means any person who has reported being adversely impacted due to a respondent’s alleged behavior. If the impacted person is a victim of an act of violence or a non-forcible sex offense (as defined in relevant law), the impacted person may be notified of the final results of the student conduct proceeding with respect to the alleged offense, as allowed by the Family Educational Rights and Privacy Act (FERPA) [34 CFR 99.31(a)(13)].

“Investigator” means any trained and impartial person determined and designated by the Vice President for Student Affairs and Dean of Students to work with respondents who are alleged to have violated a University policy, any impacted persons, any support persons, and any witnesses

“Preponderance of the evidence” is the standard used to determine if a violation of the Code was committed. To determine that a violation of the Code has occurred means to show that something is more likely than not to have occurred.

“Probation Review Committee” consists of two to three University students to review Conduct Probation removal petitions upon the request of a respondent at least six months after the respondent is placed on University Probation. A Probation Review Committee will have an advisor from Conflict Education and Student Accountability (CESA). Probation Review Committees do not determine whether policy violations occurred. Probation Review Committee members shall be selected through a broad recruitment and training process to be determined by CESA.

“Reporter” means any person who submits a report that a student or student organization may have violated the Code or reports a concern. The reporter is not considered an impacted person unless they meet the definition of an impacted person.

“Respondent” means any student or student organization alleged to have violated the Code.

“Student” means any person currently enrolled, whether full-time, part-time, or visiting, on a leave of absence or continuous enrollment, pursuing undergraduate, graduate, or professional studies, whether or not in pursuit of a degree or of any form of certificate of completion, unless otherwise noted in this Code. An individual new to the University is an enrolled person for purposes of this Code on the first day of classes or when participating in any University activity, whichever occurs first. Such activity can include residence in University residential facilities.

“Student Conduct Administrator” is the person or persons designated by the Vice President for Student Affairs and Dean of Students as responsible for coordinating the Code and its processes. The Student Conduct Administrator may serve as a case manager or decision-maker. The Student Conduct Administrator may delegate responsibilities broadly or on a case-by-case basis to any trained University Official. Therefore, for purposes of this policy, any reference to the Student Conduct Administrator should be read as “Student Conduct Administrator or their designee.”

“Student Conduct Agreement” means an agreement between the respondent and the University, represented by the case manager, that identifies a mutually agreed-upon resolution, including an acceptance of responsibility for any alleged violations.

“Student Conduct Conference” refers to a meeting between a respondent and a case manager to review an incident, explain the student conduct process, discuss possible options for resolving the matter, and may include presenting investigation results. A respondent and case manager may resolve an incident through a Student Conduct Agreement during a Student Conduct Conference.

“Support person” (advisor) means any person who accompanies a respondent or impacted person to any meeting throughout the student conduct process for the limited purpose of providing support and guidance. A support person may not actively participate in the process by speaking on behalf of the person they are supporting. A support person also cannot serve as an impacted person, respondent, or witness in the same case.

“University community member” means any person who is a student, faculty member, or staff member at George Washington University; any other person working for the University, either directly or indirectly (e.g., private enterprise on campus); or any person who resides on University premises. The Student Conduct Administrator will determine a person’s status in a particular situation.

“University official” means any person employed by the University to perform administrative, instructional, or professional duties and who is reasonably acting within the scope of their duties.

“University premises” means any buildings or grounds owned, leased, or controlled by the University. University premises can also include buildings or grounds in which the University has an ownership interest, including, but not limited to, buildings or grounds where students reside and where University food service facilities are located, as well as facilities operated in the name of any officially registered student organization.

“University activity” means any event and activity initiated by a student, student organization, University department, faculty member, or employee that:

- are part of the normal University business functions; or
- are expressly authorized, aided, conducted, or supervised by the University; or
- are funded in whole or in part by the University; or
- are initiated by a University-registered student organization and conducted or promoted in the name of that student organization.

“**Witness**” means any person who has direct knowledge of an incident. Character witnesses are not part of the student conduct process.

III. STUDENT CONDUCT AUTHORITY

Ultimate authority for student conduct is vested in the Board of Trustees by the University Charter. The Code and its associated processes are managed by the Student Conduct Administrator under the direction of the Vice President for Student Affairs and Dean of Students.

