



OFFICE OF THE PROVOST AND  
EXECUTIVE VICE PRESIDENT FOR ACADEMIC AFFAIRS

OFFICE OF THE PRESIDENT  
1111 Franklin Street, 12<sup>th</sup> Floor  
Oakland, California 94607-5200

March 13, 2026

CHANCELLORS  
ACADEMIC COUNCIL CHAIR AHMET PALAZOGLU  
LABORATORY DIRECTOR MICHAEL WITHERELL  
ANR VICE PRESIDENT GLENDA HUMISTON

**Re: Systemwide Review of Proposed Presidential Policy Applying to Campus Activities, Organizations and Students (PACAOS) 100.00 and PACAOS-Appendix H**

Dear Colleagues:

Enclosed for systemwide review are proposed revisions to Presidential Policy Applying to Campus Activities, Organizations and Students (PACAOS) 100.00 and PACAOS-Appendix H.

In the spring of 2025, former President Drake requested a review of the student conduct and discipline governance, process, and procedures as defined in systemwide and campus policies and related guidance. Key features of this review included:

- A description of the student conduct and discipline governance, process, and procedures in effect at each UC campus, including average timelines for each stage in the process relative to any policy-required timelines, and any notable or significant procedural differences across campuses.
- In partnership with UC Legal, a review of campus disciplinary investigations and an assessment of consistency.
- An assessment of and recommendations related to systemwide standards regarding student conduct procedures, outcomes, and timely resolution.

As a result of this review, Vice President for Undergraduate and Graduate Affairs Yvette Gullatt charged a systemwide workgroup on Student Conduct Policy with providing guidance to develop 1) a revised PACAOS 100.00 establishing a shared adjudication framework with core procedural standards and 2) an appendix that includes systemwide guidelines for student conduct sanctions. Workgroup membership included one staff representative from each campus, in addition to a faculty representative and an undergraduate and graduate student representative.

The updated interim PACAOS 100.00 policy now refers to the new interim Appendix H, which includes systemwide investigation and resolution procedures, as well as updates to sanction definitions and options. Appendix H outlines the University of California's student conduct procedures under PACAOS 100.00, detailing how campuses investigate

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and resolve allegations of student and student organization misconduct, including pathways for alternative and administrative resolution, as well as the option for hearings when suspension or dismissal is proposed. Appendix H also includes a new sanctioning framework that provides a consistent yet flexible structure for assigning sanctions and other university actions in response to violations of PACAOS 100.00 Policy on Student Conduct and Discipline.

Additional revisions were made to ensure compliance with recent changes to California law, including Assembly Bill 602 (AB 602) and Assembly Bill 1575 (AB 1575). AB 602 requires institutions to provide limited disciplinary amnesty for certain alcohol- and drug-related policy violations when students seek or obtain medical assistance for themselves or others during a medical emergency. The policy has been updated to incorporate these statutory amnesty requirements. AB 1575 clarifies and strengthens procedural protections and notice requirements in student disciplinary processes, including timelines and transparency standards. Corresponding updates have been incorporated into PACAOS 100.00 and Appendix H to ensure alignment with these legal requirements.

### **Systemwide Review**

Systemwide review is a public review distributed to the Chancellors, the Chair of the Academic Council, the Director of the Lawrence Berkeley National Laboratory, and the Vice President of Agriculture and Natural Resources requesting that they inform the general University community, especially affected employees, about policy proposals. Systemwide review also includes a mandatory, 90-day full Senate review.

Employees should be afforded the opportunity to review and comment on the draft policy. Attached is a Model Communication which may be used to inform non-exclusively represented employees about these proposals. Systemwide Labor Relations at the Office of the President is responsible for informing the bargaining units representing union membership about policy proposals.

We would appreciate receiving your comments no later than June 11, 2026. Please submit your comments via [this google form](#). If you have any questions, please contact Eric Heng at [eric.heng@ucop.edu](mailto:eric.heng@ucop.edu) or (510) 987-0239.

