

COMMUNITY STANDARDS: STUDENT ACCOUNTABILITY, EXPECTATIONS, RIGHTS, AND RESPONSIBILITIES

Our approach to supporting, protecting, and affirming student rights, responsibilities, and expectations at Hampshire College is grounded in established community standards that promote and enhance student learning, individual growth, and personal accountability. The College's community standards are centered around holding students accountable for their behavior and actions by providing care and support, engaging with and in educational opportunities and dialogues that promote individual growth, and creating and enhancing individual and community-based transformative experiences and interactions. We aim to promote, enhance, and encourage student success and wellbeing, both socially and academically. This includes providing students with the expectations, opportunities, resources, tools, and education they need to make informed decisions.

Community standards exist to foster and strengthen a learning, living, and working environment that is committed to individual and community care, restorative and transformative justice, educational opportunities and attainment, honesty, personal integrity and accountability, and respect for rights, responsibilities, and wellbeing of others, and whose members are dedicated to having these and Hampshire College's mission and vision inform the choices they make. The community standards that exist and the nature by which Hampshire College holds students responsible and accountable are laid out in the Student Handbook and Resource Guide and include but are not limited to:

- [Ethics of Scholarship](#)
- [Standards for Student Accountability](#)
- [Norms for Community Living](#)

These and other policies and expectations are designed to guide student behavior and action while also balancing the rights and responsibilities of the individual with that of the community's health, safety, and wellbeing. At the same time, uphold college policies and state and federal laws and regulations.

Informal and Formal Resolution Processes

Hampshire College values facilitating outcomes and engaging with students, student groups, and athletic teams in personal and community accountability through formal and informal processes. As often as possible, the College encourages students, student groups, and athletic teams to utilize restorative practices and alternative resolution methods, such as working with resident advisors and area coordinators in residence life, connecting with the Office of Community Advocacy and Restorative Practice, or speaking with a staff member in the Dean of Students Office to resolve conflict and address individual and community concerns.

In situations and incidents that involve an alleged policy violation, the matter is reviewed and addressed through either an informal or formal resolution process. This process aims to engage with students to determine if community standards were violated and, if so, develop an accountability and community restoration plan that promotes individual accountability, personal and community education, and restorative justice. Informal and formal resolution consists of the following:

- **Informal Resolution Process:** One-on-one meeting with a designated community standards administrator (within the Dean of Students Office and Office of Residence Life) to review and address an alleged community standards violation. If a student, student organization, or athletic team is found responsible, they are assigned an accountability and community restoration plan and are expected to complete accountability measures.
- **Formal Resolution Process:** The student(s) participate in a community standards formal resolution meeting conducted either by a Community Standards Review Board (CSRB) or an administrative hearing with a community standards administrator.

Formal and informal processes aim to repair harm and find a resolution for all individuals involved. As alleged violations are reviewed and addressed, the Senior Director of Student Affairs for Student Retention and Success and/or the Vice President for Student Affairs and Dean of Students or designee may implement [interim administrative actions](#) pending the outcome of the community standards and student accountability process. Community standards policy violations and other community concerns that do not constitute a violation may, in addition to or separately, be addressed or referred to the Dean of Students Office, Office of Community Standards and Student Accountability, and/or the Office of Community Advocacy and Restorative Practices.

Policies related to academic matters are found in the [Academic Policies](#) section of the Hampshire College Student Handbook.

Verbiage Updates

As our approach has shifted to focus on student accountability through the lens of care, education, and transformation, processes and language have been altered to reflect this revised approach and our values as a college. Listed below are some important updates:

- **Community Standards** (previously called the Code of Conduct, Norms, and Policies): Policies and procedures that outline student expectations and rights and responsibilities. Community standards are comprised of the following:
 - Ethics of Scholarship
 - Standards for Student Accountability
 - Norms for Community Living
- **Standards for Student Accountability** (previously referred to as the Code of Conduct): College policies have been established to outline student expectations and behaviors.
- **Intentional Avoidance Notice (IAN)** (previously referred to as a No Contact Directive): IANs are established when it is determined that it is in the best interests of students to intentionally avoid each other by not engaging in direct or indirect communication or interaction. IANs are mutual and instruct students to avoid one another by not communicating or interacting in person, through social media or online platforms, by text or email, or indirectly through friends or other individuals. If issued an IAN, all students involved have a meeting with a community standards administrator to discuss the IAN, and a formal notice is sent to each student by email. If a student has a class with another student, they are asked to notify the Dean of Students Office. Then, a community standards administrator connects with the faculty involved to ensure that the students don't sit near each other and are not in any group projects together. IANs acknowledge that we are a small campus and that students will be together in classes, student organizations, or campus events. However, the IAN instructs them not to communicate or interact with one another at these events or in communal spaces.
- **Administrative Notice** (previously referred to as probation): Given for a specified amount of time and serves as formal notification that particular action(s) or behavior(s) are not aligned with Hampshire community standards, expectations, and values. Students are considered not to be in good disciplinary standing when on administrative notice and are restricted from serving as an RA or OL; participating in an exchange, field study, short-term field study, and any courses offered through GEO; and unable to hold elected office in SAB, as a Student Trustee, and in other campus-wide committees. They are not restricted from student employment, being involved in student organizations, or serving as a signer.
- **Accountability and Community Restoration Plan** (previously referred to as sanctions): If students are found responsible for violating community standards through the informal or formal process, they are assigned an accountability and community restoration plan comprising one or more accountability measures (previously referred to as sanctions). These accountability measures include administrative actions and notices, educational opportunities and dialogues, and transformative experiences and interactions. They are reviewed and discussed

with students as an outcome of the community standards review meeting, and a written follow-up is sent to the students. Students can appeal the outcome and any accountability measure they are assigned.

- **Informal Resolution:** One-on-one community standards review meeting with students where the incident or matter is discussed and a determination is made based on information available of whether a community standards violation has occurred. Students can request to forgo the informal resolution process and proceed through the formal resolution process.
- **Formal Resolution:** Students meet with a Community Standards Review Board (CSRB) or a community standards administrator, such as the Senior Director of Student Affairs for Student Retention & Success or the Director of Student Affairs for Student Retention & Success. The formal resolution process is typically for incidents or matters considered an alleged significant community standards violation or for individuals who have repeated violations addressed previously through informal resolution. Formal resolution is implemented in a hearing format. If a student is assigned to complete the formal resolution process, they are not permitted to request that the matter be referred through the informal resolution process.
- **Community Standards Review Board (CSRB)** (previously community review board): A hearing board comprising one student, staff, and faculty member to review and determine whether a community standards violation occurred. CSRB members are trained by the Dean of Students Office and receive support and assistance from the Senior Director of Student Affairs for Student Retention & Success or the Director of Student Affairs for Student Retention & Success. CSRB members are volunteers recruited each year and agree to serve on CSRB hearings as needed based on their schedule and pending no conflicting interests.
- **Community Standards Administrator** (previously hearing or conduct officer): A staff member within either the Dean of Students Office or Residence Life and Student Engagement. All community standards administrators are trained and provide oversight from the Senior Director of Student Affairs for Student Retention & Success and/or the Vice President for Student Affairs & Dean of Students. Anyone who serves as a Deputy Title IX Coordinator is restricted from serving as a community standards administrator but are permitted to serve on a CSRB as long as they do not have a conflicting interest.