IV. APPLICATION AND SCOPE

A. STUDENTS

Each student is responsible for their conduct from the time of enrollment through the actual awarding of a degree, even though conduct may occur before classes begin or after classes end, as well as during the academic year and during periods between terms of actual enrollment (and even if the conduct is not discovered until after a degree is awarded). The student conduct process may continue even if the student withdraws from the University while a student conduct case is pending.

The Code does not apply to students enrolled in the Medical Degree program unless expressly stated in the Regulations for M.D. Candidates.

The Code does not apply to students admitted to the University through any Pre-College Program for the duration of their enrollment in that Pre-College Program. Conduct issues are managed through the respective Pre-College Program procedures, which may include immediate removal from the program due to behavioral concerns.

For purposes of the Code’s jurisdiction, the Student Conduct Administrator will determine whether an individual is a student.

B. STUDENT ORGANIZATIONS

The Code applies to students and their registered organizations. Nothing in this Code precludes holding certain members of an organization accountable for their individual acts committed in the context of or in association with the organization’s alleged violation of the Code.

A single officer or leader of a particular student organization is usually expected to represent the organization during the student conduct process.

Student organizations may not investigate, adjudicate, or impose sanctions to their members for potential violations of the Code or other University policies.

If a group or organization that is not registered includes George Washington students, those individual students may be held accountable for their behavior under the Code, including hosting or assisting an individual or group in violating the Code or other University policies. The University may also prohibit such groups from using space and gathering on University property, which is private property.

C. OFF-CAMPUS JURISDICTION

The University may apply the Code to students whose misconduct has a direct negative impact on the University community, its members, or the pursuit of the University's objectives, regardless of where the conduct occurred. Should the Student Conduct Administrator determine that a particular alleged act of off-campus misconduct falls within the University's jurisdiction, the case will be managed through this Code. Notwithstanding this off-campus jurisdiction, any misconduct that occurs in a University program or activity will be covered by this Code.

D. CRIMINAL MATTERS

The student conduct process may be instituted regardless of the pendency of civil or criminal litigation in court or criminal arrest and prosecution resulting from the same or related conduct. Proceedings under the Code may be carried out before, simultaneously with, or following civil or criminal proceedings off-campus at the discretion of the Student Conduct Administrator. Determinations made or actions imposed through the Code shall not be subject to change because criminal charges arising out of the same facts giving rise to a violation of University rules were dismissed, reduced, or resolved in favor of or against the defendant in the criminal case.

E. ACADEMIC INTEGRITY

Academic integrity matters involving students are managed through the Code of Academic Integrity (<https://students.gwu.edu/code-academic-integrity>).

F. NONDISCRIMINATION, TITLE VI, AND TITLE IX POLICIES

Allegations raised under the University's Title IX Sexual Harassment and Related Conduct Policy and the Equal Opportunity, Nondiscrimination, Anti-Harassment, and Non-Retaliation Policy will typically be managed by the designated office through the procedures outlined in the applicable policy.

Where conduct involves potential violations of both this Code of Student Conduct and either the Title IX Sexual Harassment and Related Conduct or the University's Equal Opportunity Nondiscrimination, Anti-Harassment, and Non-Retaliation policies, the University may investigate that conduct under the respective policy.

V. PROHIBITED CONDUCT

As members of the University community, students are expected to be familiar with and comply with University policies and procedures, as well as comply with federal, state, and local laws. The Student Conduct Administrator will determine what constitutes a potential violation of the Code.

The following behaviors are intended to represent the types of acts that constitute violations of the Code. Attempting to commit any Prohibited Conduct is prohibited and will be considered the same as completed acts. Although the list is extensive, it should not be regarded as all-inclusive.

A. ACCESS WITHOUT AUTHORIZATION

Entering or remaining on or in any part of any University premises without valid permission.

B. ALCOHOL OR OTHER DRUG MISUSE

1. Possession or use of alcohol by persons under 21 years of age.
2. Possession or use of alcohol in a housing unit (including common areas) when all residents of a housing unit are under 21.

When someone 21 or older is living with someone under 21 in a University housing unit, only persons 21 or older may possess and consume alcoholic beverages within the shared space. If alcohol is found in a shared space, the University assumes that all residents shared the alcohol unless residents provide evidence that it was not shared with all residents.

