

# STANDARDS BOARD OUTCOME GUIDE

Organizations have a Code of Conduct or Membership Expectations to hold members accountable for their behavior. This resource is intended to assist leadership within organizations in thinking through meaningful outcomes.

Outcomes are meant to help members grow from their past decisions and reflect on what they want to get out of the membership experience.

Outcomes depend upon the circumstances of each incident and may be assigned singly or in combination, as appropriate for the circumstances.

The goal of an outcome is to allow a member to learn, to understand, and in return be able to contribute to the life of the organization. Outcomes should be proportionate to the nature of the violation and harm caused.

Officers leading this process will be better equipped if they are knowledgeable and aware of campus and community resources, as well as resources of any inter/national organization or association.

BELOW ARE SOME FACTORS TO CONSIDER IN DETERMINING APPROPRIATE OUTCOMES:

- The nature of the violation
- A member's level of involvement in the violation
- Actual harm caused by the behavior or the potential risk of harm
- The member's intent
- The impact on the organization or community or environment
- The severity and pervasiveness of the behavior
- The member's demonstrated understanding and sincere remorse
- The member's level of cooperation and compliance
- The level of success of prior interventions

WHEN RECOMMENDING OUTCOMES, TRY TO THINK OF ONES THAT WILL:

- Be appropriate for the conduct incident and actions
- Be meaningful
- Provide an educational experience
- Assist the member in understanding and accepting the consequences of personal actions and decisions
- Give the member an opportunity to give back to the community
- Uphold the safety of the organization and community

# STANDARDS BOARD OUTCOME GUIDE

## OVERVIEW OF OUTCOMES

The following is a list of commonly utilized outcomes. This list is not exhaustive, and other outcomes may be determined by the members hearing the case.

*Please note this is intended as a resource and terminology from organization to organization will vary.*

*While utilizing this resource, please be aware of what authority the organization has in adjudicating as outlined in the Constitution and Bylaws and Code of Conduct.*

## REFLECTION

**Are you okay?:** It is more than appropriate that each meeting starts with “are you okay” to check in with the member. It is also appropriate that the actual meeting is the outcome for a check in with the member. This could also include ongoing check-ins with the member by an advisor or officer.

**Apology:** Members may be asked to apologize to a person(s) affected by their actions. This could be in person or in writing.

**Behavioral Contract:** Member helps identify the desired behavior and signs and agrees to a behavioral contract. The contract should identify what outcomes will be automatically triggered by noncompliance.

**Reflection Papers:** Members may be assigned a reflection paper that allows the member to reflect on their experiences and future actions. This can be specific to the action.

## SUPPORT

**Ongoing Support:** Ongoing meetings to monitor progress with an appropriate support person (advisor, chapter officer or leader, etc.)

**Professional Assistance or Assessment:** Consistent with the nature of the violation, a member may be assigned an assessment (i.e., substance use, anger, mental health) to be provided by a certified provider. All costs associated with the assessment and resulting recommendations must be paid at the member’s expense. The member is not required to disclose the assessment and recommendations but can provide documentation of attendance.

# STANDARDS BOARD OUTCOME GUIDE

## EDUCATION

**Project:** Members may be required to initiate and complete a meaningful project within the organization's facility, campus, or in the community. Members may be required to show documentation.

**Educational or Training Workshops:** Members may be required to attend educational sessions or training relevant to the violation. These can be in person within the campus or community or online.

**Earn Back Privileges:** In some situations, the organization might choose to identify the outcome(s) and allow the member to earn back privileges once they have completed the outcome versus setting a date (e.g., 30 days)

## FINANCIAL

**Fines:** Fines may be imposed when appropriate.

**Restitution:** A member may be required to provide financial compensation for the cost of any item damaged, destroyed, or stolen.

## MEMBERSHIP STATUS

**Probation:** A probation notice to the member does not limit the activity of the individual. However, it documents the member has been found responsible for a violation. During this time, if a violation occurs, the member may receive additional outcomes.

**Removal of Privileges:** Certain restrictions may be placed on a member for a specified period. Specific restrictions may include the inability to hold office, attend events with alcohol, serve in a leadership role (e.g., big sibling, etc.). This outcome may be stated for a specified period of time.

**Suspension:** Suspension is the separation of the member from all organizational activities for a specified minimum period of time.

**Expulsion:** Expulsion is the permanent removal of the member and forfeiture of all rights and privileges.

# STANDARDS BOARD OUTCOME GUIDE

## References:

<https://www.unh.edu/ocs/educational-sanctions>

<https://www.plu.edu/student-rights-and-responsibilities-procedures/sanctions/>

<https://www.niu.edu/conduct/process/sanctions/index.shtml>

<https://studentconduct.osu.edu/for-students/understanding-the-student-conduct-process/sanctions>