

THE STATEMENT OF STUDENT RIGHTS AND RESPONSIBILITIES



**ANNUAL REPORT
2002 – 2003**

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INTRODUCTION & BACKGROUND

The information in this report summarizes the activities of the Office of Student Conflict Resolution (OSCR), July 1, 2002 to June 30, 2003.

On July 1, 2001, the University of Michigan President amended and re-named the *Code of Student Conduct* (Code) the *Statement of Student Rights and Responsibilities* (*Statement*). The University of Michigan Board of Regents originally adopted the Code on January 1, 1996. The *Statement* supports the values of the University of Michigan community and enumerates the types of behaviors that violate these values. The Director oversees the Office of Student Conflict Resolution (OSCR) and ensures that the *Statement's* procedures are equitably carried out.

Mission Statement

The mission of the Office of Student Conflict Resolution (OSCR) is to maximize the personal growth and development of students by providing educationally focused conflict resolution services and programs to a diverse University community. Consistent with University values and the *Statement of Student Rights and Responsibilities*, the Office of Student Conflict Resolution is committed to promoting student learning and to maintaining a scholarly community in which disputes are settled in a civil and dignified manner.

Principles

The staff and members of the Office of Student Conflict Resolution abide by the Principles of Practice set forth by the Association for Student Judicial Affairs (ASJA). These principles include but are not limited to:

- * Developing standards for student disciplinary processes
- * Providing student disciplinary processes that are positive, educational, and developmental
- * Applying appropriate legal standards of substantive and procedural due process
- * Involving and training students in the development and enforcement of disciplinary standards
- * Continuing professional education for student judicial affairs administrators and staff

SUMMARY OF COMPLAINTS & RESOLUTIONS

Contacts and Action Taken

Between July 1, 2002 and June 30, 2003, the Office of Student Conflict Resolution (OSCR) documented 867 contacts. Table A depicts the response of OSCR staff to each contact. The term "contact" refers to any form of complaint and includes those resulting in investigations handled under the *Statement*. Table A summarizes each action taken.

Table A - Total Contacts & Actions Taken

Action Taken	Number
No Action Taken by OSCR	
Identity of Accused Student Unknown	1
No Complaint Filed	38
Past Six Month Deadline to File	0
No Violation	20
Referrals	462
Substance Abuse Warning Letter	274
Investigated Allegations	72
Total	867

No Action Taken by OSCR

Identity of Accused Student Unknown

One (1) person contacted OSCR and stated that a violation of the *Statement* had occurred; however, she was unable to name the student(s) she believed responsible for the misconduct. The complaint alleged harassment and theft.

No Complaint Filed

OSCR received information from thirty-eight (38) individuals who did not follow through with a formal complaint. Typically individuals contacted the office and described their complaint(s) without providing their name, the alleged perpetrator's name, and/or documentation supporting the alleged misconduct.

Filed after Six Month Deadline

No one sought to file a complaint after the expiration of the six-month deadline established by the *Statement*.

No Violation

Twenty (20) individuals reported misconduct not addressed by the *Statement*. Typical complaints included allegations of threats or harassment without substantiated behavioral misconduct, allegations of disorderly conduct or inappropriate behavior, allegations of forgery of non-University documents, and complaints alleging misconduct by non-students. These individuals were referred to appropriate community agencies or University units for possible resolution as needed.

Referrals

If the Resolution Coordinator determined that an allegation fell within the scope of the *Statement*, but that the dispute would more effectively be resolved elsewhere within the University community, the complainant was referred to the appropriate unit. OSCR referred 461 complaints to University units for assistance, and 1 referral was made outside the University.

Any case involving an on-campus resident may be referred to Housing for handling. Typically, all first and second alcohol and marijuana violations were referred back to Housing and the Hall Director or Assistant Hall Director met with the student. OSCR referred 436 alcohol and drug violations to Housing for handling. In addition to the alcohol and drug violations, OSCR referred six low-level *Statement* violations back to Housing. The release of these cases was made on an individual basis when both OSCR and Housing staff agreed that it would serve the student best to have his or her case resolved within Housing

Table B summarizes the number and types of referrals made.