3. Possession or use of alcohol in alcohol-free locations.
4. Public consumption. No alcohol is to be consumed in public areas, and open containers of alcohol are not permitted in public areas on University or public property, except for University-sponsored or approved events. The University's public areas are defined as any area that could be used for general use, including, but not limited to, stairways, hallways, lounges, bathrooms, dining halls, arenas, libraries, academic and administration buildings, and outside of buildings on University premises.
5. Common source containers. Common source containers containing alcohol are prohibited on University property. Common source containers include, but are not limited to, kegs, open-source containers, and beer tap systems.
6. Serving, distributing, or obtaining alcohol to underage individuals. Serving, distributing to, or obtaining alcohol for any individual who is under 21 years of age is prohibited. Providing alcohol to a person who is visibly intoxicated or pressuring others to use alcohol is prohibited.
7. Possession of illegal drugs and paraphernalia. Possession or use of illegal drugs under local, state, or federal law, including cannabis, is prohibited. Possession of drug paraphernalia is prohibited on University property.
8. Medications: Prescription drugs are permitted on University property if accompanied by an authentic medical prescription. Use/misuse of legal medication outside the parameters of medical authorization is prohibited. Possession or use of prescription medications not prescribed to the user is prohibited.
9. Selling, distributing, or manufacturing drugs. The sale, distribution, or manufacturing of controlled substances or illegal drugs, including cannabis, is prohibited.
10. Causing or intending to harm another person through the use or possession of alcohol or other drugs.

With respect to alcohol and other drug violations, the University considers circumstances related to the [Alcohol and Other Drug Medical Amnesty Program](#) and the Good Samaritan Statement for those who report an incident of sexual misconduct and/or for those seeking medical help during the same timeframe as an alcohol/other drug violation.

C. ASSISTING IN THE COMMISSION OF A VIOLATION

1. Assisting another person or organization in the commission of a violation of the Code or any University policy.
2. Hosting a non-student who violates the Code or any University policy.

D. COMMUNITY DISTURBANCE

Making excessive noise either inside or outside a building, including but not limited to shouting, pounding objects or surfaces, playing music or other electronics at a loud volume in a manner that disturbs others. For example, see the [Demonstrations Policy](#) and the [GW Community Guidance and Procedures for Demonstration](#).

E. DISREGARD OF SAFETY MEASURES

Disregarding safety measures, including but not limited to:

- Initiating or participating in the initiation of false fire alarms, bomb threats, or other false emergencies.
- Tampering with safety equipment, such as fire extinguishers, alarms, smoke detectors (including covering smoke detectors), or sprinkler heads (including hanging items from sprinkler heads).
- Knowingly or negligently causing or attempting to cause a fire.
- Failing to evacuate a building during an emergency drill or an actual emergency.
- Intentionally or unintentionally putting any object, solid, or liquid, out of a window or from any building structure, including but not limited to a balcony, rooftop deck, stairwell, or any equivalent interior structure of any building.
- Use or possession of fireworks on University premises.

F. DISRUPTIVE BEHAVIOR

Participating in or inciting others to participate in the disruption or obstruction of any University activity, including teaching, research, events, administration, student conduct proceedings, the living/learning environment, or other University activities.

G. FAILURE TO COMPLY

1. Failure to Comply with University Officials. Failure to comply with the reasonable directions of University officials, or upon request, failure to identify oneself to University employees or law enforcement officers acting in the performance of their duties.
2. Failure to Comply with University Policies, Regulations, or Procedures, including the Housing License Agreement. Failure to comply with other published University regulations and policies. A list of University policies is generally maintained at <https://compliance.gwu.edu/find-policy>.

H. HARMING BEHAVIOR

The severe or repeated use by one or more students of a written, verbal, or electronic expression, or a physical act or gesture, or any combination thereof, directed at another individual that has the effect of

(1) causing physical harm, substantial emotional harm that limits someone's ability to pursue work or educational program or activity; (2) placing the individual in reasonable fear of harm to the individual or the individual's property; or (3) infringing on the rights of other University community members to reasonably participate in the programs, activities, and mission of the University. The effect of the conduct must be subjectively (the impacted person's perspective) and objectively harmful (verifiable, measurable, or whether a reasonable person in the same situation would also find the conduct severe or pervasive).