Sincerely,



Katherine S. Newman  
UC System Provost and  
Executive Vice President for Academic Affairs

UC Berkeley Chancellor's Distinguished Professor  
of Sociology & Public Policy

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Enclosures:

1. Draft Presidential Policy Applying to Campus Activities, Organizations and Students (PACAOS) 100.00 (Clean Copy)
2. Draft Presidential Policy Applying to Campus Activities, Organizations and Students (PACAOS) Appendix H (Clean Copy)
3. Draft Presidential Policy Applying to Campus Activities, Organizations and Students (PACAOS) 100.00 (tracked-changes copy)
4. Draft Presidential Policy Applying to Campus Activities, Organizations and Students (PACAOS) Appendix H (tracked-changes copy)
5. Model Communication - Presidential Policy Systemwide Review Model Communication PACAOS 100 Appendix H

cc: President Milliken

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Associate Director Woolston

Assistant Director LaBriola

Policy Analyst Durrin

Program Policy Analyst D'Agostino

Policy Advisory Committee



# Policies Applying to Campus Activities, Organizations and Students (PACAOS)

## 100.00 Policy on Student Conduct and Discipline

<b>Responsible Officer:</b>	Vice President and Vice Provost
<b>Responsible Office:</b>	Graduate, Undergraduate and Equity Affairs
<b>Issuance Date:</b>	9/24/25
<b>Effective Date:</b>	1/1/26
<b>Scope:</b>	Consistent with PACAOS 12.00, these Policies and the campus regulations implementing them apply to all campuses and properties of the University and to functions administered by the University, unless in special circumstances the President directs otherwise.

<b>Contact:</b>	Eric Heng
<b>Title:</b>	Director, Student Policies & Governance
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## I. POLICY SUMMARY

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The *Policies Applying to Campus Activities, Organizations and Students* are a compendium of Universitywide policies relating to student life. Section 100.00 describes the University’s policy on student conduct and discipline.

When a formal investigation is deemed appropriate for cases involving reports of Sexual

Violence, Sexual Harassment or other prohibited conduct by the UC Policy on Sexual Violence and Sexual Harassment, campuses shall implement the procedures set forth in PACAOS Appendix E: Sexual Violence and Sexual Harassment Student Adjudication Framework for Non-DOE-Covered Conduct or PACAOS Appendix F: Sexual Violence and Sexual Harassment Student Adjudication for DOE-Covered Conduct. Campuses may also apply PACAOS Appendix E or PACAOS Appendix F to adjudicate student conduct violations that occur in connection with violations of sexual violence and sexual harassment.

For cases involving harassment or other prohibited conduct by the University of California Anti-Discrimination Policy, campuses shall implement the procedures set forth in the [University of California Anti-Discrimination Policy](#) and adjudicate violations using the framework in PACAOS Appendix G: Student Investigation and Adjudication Framework for Prohibited Conduct: Discrimination, Harassment, and Retaliation. In the event there are violations of both the University of California Anti-Discrimination Policy and PACAOS 100, campuses may implement both procedures concurrently, after consultation between the Student Conduct Administrator and the Local Implementation Officer.

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## II. DEFINITIONS

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Definitions for the *Policies Applying to Campus Activities, Organizations and Students*, and the campus implementing regulations adopted pursuant to them, are provided in Section 14.00.

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## III. POLICY TEXT

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### ***100.00 Policy on Student Conduct and Discipline***

#### **101.00 STUDENT CONDUCT**

Students are members of both society and the University community, with attendant rights and responsibilities. Students are expected to comply with all laws and with University policies and campus regulations.

The standards of conduct apply to students as the term ‘student’ is defined in Section 14.40 of these *Policies*. They also apply to: applicants who become students, for policy violations committed as part of the application process; applicants who become students, for policy violations committed on campus and/or while participating in University-related events or activities that take place following a student's submittal of the application through their official enrollment; and former students for offenses committed while a student.

If specified in implementing campus regulations, these standards of conduct may apply to conduct that occurs off campus and that would violate student conduct and discipline policies or regulations if the conduct occurred on campus.

#### **102.00 GROUNDS FOR DISCIPLINE**

Chancellors may impose discipline for the commission or attempted commission

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Policy on Student Conduct and Discipline

(including aiding or abetting in the commission or attempted commission) of the following types of violations by students, as well as such other violations as may be specified in campus regulations:

**102.01**

All forms of academic misconduct including but not limited to cheating, fabrication, plagiarism, or facilitating academic dishonesty.