Table B - Referrals

Referrals Made To	Number
University Units	
Academic Unit	3
Dean of Students/VP for Student Affairs	2
Housing	442
ITCS/ResComp	5
University Health Services	1
Ombuds	2
Parking and Transportation Services	1
Student Mediation Services	1
Career Center	2
Office of New Student Programs	1
Sexual Harassment Policy Office	1
Non-University Units	1
Total	462

Substance Abuse Warning Letters

OSCR mailed 274 Substance Abuse Warning Letters to students who allegedly violated Section F (alcohol and/or drug violations) of the *Statement*. These letters were sent in response to information forwarded to OSCR from the Ann Arbor Police, or the Department of Public Safety. Each letter described the information reported to OSCR, included a copy of the *Statement*, and offered support services available in the University/Ann Arbor community. The letter also contained information about free assessment/counseling available through the University and encouraged individuals who thought they might have a problem to utilize the assessment/counseling opportunities.

Investigated Allegations

Seventy-two (72) complaints were investigated by OSCR and are described in the following sections of this report.

Investigated Complaints and Outcomes

It is difficult to accurately portray the total number of violations investigated because multiple charges were resolved in the majority of complaints. Seventy-two (72) complaints (cases) alleging 197 incidents of misconduct were investigated. Twenty-nine cases (29, 40%) involved a single charge and forty-three cases (43, 60%) involved multiple charges. In this report, data are reported by case or by total number of alleged violations.

Table C summarizes the total number of charges and outcomes (responsible, not responsible) for alleged violations occurring both on and off-campus. Seven (7) cases, involving twenty (20) potential violations, which are still pending resolution as of June 30, 2003, also are noted and are included in the 72 complaints/197 violations summary.

The most common violations included alcohol and drug allegations (60 violations), assault or battery (30 violations), and stealing, damaging or destroying property (26 violations). If the Resolution Coordinator's investigation resulted in enough information to forward the complaint to a student resolution panel, resolution officer, or mediator for resolution, the accused student was charged with a violation(s).

A charge letter was sent to students who had allegedly violated the *Statement*. The charge letter described the specific incident as well as the section(s) of the *Statement* that the student may have violated. The student was asked to meet with the Resolution Coordinator at a specific day and time based on his or her class schedule. If the student was unable to make the appointed time, the student was directed to call OSCR to arrange an alternate date.

Twenty (20, 10%) alleged violations were either dropped or withdrawn. The Resolution Coordinator dropped an allegation when an investigation did not result in sufficient evidence to forward it for resolution or when subsequent investigation cleared the accused student. In some cases, a complainant chose to withdraw the allegation(s).

In seven (7, 10%) cases, involving nine (9, 5%) violations, all of the charges against a student were dropped. When this occurred, the student's file was destroyed and all personal identification was deleted from the electronic records. A statistical record of the complaint was kept on file for record keeping purposes only. In eleven (11, 15%) cases, one of the allegations was dropped (for a total of 11 dropped violations), but the other allegations were resolved.

Cases that were pending resolution as of the last annual report (July 2001- June 2002) are described in Appendix C. On June 30, 2001 there were eighteen (18) cases involving thirty-five (35) alleged violations of the *Statement*.

Table C - Investigated Violations, Charges, and Outcomes 7/1/02 – 6/30/03

a Violation	Charges	Responsible	Not Responsible	b Pending	Dropped	Mediated
Physically harming another person...such as killing, assaulting, or battering	30	17	5	3	4	1
Sexual assault or sexual harassment	9	3	4	1	1	0
Hazing, stalking, or harassment	10	4	3	2	0	1
Possessing, using, or storing firearms, explosives, or weapons	10	9	1	0	0	0
Tampering with fire or other safety equipment or setting unauthorized fires	5	4	0	1	0	0
Illegally possessing, using or distributing, manufacturing, or selling alcohol or other drugs	60	48	9	2	1	0
Intentionally and falsely reporting bombs, fires, or other emergencies	1	0	0	0	0	1
Stealing, vandalizing, damaging, destroying, or defacing property	26	15	3	7	1	0
Obstructing or disrupting classes, research projects or other activities or programs	4	4	0	0	0	0
Making, possessing, or using any falsified University document	16	14	2	0	0	0
Failing to leave University-controlled premises	0	0	0	0	0	0
Violating state or federal law	19	4	0	3	11	1
Misusing, failing to comply with, or jeopardizing <i>Statement</i> procedures, sanctions, etc.	2	1	0	0	1	0
Violating University computer policies	5	3	0	1	1	0
Total	197	126	27	20	20	4

a The exact wording of some violations has been condensed in this table. For the complete text of the violations please refer to the *Statement* located in Appendix A.