In determining whether an act constitutes harming behavior, the case manager or decision-maker will consider the full context of the conduct, giving due consideration to the protection of the University climate, individual rights, academic freedom, and advocacy. Not every act that might be offensive to an individual or a group constitutes harassment or a violation of the Code.

Examples of harming behavior include, but are not limited to:

- The threat or actual use of physical force with intent, effect, or reasonable likelihood of causing pain, harm, injury, or damage to any person or property,
- Stalking, not on the basis of sex or gender, defined as engaging in a course of conduct directed at a specific person that would cause a reasonable person to experience fear or substantial emotional distress, or to fear for their safety or the safety of others.
- Domestic violence, not on the basis of sex or gender, defined as an act of violence committed by a person who is cohabitating with or has cohabitated with the impacted person.

Alleged harming behavior on the basis of a protected characteristic will generally not fall within the Code. It will instead be adjudicated under the University's policies specific to protected-characteristic harassment.

I. HAZING

Please see [the University's Anti-Hazing Policy](#).

J. MISREPRESENTATION OR PROVIDING FALSE INFORMATION

Misrepresentation or providing false information in a non-academic context, including, but not limited to:

- Forgery, unauthorized alteration, or unauthorized use or possession of any documents, records, or identification cards, including fraudulent government identification.
- Misrepresenting information or providing false information to University officials.
- Knowingly filing a false report.
- Providing false or misleading information regarding affiliation with or relationship to the University, including but not limited to providing false or misleading information regarding enrollment status, degrees, or credentials in progress or conferred by the University.
- Creating or distributing synthetic (or deepfake) media, including images, videos, or audio representations of individuals without consent; employing AI tools to cyberbully, harass, or defame others.

K. NONCOMPLIANCE WITH THE CODE OF STUDENT CONDUCT, ITS PROCESSES, AND OTHER UNIVERSITY POLICIES

1. Disruption or interference with the orderly conduct of a student conduct meeting or proceeding.
2. Falsification, distortion, or misrepresentation of information in a student conduct meeting or proceeding.
3. Influencing another person to commit an abuse of the student conduct process.
4. Attempting to intimidate or retaliate against a case manager or any participant before, during, or after a student conduct meeting or proceeding.
5. Failure to comply with or complete an outcome, sanction, or action plan imposed under the Code.

L. POSSESSION OF DANGEROUS ITEMS

Unauthorized use, possession, or storage of any object prohibited by the University's Firearms and Weapons policy, as outlined in <https://compliance.gwu.edu/firearms-and-weapons>. An item that could reasonably be construed as a weapon will be considered a dangerous item.

M. PROPERTY DAMAGE OR MISUSE

Destroying, defacing, damaging, or tampering with the property of the University or others.

N. RETALIATION

Retaliation against any University community member for raising a good-faith concern or issue regarding another community member. This prohibited conduct also includes violating the University's Non-Retaliation Policy (<https://compliance.gwu.edu/non-retaliation-policy>). When retaliation is covered under another University policy, that policy will be utilized.

O. THEFT

Theft of property, services, or identity, including when a person knowingly possesses stolen property.

P. UNAUTHORIZED USE OF UNIVERSITY PROPERTY

Unauthorized possession, access, duplication, or misuse of University property, including physical and intellectual property. This includes, but is not limited to, the University's name, logo, or other representation; records; electronic files; telecommunications systems; forms of identification; and keys.

Q. VIOLATION OF LAW

Convictions or citations of federal, state, or local law violations may be addressed under the Code if the case falls under the University's jurisdiction. The mere presence of a conviction or citation does not automatically constitute a violation of the Code.

R. VIOLATION OF PRIVACY

When a person has a reasonable expectation of privacy and has not given their permission to be observed, recorded, or photographed, students are prohibited from doing any of the following:

- Surreptitiously or secretly observing, photographing, or recording another person.
- Surreptitiously or secretly receiving photographs or recordings of another person.
- Distributing photographs or recordings of another person.

These actions are also prohibited in a learning environment (e.g., a classroom or an online learning platform) where the instructor has clearly communicated that these actions are not permitted. Additionally, individuals are prohibited from photographing or recording other individuals in private areas such as restrooms, locker rooms, residence hall rooms, or suites without prior permission. In all instances, permission must be obtained from all individuals being photographed or recorded.