**102.02**

Other forms of dishonesty including but not limited to fabricating information, furnishing false information, or reporting a false emergency to the University.

**102.03**

Forgery, alteration, or misuse of any University document, record, key, electronic device, or identification.

**102.04**

Theft of, conversion of, destruction of, or damage to any property of the University, or any property of others while on University premises, or possession of any property when the student had knowledge or reasonably should have had knowledge that it was stolen.

**102.05**

Theft or abuse of University computers and other University electronic resources such as computer and electronic communications facilities, systems, and services. Abuses include (but are not limited to) unauthorized entry, use, transfer, or tampering with the communications of others; interference with the work of others and with the operation of computer and electronic communications facilities, systems, and services; or copyright infringement (for example, the illegal file-sharing of copyrighted materials).

Use of University computer and electronic communications facilities, systems, or services that violates other University policies or campus regulations.

Please refer to the [UC Electronic Communications Policy](http://www.ucop.edu/ucophome/policies/ec/) (<http://www.ucop.edu/ucophome/policies/ec/>) and [Digital Copyright Protection](http://www.ucop.edu/irc/policy/copyright.html) at UC (<http://www.ucop.edu/irc/policy/copyright.html>) for the University's position on digital copyright.

**102.06**

Unauthorized entry to, possession of, receipt of, or use of any University services; equipment; resources; or properties, including the University's name, insignia, or seal.

**102.07**

Violation of policies, regulations, or rules governing University-owned, -operated, or -leased housing facilities or other housing facilities located on University property.

**102.08**

Physical abuse including but not limited to physical assault; threats of violence; or other conduct that threatens the health or safety of any person.

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Sexual Violence (including Sexual Assault – Penetration, Sexual Assault – Contact and Relationship Violence) is defined by the University of California [Policy on Sexual Violence and Sexual Harassment](#). Please refer to 102.26.

**102.09**

Harassment, defined as conduct that is so severe and/or pervasive, and objectively offensive, and that so substantially impairs a person's access to University programs or activities that the person is effectively denied equal access to the University's resources and opportunities.

Harassment based on a protected category is defined by the University of California Anti-Discrimination Policy. Pursuant to section 104.90, sanctions may be enhanced for conduct motivated on the basis of the protected categories defined in the [University of California Anti-Discrimination Policy](#). Please refer to 102.27 and PACAOS Appendix G: Student Investigation and Adjudication Framework for Prohibited Conduct: Discrimination, Harassment, and Retaliation.

Sexual Harassment is defined by the University of California [Policy on Sexual Violence and Sexual Harassment](#). Please refer to 102.26.

**102.10**

Stalking behavior in which a student repeatedly engages in a course of conduct directed at another person and makes a credible threat with the intent to place that person in reasonable fear for his or her safety, or the safety of his or her family; where the threat is reasonably determined by the University to seriously alarm, torment, or terrorize the person; and where the threat is additionally determined by the University to serve no legitimate purpose.

Stalking of a sex-based nature is defined by the University of California [Policy on Sexual Violence and Sexual Harassment](#). Please refer to 102.26.

**102.11**

(deleted on October 9, 2009: see

<http://www.ucop.edu/ucophome/coordrev/policy/pacaos10209.pdf>)

**102.12**

Participation in hazing or any intentional, knowing, or reckless act, activity, or method committed by a person (whether individually or in concert with other persons) against another person or persons, including current, former, or prospective students, regardless of the willingness of such other person or persons to participate, that is committed in the course of a preinitiation, an initiation into, an affiliation with, or the maintenance of membership in, an official or unofficial student organization or other student group that

(l) causes or creates a risk, above the reasonable risk encountered in the course of participation in the institution of higher education or the organization (such as the physical preparation necessary for participation in an athletic team), of physical or psychological injury, including personal degradation or

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disgrace, and/or

(II) the person knew or should have known was likely to cause serious bodily injury.

**102.13**

Obstruction or disruption of teaching, research, administration, disciplinary procedures, or other University activities.

**102.14**

Disorderly or lewd conduct.