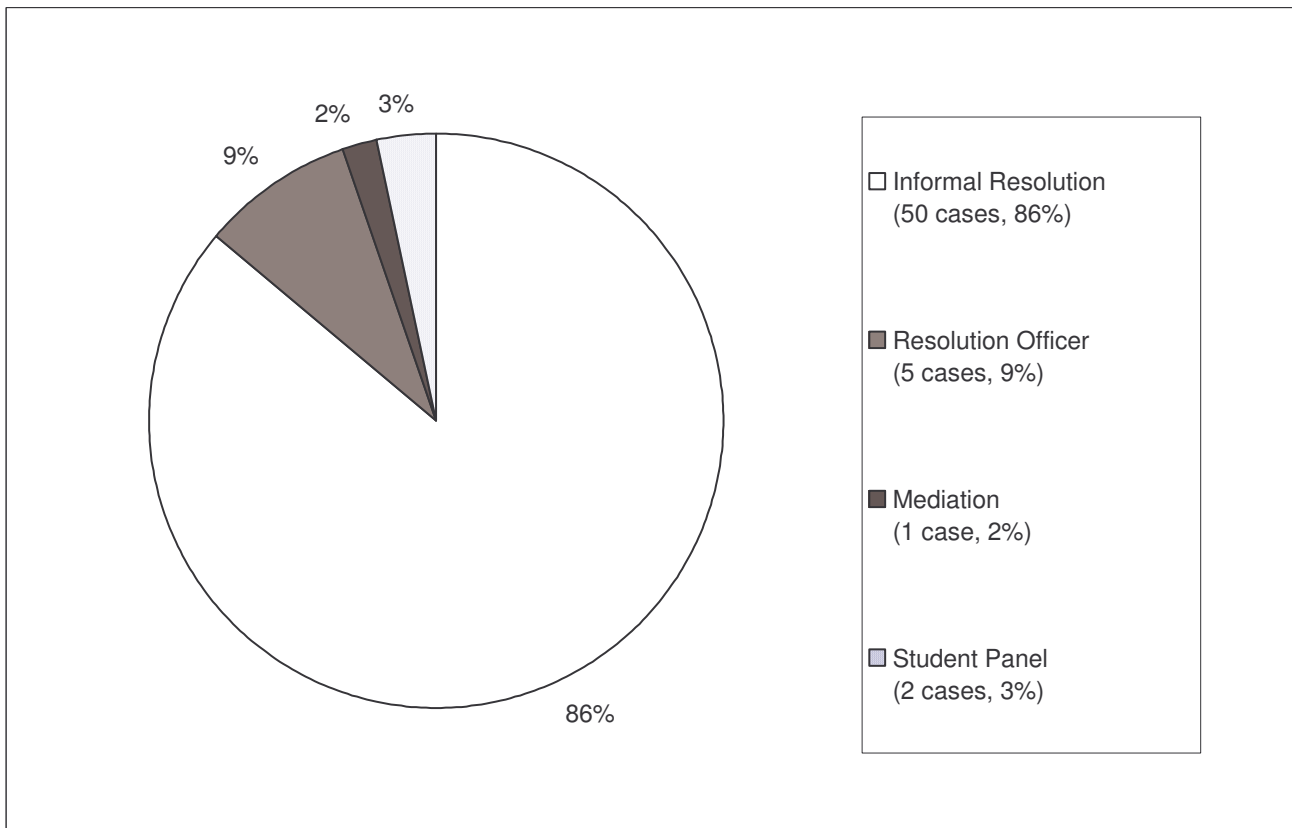
b Pending violations reflect cases that OSCAR was unable to resolve before July 1, 2003 or because the accused student withdrew from school before the allegations could be resolved.

Procedures Used to Resolve Charges

The *Statement* establishes the right of the accused student to choose the type of procedure he or she prefers to resolve the charge(s). Chart A depicts the students' choices per case. Each student panel arbitration was conducted by five (5) student panelists and was facilitated by a faculty or staff Resolution Officer. Each Resolution Officer arbitration was conducted by a faculty or staff Resolution Officer. Informal resolutions (Resolution Officer arbitrations conducted in an informal setting) were conducted by a Resolution Coordinator from the OSCR staff. The mediation was co-facilitated by an OSCR staff member and Student Mediation Services. Multiple charges were resolved in almost every arbitration and in the mediation.