In a situation in which it is prohibited to observe or take a photograph or make a recording, it is also prohibited to publicly disclose such an observation or publish a photograph or recording. Transmission, in print, by phone, via email, via social media, or any other means of technology, is considered publication. Publication of any photograph or recording is also subject to all applicable policies and laws, including copyright, in the same manner as any other image or document.

Documentation for the sole purpose of reporting possible violations of law or university policy to the relevant officials may mean the recording does not violate this policy or it may be treated as a mitigating factor. Note that this policy does not alter obligations to follow state, local, or federal laws regarding recordings and privacy.

VI. THE STUDENT CONDUCT PROCESS

The student conduct process is designed to be a non-adversarial process that resolves behavioral concerns within the University community. It is distinct from external processes, such as the criminal justice system; therefore, formal rules of process, procedure, or technical rules of evidence, as applied in criminal or civil courts, are not used, nor applicable, in the student conduct process.

A support person (advisor) may accompany a respondent or impacted person to any meeting throughout the student conduct process for the limited purpose of providing support and guidance. A support person may not actively participate in the process by speaking on behalf of the person they are supporting. A support person also cannot serve as an impacted person, respondent, or witness in the same case.

Delays will typically not be permitted due to scheduling conflicts of the support person.

The following rights shall be provided to a respondent in the student conduct process:

- The right to receive written notification of a Student Conduct Conference, including the date, time, location, and a brief description of the concern raised at least three (3) business days prior to the scheduled Student Conduct Conference.
- The right to meet one-on-one with a case manager to discuss the incident, learn about the student conduct process, and review possible options for resolving the case.
- The right to be notified when an investigation is initiated; to be heard, identify witnesses, and submit relevant evidence or information; and to receive a copy of the investigation report upon its completion.
- The right to have cases processed in a time frame that balances timeliness with thoroughness.

- The right to a decision based upon evidence and to not be sanctioned unless the case manager or decision-maker finds, by a preponderance of the evidence, that the student is in violation.
- The right to receive a written determination letter that includes the behavioral allegations, policy violation findings, the rationale for the findings, and any assigned action plan.
- The right to appeal an administrative decision as described in this Code.

A. REPORTING

Any person may report alleged misconduct of any student or registered student organization. Reports should be made to CESA through the appropriate reporting form at <https://students.gwu.edu/report-incident>. Verbal reports may also be given by contacting CESA.

The Student Conduct Administrator will determine if a report alleges or addresses a potential violation of the Code. The decision to continue a case through the student conduct process rests with the Student Conduct Administrator.

Typically, the Student Conduct Administrator will assign a case manager to investigate and schedule a Student Conduct Conference with the respondent(s).

B. REFERRAL TO AN ALTERNATIVE RESOLUTION PATHWAY

Some reports may not rise to the level of a Code violation, or the parties involved, including impacted persons, may wish to resolve the matter through alternative means such as mediation, restorative processes, or conflict coaching. The decision to offer such a resolution is at the discretion of the Student Conduct Administrator and requires voluntary agreement from all parties. In cases where there is not an identified impacted party, the decision is made between the Student Conduct Administrator and the respondent.

Additionally, there may be reports that can be addressed by letter. In such cases, a student will receive a letter from the Student Conduct Administrator outlining the concerns and that CESA is aware of the report. The student may request a Student Conduct Conference to discuss the matter, and CESA will then proceed accordingly.

C. INTERIM ADMINISTRATIVE ACTION

The Vice President for Student Affairs and Dean of Students or designee may impose an interim suspension, an interim removal from housing, an interim loss of recognition, a temporary withholding of a degree, or other necessary restrictions on any person before the student conduct process resolution. Such action may be taken when, in the judgment of the Vice President for Student Affairs and Dean of Students or designees, a threat of imminent harm to persons or property exists or if the continued presence of the respondent may impact the stability and continuation of normal University functions.

An interim administrative action is not a sanction. Instead, it is taken to protect the safety and well-being of individuals and property. An interim administrative action is preliminary in nature; it remains in effect only until the student conduct case is resolved. The interim action will typically be for a temporary period of no more than 21 calendar days, pending student conduct proceedings. The time period may be extended for just cause by the Vice President for Student Affairs and Dean of Students or designee.