**102.15**

Participation in a disturbance of the peace or unlawful assembly.

**102.16**

Failure to identify oneself to, or comply with the directions of, a University official or other public official acting in the performance of his or her duties while on University property or at official University functions; or resisting or obstructing such University or other public officials in the performance of or the attempt to perform their duties.

**102.17**

Unlawful manufacture, distribution, dispensing, possession, use, or sale of, or the attempted manufacture, distribution, dispensing, or sale of controlled substances, identified in federal and state law or regulations.

**102.18**

Manufacture, distribution, dispensing, possession, use, or sale of, or the attempted manufacture, distribution, dispensing, or sale of alcohol that is unlawful or otherwise prohibited by, or not in compliance with, University policy or campus regulations.

**102.19**

Possession, use, storage, or manufacture of explosives, firebombs, or other destructive devices.

**102.20**

Possession, use, or manufacture of a firearm or other weapon as prohibited by campus regulations.

**102.21**

Violation of the conditions contained in the terms of a disciplinary action imposed under these *Policies* or campus regulations.

**102.22**

Violation of the conditions contained in a written Notice of Emergency Suspension issued pursuant to Section 53.00 of these *Policies* or violation of orders issued pursuant to Section 52.00 of these *Policies*, during a declared state of emergency.

### **102.23**

Selling, preparing, or distributing for any commercial purpose course lecture notes or video or audio recordings of any course unless authorized by the University in advance and explicitly permitted by the course instructor in writing. The unauthorized sale or commercial distribution of course notes or recordings by a student is a violation of these *Policias* whether or not it was the student or someone else who prepared the notes or recordings.

Copying for any commercial purpose handouts, readers or other course materials provided by an instructor as part of a University of California course unless authorized by the University in advance and explicitly permitted by the course instructor or the copyright holder in writing (if the instructor is not the copyright holder).

### **102.24**

Conduct, where the actor means to communicate a serious expression of intent to terrorize, or acts in reckless disregard of the risk of terrorizing, one or more University students, faculty, or staff. 'Terrorize' means to cause a reasonable person to fear bodily harm or death, perpetrated by the actor or those acting under his/her control. 'Reckless disregard' means consciously disregarding a substantial risk. This section applies without regard to whether the conduct is motivated by race, ethnicity, personal animosity, or other reasons. This section does not apply to conduct that constitutes the lawful defense of oneself, of another, or of property.

### **102.25**

Making a video recording, audio recording, taking photographs, or streaming audio/video of any person in a location where the person has a reasonable expectation of privacy, without that person's knowledge and express consent.

Looking through a hole or opening, into, or otherwise viewing, by means of any instrumentality, the interior of a private location without the subject's knowledge and express consent.

Making a video recording, audio recording, or streaming audio/video of private, non-public conversations and/or meetings, without the knowledge and express consent of all recorded parties.

These provisions do not extend to public events or discussions, nor to lawful official law or policy enforcement activities. These provisions may not be utilized to impinge upon the lawful exercise of constitutionally protected rights of freedom of speech or assembly.

### **Definitions**

"Express consent" is clear, unmistakable and voluntary consent that may be in written, oral or nonverbal form.

"Private locations" are settings where the person reasonably expected privacy. For example, in most cases the following are considered private locations: residential living quarters, bathrooms, locker rooms, and personal offices.

"Private, non-public conversations and/or meetings" include any communication

carried on in circumstances that reasonably indicate that any party wants the communication to be confined to the parties, but excludes a communication made in a public gathering, or in any other circumstance in which the parties to the communication may reasonably expect that the communication may be overheard or recorded.

Invasions of Sexual Privacy are defined by the University of California [Policy on Sexual Violence and Sexual Harassment](#). Please refer to 102.26.

**102.26**

Violation of the University of California Policy on Sexual Violence and Sexual Harassment.

**102.27**

Violation of the [University of California Anti-Discrimination Policy](#).

**103.00 STUDENT CONDUCT INVESTIGATION AND RESOLUTION PROCEDURES**

**103.10 Procedural Due Process**

Procedural due process is basic to the proper enforcement of University policies and campus regulations. Chancellors shall establish and publish campus regulations providing for the handling of student conduct cases in accordance with basic standards of procedural due process and the procedures specified below. Consistent with this requirement, procedures specified in such regulations shall be appropriate to the nature of the case and the severity of the potential discipline.