Fifty-eight (58) cases were resolved between July 1, 2002 and June 30, 2003¹. Fifty (50, 86%) cases were informally resolved, five (5, 9%) cases were resolved at a Resolution Officer arbitration, two (2, 3%) cases were heard by student panels and one (1, 2%) case was mediated. Appendix B provides further details about procedures followed.

Chart A
Accused Students' Choices of Resolution Procedures Per Case



¹ Fifty-eight (58) cases were resolved through arbitration or mediation, seven cases (7) were dropped, and seven (7) cases were pending resolution at the time of this report.

Outcomes and Sanctions/Resolutions

Table C (page 7) also details the outcomes of arbitrations for each charge. Of the one hundred fifty-three (153) charges considered at the fifty-seven (57) arbitrations, there were one hundred twenty-six findings (126, 82%) of responsible and twenty-seven findings (27, 18%) of not responsible. There were eleven (11) cases that resulted in at least one finding of not responsible for the charge(s) and one (1) case resulted in findings of not responsible for all charges. When a student was found not responsible for all charges, the case file was destroyed and the office database was redacted to remove any personally identifiable information. Table D shows the arbitration outcomes.

Table D - Arbitration Outcomes

Outcomes by Charge	Number	Percent
Responsible	126	82%
Not Responsible	27	18%
Total	153	100%

Sanctions

Findings of responsibility resulted in a recommendation of sanctions to the Dean of Students. Frequently, a combination of sanctions was imposed. The Dean of Students had the authority to modify the recommended sanctions, and did not do so in any cases. Table E summarizes sanctions recommended through the process, imposed by the Dean of Students, and enforced by OSCR.

Table E – Sanctions

Sanction	Number
AlcoholEdu	17
Assessment of Substance Abuse Patterns	10
Class/Workshop Attendance	5
Community Service	14
Disciplinary Probation	36
Educational Project	45
Emergency Suspension	0
Expulsion	0
Formal Reprimand	4
Housing Transfer/Lease Termination/No Reapplication to University Housing	19
Letter of Documentation	2
Meet with OSCR staff during the semester	1
No Alcohol Use	1
No Contact	6
No Guests	1
No Trespass	1
Recommended Counseling	6
Restitution	5
Suggested Apology	3
Suspension	5

Student resolution panels and resolution officers were encouraged to recommend sanctions with the following goals in mind: to protect the safety of the University community, to educate the student about the inappropriateness of his or her misconduct, and to provide the student with an opportunity to learn new behaviors so that the behavior would not be repeated. Student resolution panels and resolution officers designed sanctions to reflect the needs of the individual student and the impact of the misconduct on the complainant and on the University community. Student resolution panels and resolution officers developed a wide array of unique sanctions for responsible students. For the majority of violations “sanction packages” were developed to address the student's misconduct and provide a support system to help the student successfully complete the sanction(s) as well as their academic work. The Public Record, located in Appendix B, provides examples of such sanctions.

The most severe sanction imposed was suspension. Five (5) students were suspended between July 2002 and June 2003, all as the result of informal resolutions.

The *Statement* provides the Vice President for Student Affairs with the authority to emergency suspend a student if his or her actions pose an immediate danger to any member of the University community. The student is suspended pending a meeting with the Resolution Coordinator who may then continue the suspension until an arbitration is scheduled to resolve the charges. No students were emergency suspended between July 2002 and June 2003.

Mediation

Mediation offers the accused student direct involvement in the final resolution of the charge(s). With the assistance of a mediator, the accused student and the complainant can work together to discuss their dispute and reach a settlement acceptable to both. Mediation also allows the participants to consider a wider variety of resolutions than could be imposed through sanctioning.

OSCR staff members encouraged mediation when it was appropriate to do so. One (1) mediation was successfully completed between July 1, 2002 and June 30, 2003. For a mediation to be successful, both parties must agree to mediate the charges. Also, the nature of some complaints, especially those involving violence, made mediation an inappropriate option.

Similar to arbitrations, a mediation may consider more than one charge and a mediation may result in a combination of mediated resolutions. Four (4) charges were resolved in the one mediation conducted under the *Statement*. This mediation resulted in the following mediated outcomes, which are recorded in Table F.