The respondent has the right to request a reconsideration. Such a reconsideration may be directed to the Vice President for Student Affairs and Dean of Students or designee by the date indicated in the interim action letter. The interim action is in effect during any reconsideration.

Any interim administrative action will be reviewed as appropriate by the Vice President for Student Affairs and Dean of Students or designee while the case is being managed. An interim administrative action impacting the student's academic program will be considered an excused absence.

D. STUDENT CONDUCT CONFERENCE AND STUDENT CONDUCT AGREEMENTS

The case manager will schedule a Student Conduct Conference with the respondent. The Student Conduct Conference is an opportunity for the case manager and the respondent to discuss the incident, learn about the student conduct process, and review possible options for resolving the case. The case manager will provide the respondent with written notification of the Student Conduct Conference's date, time, location, and a brief description of the concern raised. Multiple Student Conduct Conferences may occur within one case.

The case manager and respondent can resolve the case through a Student Conduct Agreement if the case manager determines it is appropriate, and the respondent agrees. A Student Conduct Agreement is a written agreement between the University, represented by the case manager, and the respondent, acknowledging the respondent's responsibility for the behavior and outlining an action plan for the respondent to complete. The action plan in the Student Conduct Agreement aims to promote accountability, foster personal reflection and growth, and repair any harm caused. Any status sanction and action item can be implemented through a Student Conduct Agreement. When a respondent agrees to resolve any alleged violations through a Student Conduct Agreement, there is no right to appeal.

The case manager may need additional information before a resolution can be reached. In such cases, an investigation will be conducted. The case manager and respondent can agree to a Student Conduct Agreement at any point during an investigation or upon its completion. If an agreement is not reached, the case will be resolved by the decision-maker.

E. NOTICE AND INVESTIGATIONS

An investigator will be assigned to the case. The investigator may be the original case manager or a newly assigned individual. The case manager will notify the respondent of the allegations of prohibited conduct, provide sufficient details about the behavioral allegations, and indicate that an investigation has been initiated.

In a case involving an impacted person, the impacted person will also be notified that an investigation has been initiated.

During the investigation, the respondent and impacted person will have an opportunity to be heard, identify witnesses, and submit information, including any available evidence. The investigator will gather other relevant and reasonably available information, including, without limitation, photographs, written documentation, records of communications between involved individuals, and any other relevant information, such as evidence and impact statements from impacted persons.

Upon completion of the investigation, the investigator will send the respondent a copy of the completed investigation report. The report will outline the factual behavioral findings and include all the

evidence relied upon in reaching those findings. The investigator does not determine if the behavior is a policy violation. The investigator will hold a Student Conduct Conference with the respondent to review the investigation report.

After reviewing the investigation report, the respondent and investigator may agree to resolve the case through a Student Conduct Agreement, as described above. If the case cannot be resolved through a Student Conduct Agreement or if the respondent fails to participate in the student conduct process, the case will be referred to a decision-maker, who shall be different from the case manager and investigator for that case.

If there is an impacted person who is a victim of an act of violence or a non-forcible sex offense (as defined by relevant law), the impacted person may be notified of the final results of the student conduct proceeding with respect to the alleged offense, as allowed by FERPA, 34 CFR 99.31(a)(13).

F. ADMINISTRATIVE DECISION

If the case cannot be resolved through a Student Conduct Agreement, a decision-maker will determine whether a Code violation occurred. The decision-maker will be the Associate Vice President and Deputy Dean of Students or designee.

The respondent may submit a written response to the investigation report or request to meet with the decision-maker within five (5) business days after receiving it.

The decision-maker will review the final investigation report to determine whether the investigation was conducted in a fair, impartial, and reliable manner; whether the information is sufficient to support the factual behavioral findings; and, applying a preponderance of the evidence standard, whether there was a violation of the Code. The decision-maker may accept or reject the case manager's behavioral findings in whole or in part.

It is at the discretion of the decision-maker as to whether they will meet with any involved individual to seek clarification or additional information.

When the decision-maker determines that suspension, expulsion, or revocation of registered student organization status is the appropriate response, they will recommend it to a review panel. An anonymized review of the adjudication report will be conducted by the review panel. The panel will consist of one student, one faculty member, and one administrator. Panel decisions will be determined by majority vote. The panel's review will be limited to the determination of assigned sanctions(s) as the appropriate response for the outcome of the incident. At the conclusion of the review, the panel will either uphold the original sanction(s) or make a recommendation for a revised action plan.