**103.11**

The specific procedures for student conduct investigation and resolution are provided in Appendix H: Student Conduct Investigation and Resolution Framework, except as provided below.

**103.12**

When a formal investigation is deemed appropriate for cases involving reports of Sexual Violence, Sexual Harassment or other prohibited conduct by the UC Policy on Sexual Violence and Sexual Harassment, campuses shall implement the procedures set forth in PACAOS Appendix E: Sexual Violence and Sexual Harassment Student Adjudication Framework for Non-DOE-Covered Conduct or PACAOS Appendix F: Sexual Violence and Sexual Harassment Student Adjudication for DOE-Covered Conduct.

**103.13**

For cases involving harassment or other prohibited conduct by the University of California Anti-Discrimination Policy, campuses shall implement the procedures set forth in the University of California Anti-Discrimination Policy and PACAOS Appendix G: Student Investigation and Adjudication Framework for Prohibited Conduct: Discrimination, Harassment, and Retaliation.

**104.00 ADMINISTRATION OF STUDENT DISCIPLINE**

**104.10**

Chancellors may impose discipline for violations of University policies or campus regulations whether or not such violations are also violations of law, and whether or not proceedings are or have been pending in the courts involving the same acts.

**104.20**

Each Chancellor may appoint faculty, student, or other advisory committees, or hearing officers, as specified in campus regulations, but the final authority for administration of student discipline rests with the Chancellor.

**104.30**

A student, as defined in Section 14.40 of these *Policies*, at one campus of the University, who is accused of violation of University policies or campus regulations on another campus of the University or at an official function of that campus, shall be subject to the disciplinary procedures of either the former or the latter campus as an outcome of conferral between designees of both campuses. The imposition of any recommendations for disciplinary sanctions arising from these procedures must be reviewed and approved by both campuses before the sanctions are imposed.

**104.31**

If an alleged violation of University policies occurs in connection with an official Universitywide function not on a campus, the student accused of the violation shall be subject to the disciplinary procedures of the campus at which the individual is a student, except in those cases in which the President directs otherwise.

**104.40**

The loss of University employment shall not be a form of discipline under these *Policies*. However, when student status is a condition of employment, the loss of student status will result in termination of the student's employment. This section is not intended to preclude the disclosure to other appropriate University officials of information relating to any student's judicial records if that information may be reasonably construed to have bearing on the student's suitability for a specific employment situation. This section is also not intended to preclude an employer from terminating a student's employment outside the disciplinary process.

**104.50**

In imposing discipline other than Suspension or Dismissal, access to housing and health services shall not be restricted unless the act that occasioned the discipline is appropriately related to the restriction.

**104.60**

If as a result of an official campus appeal it is determined that the student was improperly disciplined, the Chancellor shall, if requested by the student, have the record of the hearing sealed, and have any reference to the disciplinary process removed from the student's record. In such case, the record of the hearing may be used only in connection with legal proceedings. The Chancellor also may take other reasonable actions to ensure that the status of the student's relationship to the

University shall not be adversely affected.

**104.70 [Rescinded – January 1, 2015]**

**104.71 [Rescinded October 13, 2005]**

**104.80**

Whether or not a hearing is conducted, campuses may provide written notice to a student that his or her alleged behavior may have violated University policy or campus regulations and that, if repeated, such behavior will be subject to the disciplinary process. Evidence of the prior alleged behavior as detailed in the written notice may be introduced in a subsequent disciplinary action in order to enhance the penalty.

**104.81**

Campuses may set forth in campus implementing regulations, policies for placing holds on requests for transcripts, diplomas, or other student records. Such holds may be placed when a student fails to respond to a campuses' written notice of charges or to prevent a student from transferring or having their degree conferred until all allegations against a student or any assigned sanctions and student disciplinary conditions have been fully resolved. Such campus implementing regulations will include processes for notifying the student of the hold, the conditions in which a hold will be removed, and the process for allowing the student to request the removal of the hold.