**Table F
Mediated Resolutions**

Mediated Resolution	Number
Apology	1

No Contact	1
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Appeals

Of the seventy-two (72) complaints received between July 2002 and June 2003, two (2) cases were appealed. Both the accused student and the complainant are given the opportunity to appeal. An Appeals Board hears appeals and is comprised of one student selected from the Michigan Student Assembly (MSA), one administrator appointed by the University of Michigan President, and one faculty member appointed by the Faculty Senate. All decisions of the Appeals Board are reached by majority vote and are forwarded to the Vice President for Student Affairs as recommendations.

In the two cases that were appealed, the Appeals Board recommended that the original findings be upheld in one case. The second case is still pending review by the Appeals Board.

Recidivism

One (1) student was found responsible for repeat offenses during the 2002-2003 reporting period.

Between July 2001 - June 2002, the student was involved in the complaint resolution process for numerous charges, including alcohol possession; stealing University property; vandalizing, damaging, and destroying the property of others; making, using and possessing false University records; and violating State law. Prior to resolving these complaints, the student was charged with another alcohol possession violation and drug use. The student accepted responsibility for both cases. The student was sanctioned with community service, educational projects, restitution, an assessment of substance abuse patterns, disciplinary probation, and suggested counseling. During the July 2002 - June 2003 period, the student was found responsible for another alcohol offense. This represented his third case in OSCR.

Typically, OSCR would charge students with possession of alcohol only if there was a pattern of possible substance abuse. If an off-campus student was found in possession of alcohol, OSCR's first response would be to send a substance abuse warning letter to the student. On-campus students who were in possession of alcohol were seen by Residence Hall staff for both first and second offenses. Fifteen (15) students were charged with possession of alcohol by OSCR for either a second or third offense.

One (1) student was charged with failure to comply with his sanctions. Although failure to comply with sanctions is a separate *Statement* violation, this student was not considered a repeat offender.

Evaluations

After each arbitration and mediation, each participant was sent an evaluation form to complete and return to OSCR. Evaluation forms were given to the accused student and the complainant. The accused student and the complainant were asked to give feedback and suggestions on the arbitration process and were asked to evaluate their interactions with the Resolution Coordinator. Although only a small number of students returned the evaluation forms, the evaluations that were received were very helpful. Arbitration procedures were updated to incorporate many of the suggestions.

Sample Comments from Arbitrations:

o Why did you choose to have your case resolved through an informal arbitration?

I thought it would be a more comfortable setting, where I could clearly explain everything I wanted

to while minimizing the pressure of feeling "on-stage."

It was the quickest resolution with the fewest chance of conflict involved.

o Were you comfortable asking the Resolution Coordinator questions? Why or why not?

Yes, very personable and friendly. Not intimidating.

Yes... very friendly and upfront.

Student panelists and resolution officers are also sent evaluation forms after each panel and resolution officer arbitration. Feedback is requested on the arbitration process and for suggestions on areas that need further clarification in future training sessions. Training sessions for student panelists and resolution officers are modified to incorporate many of the suggestions made by their peers.

Many students who were given sanctions were also asked to write reflection papers about their experiences during the conflict resolution process and during the sanctioning period. Reflection papers were useful to OSCR staff because they presented an opportunity to evaluate how effective the sanctions were in addressing the needs of the accused student and the University community. These students' comments also assisted OSCR in making future sanctioning placements. Several students decided to continue to contribute their time and energy to the placement agencies, even after their required community service hours were completed.

Sample Comments from Reflection Papers:

Quote #1:

The action took maybe a minute of time, but will now affect me forever. If I could take it back I of course would. But I am glad that I am going through this process with an open mind. No anger, no hatred, just handling the situation as best I can. College is a time where you not only learn in a classroom. You learn the lessons of life that make each of us

responsible adults living on this planet. I have definitely grown because of this, and hopefully will continue to grow, and become a better citizen of this University.