If the panel upholds the original action plan, the decision-maker will proceed with notification to the respondent. If the panel does not uphold the original action plan, the recommendation will be forwarded to the Vice President for Student Affairs or designee, who will (a) adopt the action plan recommended by the panel or (b) revise the action plan within their discretion, taking into consideration the panel's recommendations, and then proceed with notification to the respondent.

Written Determination

The decision-maker will notify the respondent, in writing, of the outcome and the procedures and permissible bases for an appeal.

The written determination letter will include:

- a description of the behavioral allegations,
- the findings of the alleged policy violations,
- the rationale for the findings,
- any action plan, including the rationale, assigned to the respondent, and
- the procedures to appeal.

If there is an impacted person who is a victim of an act of violence or a non-forcible sex offense (as defined by relevant law), the impacted person may be notified of the final results of the student conduct proceeding with respect to the alleged offense, as allowed by FERPA, 34 CFR 99.31(a)(13).

Appeals

A respondent may appeal an Administrative Decision. Cases agreed upon by a Student Conduct Agreement are not appealable.

All appeals will be submitted in writing and referred to the appeal officer, who is the Vice President for Student Affairs and Dean of Students or designee. The original determination, along with any sanctions or action items imposed, remains in effect during the appeal process.

The deadline for filing a written appeal is three (3) business days from the date the respondent is sent written notification of the outcome. The appeal must be on one or more of the following grounds:

- Procedural error that would change the determination
- New evidence that was not reasonably available at the time of the determination
- Sanction(s) was inappropriate or disproportionate to the prohibited conduct

Except as required to explain the basis of new information, an appeal shall be limited to a review of the respondent's appeal, investigation report, any written responses to the report, and any documentation created by the decision-maker. There is no in-person element to an appeal review.

The appeal officer may uphold the original determination, return the case for additional proceedings, or take other necessary action, depending on the process under appeal and the grounds.

G. ACTION PLANS

An action plan is intended to provide educational opportunities and accountability while also reducing the likelihood of future prohibited conduct. Some conduct, however, is so egregious or so damaging to the educational environment that it requires a separation from the University.

An action plan, typically consisting of a status sanction and action items, is developed either through a Student Conduct Agreement or assigned by a decision-maker. In developing an action plan, the behavior, policy finding, precedent, and any aggravating and mitigating factors are taken into consideration.

If a student is in violation of the Code and the behavior was directed toward an individual or group due to age, color, disability, gender, gender identity or expression, genetic information, marital or familial status, national origin, (including shared ancestry and ethnic characteristics), pregnancy, race, religion,

sex, sexual orientation, veteran status, or other characteristics protected by applicable law, the status sanctions and action items may be enhanced.

Status Sanctions

A respondent who was found to have violated the Code may be assigned one or more status sanctions, either individually or in combination with action items:

- Warning: A notice that the student has violated the Code and a warning that another violation will likely result in a more severe sanction, which could include Conduct Probation, Suspension, or Expulsion.
- Conduct Probation: Conduct Probation is an indefinite period of time where the student is given the opportunity to modify unacceptable behavior, to complete specific assignments, and to demonstrate a positive contribution to the University community in an effort to regain student privileges within the University community. After six months of being placed on University Probation, the student may apply for a review of their probationary status. The student will need to meet with the Probation Review Committee and demonstrate significant contributions, both of an academic and co-curricular nature, to the University community. The Probation Review Committee will determine whether the student will remain on Conduct Probation or have it lifted. The committee's decision is final and cannot be appealed. If it is decided that Conduct Probation will continue, the student may reapply in six months after the committee's decision. Due to the student's conduct history, there is the possibility of Suspension or Expulsion if the student is found in violation of the Code a subsequent time.
- Loss of Campus Housing: Removal from University housing for a defined period. This sanction may include exclusion from visiting within certain or all residential facilities.

Respondents who are removed from housing may not reside in other University-owned/controlled housing unless Campus Living and Residential Education and CESA grant a waiver.

Any respondent who is removed from housing will not be entitled to a refund of room fees.

