

OFFICE OF STUDENT CONFLICT RESOLUTION

**The information in this report summarizes the activities of the Office of Student Conflict Resolution (OSCR),
July 1, 2003 to June 30, 2004**

Investigated Complaints and Outcomes

The *Statement of Student Rights and Responsibilities* is the University of Michigan’s non-academic conduct policy. The *Statement* describes behaviors that are inconsistent with the values of the University community and outlines procedures for responding to such behaviors. The Office of Student Conflict Resolution is charged with administering the *Statement* and with handling complaints from community members who feel that the action of a student has directly harmed them or other members of the community.

Many complaints involve conduct that violates more than one provision of the *Statement*. Between July 1, 2003 and June 30, 2004, OSCR received and investigated 140 complaints (cases) alleging 273 incidents of misconduct. Forty cases (29%) involved a single charge and 100 cases (71%) involved multiple charges.

In this report, data are reported by case or by total number of alleged violations.

Table A - Investigated Violations, Charges, and Outcomes 7/1/03 – 6/30/04

Violation^a	Charge	Responsible	Not Resp.	Pending^b	Dropped	ADR ^c
Physically harming another person...such as killing, assaulting, or battering	26	12	0	0	9	5
Sexual assault or sexual harassment	6	3	0	1	1	1
Hazing, stalking, or harassment	31	18	0	1	4	8
Possessing, using, or storing firearms, explosives, or weapons	8	7	0	0	1	0
Tampering with fire or other safety equipment or setting unauthorized fires	0	0	0	0	0	0
Illegally possessing, using or distributing, manufacturing, or selling alcohol or other drugs	89	61	0	18	10	0
Intentionally and falsely reporting bombs, fires, or other emergencies	0	0	0	0	0	0
Stealing, vandalizing, damaging, destroying, or defacing property	28	17	0	1	7	3
Obstructing or disrupting classes, research projects or other activities or programs	0	0	0	0	0	0
Making, possessing, or using any falsified University document	32	24	0	0	8	0

^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 OSCR was unable to resolve before July 1, 2004 or because the accused student withdrew from school before the allegations could be resolved.

^c Alternative Dispute Resolution (ADR) includes mediation, facilitated discussions, and conflict coaching.

Assuming another's identity or role through deception or without proper authorization	3	3	0	0	0	0
Failing to leave University-controlled premises	0	0	0	0	0	0
Violating state/federal law	38	30	0	3	4	1
Misusing, failing to comply with, or jeopardizing procedures, sanctions, etc.	6	5	0	0	1	0
Violating University computer policies	6	4	0	1	0	1
Total	273	184	0	25	45	19

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). 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 were conducted by a Resolution Coordinator from the OSCR staff. Mediations and other forms of alternative dispute resolution were facilitated by a member of the OSCR. Multiple charges were resolved in almost every procedure.

One hundred and fifteen (115) cases were resolved between July 1, 2003 and June 30, 2004¹.

Ninety-seven (84%) cases were informally resolved, two (2%) cases were resolved at a Resolution Officer arbitration, no cases were heard by student panels and sixteen (14%) cases were handled through Alternative Dispute Resolution.

Sanctions

Findings of responsibility resulted in sanctions. Sanctions are recommended 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. Sanctions are designed to reflect the needs of the individual student and the impact of the misconduct on the complainant and on the University community. For the majority of violations “sanction packages” were developed to address the student's conduct and provide a support system to help the student successfully complete the sanction(s) as well as their academic work.

Table B – Sanctions

Sanction	Number
AlcoholEdu	27
Assessment of Substance Abuse Patterns	7
Bring Speaker to Campus	1
Class/Workshop Attendance	18
Community Service	14
Disciplinary Probation	43
Educational Project	75
Emergency Suspension	0
Expulsion	0

¹ One hundred and fifteen (115) cases were resolved through arbitration or alternative dispute resolution, eleven cases were dropped, and fourteen cases were pending resolution at the time of this report.

Formal Reprimand	15
Housing Transfer/Lease Termination/No Reapplication to University Housing	10
Meet with OSCR staff during the semester	24
Mentor	1
No Contact	5
No Trespass	1
Recommended Counseling	14
Restitution	4
Suggested Apology	3
Suspension	0

Recidivism

Very few students who resolve their cases with OSCR engage in future behavior that violates the *Statement*. Between July 1, 2003 and June 30, 2004, seven students were charged with violating the *Statement* a second time². One of OSCR's primary goals is to help students learn from their behavior and to explore different options for resolving future conflict in more productive ways. The low recidivism rate reinforces OSCR's belief that the conflict resolution process is primarily educational in nature and is focused on students' individual needs and learning styles.

² Forty-six students were charged with possession of alcohol by OSCR for either a second or third offense and are not counted in the recidivism rate.