Quote #2:

I have had a problem with alcohol since first being introduced to it freshman year. My roommate and I went to a party and since that time I have slowly been spiraling downward on autopilot. I had lost control of my life. Whenever there was beer around me, I would drink it. Whenever there was liquor, I would consume it. Alcohol had become a destructive “friend” that I turned to whenever things were not going my way. I have also realized recently that one cannot have everything they want in life, it simply does not work that way. If I want to be successful in life, I need to grab life by the horns and make it happen. Life is no longer passing me by. This fall I know I will have a renewed interest in learning and reading as much as I can to fulfill my undergraduate degree requirements. I appreciate the Office of Student Conflict Resolution’s attempts to help me out of a dark place with alcohol.

Quote #3:

I will never forget the night of [date]. Mistakes were made, lessons were learned, and confidence and reassurance in the world I live in were lost. Although to have to deal with an act of racism is never a good thing, I look upon it now in hindsight as motivation and as a constant reminder. It serves as motivation to me in order to be just to others, so they don’t have to experience what I did. It serves as a reminder to me in two respects: 1) to remember what I had to go through as a result of my actions, and how to better handle this situation if it were to ever arise in the future, and 2) as a reminder that we do not live in a perfect society.... Yes, the truth hurt. But lo and behold, I am a better person because of it today.

Quote #4:

The events that have transpired has left an enormous impact on my life. Because of these events I am no longer interested in drinking alcohol. I know that if someone is responsible in his or her drinking that he or she can be able to have a safe and fun time drinking. However, in my case the events that have occurred have change the way I think and act towards drinking. I no longer have a desire to consume alcohol or be in the presence of others consuming it. Because of what happen I do not want to ever place myself in this situation again. Therefore, I will deliberately try not to be apart of environments that primary focused on the consumption of alcohol.

The Office of Student Conflict Resolution began using a new educational alcohol program this year, AlcoholEdu. AlcoholEdu is an interactive online learning tool about alcohol issues and students must pay \$20.00 (which is the cost OSCR is charged) to take the course. The program takes approximately three hours to complete, which students do on their own time. AlcoholEdu was assigned to all students, both on-campus and off-campus, for second time alcohol violations and for first time alcohol violations if a medical transport was necessary. The administrators of AlcoholEdu require students to complete a follow-up survey one month after completing the course. In addition to this survey, students who were assigned AlcoholEdu by OSCR staff were asked to complete a second survey, which allowed for a greater variety of responses and reflections.

Sample Comments from AlcoholEdu Survey:

o In what ways do you have a better understanding of alcohol and its impact on your health and well-being?

That it is harmful to my studies, and thus my future.

I know that if I drink again, I will limit myself and eat before drinking responsibly.

o Please describe any changes you have made in your alcohol use since participating in this program.

No drinking before or after studying....

Drink much more responsibly now.

ACCUSED STUDENTS - A PROFILE

Accused Students

OSCR handled complaints filed against seventy-two (72) students between July 1, 2002 and June 30, 2003. Table I depicts the gender, class year, and school or college of the accused students. About ninety-two percent (92%) of the complaints were filed against male students. Forty-six (46) complaints were filed against freshman or sophomore students, representing 64% of all complaints. Twenty-four (24) junior and senior students were accused, totaling 33% of all complaints. Graduate students were the least likely to be accused of a violation and accounted for 3% of accused students. Of the complaints filed against undergraduate students, 87% of complaints were filed against undergraduate students in the College of Literature, Science, and the Arts or students in the School of Engineering. In 2002, these schools accounted for approximately 83% of the University's total undergraduate enrollment and 52% of the University's total enrollment.

Table I - Gender, Class Year, and School or College of Accused Students

	Number Accused	Percent
Gender		
Male	66	92%
Female	6	8%
Total	72	100.0%
Class Year		
Freshman	21	29%
Sophomore	25	35%
Junior	12	16.5%
Senior	12	16.5%
Graduate Student	2	3%
Total	72	100.0%
School or College		
Art	2	3%
Dentistry	1	1%
Education	1	1%
Engineering	20	28%
Kinesiology	3	4%
LS&A	42	59%
Music	2	3%
Rackham	1	1%
Total	72	100.0%

Students Found Responsible

Students were found responsible for 126 violations. Sanctions were imposed on or accepted by these students. The types of violations for which students were found responsible and sanctioned are documented by class year in Table J.