- Loss of Privileges: The withdrawal of specified privileges for a defined period.
- Suspension: Suspension is separation from the University for a designated period after which the student shall be eligible to apply for readmission to the University. Readmission to the University is not guaranteed. Conditions for consideration of readmission may be specified. A student who is on Suspension is prohibited from participating in any University activity or program. The individual may not be in or on any University-owned or leased property without securing prior approval from the Student Conduct Administrator.

A notation of "Suspension" shall be placed on the student's official transcript until the student has successfully completed all conditions and has been readmitted to the University. The notation will not be removed from a student who does not return to the University.

A student who is suspended will not be entitled to any refund of tuition or fees.

For registered student organizations, Suspension is a designated period during which a student organization is not recognized by the University and does not receive the privileges afforded to

registered student organization. Conditions for consideration of return from Suspension may be specified.

- Expulsion: Expulsion is a permanent separation from the University. A student who has been expelled is prohibited from participating in any University activity or program. The individual may not be in or on any University-owned or leased property.

A permanent notation of “Expulsion” shall be placed on the student’s transcript.

A student who is expelled will not be entitled to any refund of or fees.

- Revocation of Registered Student Organization Status: Revocation of student organization status is an indefinite separation of the student organization when the student organization is no longer recognized by the University and does not receive any of the privileges afforded to a registered student organization. The earliest the student organization may be eligible to apply for new student organization recognition is four years from the date of revocation.

Action Items

Action items are designed to repair the harm caused by the respondent and to actively engage the respondent in contributing positively to the University. Action items may be implemented individually or in combination with a status sanction or other action items. This list provides examples but is not exhaustive.

- Educational Initiatives: Projects; participation in health or safety programs (the student may be required to pay a fee); service to the University or the larger community; seminars; and other assignments as warranted.
- Mentor Program: A student is assigned to a mentor, either a student or an employee, who meets with them regularly. The mentor will assist the student in designing a customized involvement plan tailored to the student’s interests and academic goals.
- No Contact Order: No contact with (staying away from) an individual, including phone, letter, or email, by any means of technology (e.g., social media, internet messages, text messages, etc.), through third parties, or by any other means, communicate to, or in any fashion attempt to contact the individual.
- Restitution: Compensation for loss or damage to property or services rendered. The restitution may be an appropriate service, monetary replacement, or material replacement.
- Restorative Programs: Engagement in restorative practice initiatives such as restorative circles, facilitated dialogues, and circles of support and accountability.

VII. ADDITIONAL POLICY-RELATED INFORMATION

A. DISABILITY ACCOMMODATIONS

By federal law, a person with a disability is any person who: 1) has a physical or mental impairment; 2) has a record of such impairment; or 3) is regarded as having such an impairment, which substantially limits one or more major life activities such as self-care, walking, seeing, hearing, speaking, breathing, or learning.

A student requesting an accommodation regarding the application of this policy must follow the appropriate process for requesting an accommodation through Disability Support Services (DSS).

B. STUDENT CONDUCT RECORDS

Student conduct records are maintained separately from all other academic and official files at the University. As the student conduct process is designed to be educational rather than punitive, information from the records is generally not released without the student's written consent. However, certain information may be provided to individuals within or outside the University who have a legitimate legal or educational interest in obtaining it. Please refer to the federal Family Educational Rights and Privacy Act of 1974, as amended.

There are several types of requests for a student's conduct history that CESA manages. They can include dean's certifications, transfer forms, graduate and medical school requests, and background checks. Information that may be provided when a student authorizes a release of information to a third party may include (a) the date of the incident, (b) finding(s) of responsibility, (c) action plan item(s), and (d) the action plan item(s)' completion status.

Generally, a student's conduct record will be kept for seven (7) years from the date of the report. The student conduct file of an expelled student will be retained indefinitely.

C. REVISION AND INTERPRETATION

The policy is maintained by CESA and approved by the President of George Washington University. George Washington University reserves the right to review and update this policy in accordance with changing legal requirements and the University's specific needs. Feedback from the Student Government Association and the Faculty Senate will be solicited for substantive changes.

Any questions of interpretation regarding the Policy shall be referred to the Associate Vice President and Deputy Dean of Students or designee, whose determination is final.

All reports received by the University after the policy approval date will be processed in accordance with the procedures outlined in this policy. Prohibited conduct definitions from the year of the alleged conduct will be applied.

Approved: 05/20/2026

Effective date: 06/01/2026