One trend that seemed to remain consistent for the first five years of the *Statement* was that more first and second year students were found responsible for violations than upper class students, and graduate students were the least likely to be found responsible. Illegally possessing, using or distributing, manufacturing, or selling alcohol or other drugs was one of the more frequent offenses with most violations committed by first and second year students. Although the majority of alcohol violations were committed by first and second year students, it is important to note that almost all first and second alcohol offenses for these students were handled within the Residence Halls. Generally, OSCR only became involved in alcohol violations when there was a consistent pattern of substance abuse.

Table J - Responsible Student Violations by Class Year

Violations	Fr.	Soph.	Jr.	Sr.	Grad.	Total
Physically harming another person...such as killing, assaulting, or battering	5	6	0	6	0	17
Sexual assault or sexual harassment	0	2	0	0	1	3
Hazing, stalking, or harassment	0	0	0	2	2	4
Possessing, using, or storing firearms, explosives, or weapons	6	0	0	3	0	9
Tampering with fire or other safety equipment or setting unauthorized fires	2	0	2	0	0	4
Illegally possessing, using or distributing, manufacturing, or selling alcohol or other drugs	22	16	8	2	0	48
Intentionally and falsely reporting bombs, fires, or other emergencies	0	0	0	0	0	0
Stealing, vandalizing, damaging, destroying, or defacing property	6	7	0	1	1	15
Obstructing or disrupting classes, research projects, or other activities or programs	0	2	0	2	0	4
Making, possessing, or using any falsified University document	2	3	4	2	3	14
Failing to leave University-controlled premises	0	0	0	0	0	0
Violating state or federal law	1	3	0	0	0	4
Misusing, failing to comply with, or jeopardizing Code procedures, sanctions, etc.	0	1	0	0	0	1
Violating University computer policies	1	2	0	0	0	3
TOTAL	45	42	14	18	7	126

COMPLAINANTS - A PROFILE

Complaints were filed by students, faculty, and staff from across the University. Of all the complaints OSCR investigated and acted on, students served as complainants in six (6) cases and staff in sixty-six (66). The staff complaints reflect departmental complaints from units, which filed complaints on a routine basis (e.g., University Housing, the Department of Public Safety) or from staff members representing their departmental units (e.g., the Information Technology Central Services). Table K lists the complainants by category.

Table K- Complainant Status

Complaints Received From	Number
Student	
Engineering	1
LS&A	3
Music	1
Rackham	1
Faculty	0
Staff	
Department of Public Safety (DPS)	29
Financial Aid	1
Info. Technology Central Services (ITCS)	3
University Housing	33
Total	72

The gender of the students who filed complaints is summarized in Table L. More women than men filed complaints.

Table L - Gender of Complainants

Gender*	Number
Male	1
Female	5
Total	6

* Does not include complainants who represented University departments such as Housing, DPS, or ITCS.

OFFICE STAFF

The Office of Student Conflict Resolution was staffed with five professional and administrative staff members: the Director of the office, the Associate Director, the Alternative Dispute Resolution Coordinator, the Education, Training, and Outreach Coordinator, and the Administrative Assistant. In addition, two graduate students interns worked in the office Fall semester, one temporary staff member began in the Winter semester, and several undergraduate students worked on a variety of projects throughout the year.

SUMMARY

Between July 1, 2002 and June 30, 2003, the *Statement* provided an opportunity to develop and strengthen a set of procedures and practices needed to resolve non-academic complaints. The number of incidents reported to OSCR, 867 contacts resulting in 72 cases between July 1, 2002 and June 30, 2003, reinforced the need and purpose of the *Statement* and the Office of Student Conflict Resolution.

In 1996, sixty-six (66) students were charged under the *Statement*; the case load for OSCR doubled in 1997 to one hundred and thirty-two (132), increased again in 1998 to one hundred and sixty-one (161), decreased in 1999 to eight-six (86), and decreased further to seventy-nine (79) in 2000. Between July 1, 2001 and June 30, 2002, eighty-nine (89) students were formally charged under the *Statement*, representing a slight increase in the number of cases. During the current reporting period, July 2002-June 2003, seventy-two students (72) were charged with *Statement* violations. Students who were found responsible were sanctioned with the following goals in mind: to educate them about the inappropriateness of their behavior, to provide them the opportunity to learn new behaviors, and to protect the safety of the campus community.

The staff from the Office of Student Conflict Resolution wishes to thank all the members of the University community for their continued support, participation, and constructive criticism. Their observations and suggestions are invaluable and continue to lead to improvements in OSCR's procedures.