**104.90**

Sanctions [for any violations of Section 102.00, Grounds for Discipline] may be enhanced where an individual was selected because of the individual's membership or perceived membership in any of the protected categories defined by the University of California Anti-Discrimination Policy.

**104.100** Consistent with the University's commitment to student health and safety, students are encouraged to seek medical assistance for themselves or others experiencing an alcohol- or drug-related medical emergency without fear of disciplinary action for certain related policy violations.

A student who receives emergency medical assistance due to the consumption or use of alcohol or drugs shall not be subject to disciplinary action under these Policies or campus regulations for personal use violations of Section 102.17 or 102.18, or related campus alcohol or drug policies.

As a condition of amnesty under this section, the student shall be required to participate in and complete an appropriate rehabilitation or intervention program, as determined by the campus and within a reasonable timeframe established by the campus.

Amnesty under this section shall apply no more than once per academic term (quarter or semester), as defined by the campus.

If a student fails to complete the required intervention, the student may be subject to disciplinary action for the underlying alcohol- or drug-related policy violation in accordance with these Policies and applicable campus regulations.

This amnesty applies only to disciplinary action for personal use violations of alcohol- or drug-related policies and does not preclude the University from addressing other alleged

misconduct. Such misconduct may include, but is not limited to, manufacturing, distribution, dispensing, or sale of alcohol or controlled substances; physical violence; sexual violence; hazing; or violations of other University policies.

## **105.00 TYPES OF STUDENT DISCIPLINARY ACTION**

When a student is found in violation of University policies or campus regulations, any of the following types of student disciplinary action may be imposed. Any sanction imposed should be appropriate to the violation, taking into consideration the context and seriousness of the violation.

### **105.01 Warning:**

Written notice or reprimand to the student that a violation of specified University policies or campus regulations has occurred and that continued or repeated violations of University policies or campus regulations may be cause for further disciplinary action, normally in the form of Disciplinary Probation, and/or Loss of Privileges and Exclusion from Activities, Suspension, or Dismissal.

### **105.02 [Rescinded May 17, 2002]**

### **105.03 Disciplinary Probation:**

A status imposed for a specified period of time during which a student must demonstrate conduct that conforms to University standards of conduct.

Conditions restricting the student's privileges or eligibility for activities may be imposed. Misconduct during the probationary period or violation of any conditions of the probation may result in further disciplinary action, normally in the form of Suspension or Dismissal.

### **105.04 Loss of Privileges and Exclusion from Activities:**

Exclusion from participation in designated privileges and activities for a specified period of time. Violation of any conditions in the written Notice of Loss of Privileges and Exclusion from Activities, or violation of University policies or campus regulations during the period of the sanction may be cause for further disciplinary action, normally in the form of Probation, Suspension or Dismissal.

### **105.05 Suspension:**

Termination of student status for a specified period of time with reinstatement thereafter certain, provided that the student has complied with all conditions imposed as part of the suspension and provided that the student is otherwise qualified for reinstatement. Violation of the conditions of Suspension or of University policies or campus regulations during the period of Suspension may be cause for further disciplinary action, normally in the form of Dismissal.

A student may not transfer or register for courses at another campus or location of the University of California during the period of Suspension.

**105.06 Dismissal:**

Termination of student status for an indefinite period. Readmission to the University shall require the specific approval of the Chancellor of the campus to which a dismissed student has applied. Readmission after dismissal may be granted only under exceptional circumstances.

**105.07 Exclusion from Areas of the Campus or from Official University Functions:**

Exclusion of a student as part of a disciplinary sanction from specified areas of the campus or other University-owned, -operated, or -leased facilities, or other facilities located on University property, or from official University functions, when there is reasonable cause for the University to believe that the student's presence there will lead to physical abuse, threats of violence, or conduct that threatens the health or safety of any person on University property or at official University functions, or other disruptive activity incompatible with the orderly operation of the campus.

**105.08 [Rescinded: INSERT DATE]**

**105.09 Restitution:**

A requirement for restitution in the form of reimbursement may be imposed for expenses incurred by the University or other parties resulting from a violation of these policies. Such reimbursement may take the form of monetary payment or appropriate service to repair or otherwise compensate for damages. Restitution may be imposed on any student who alone, or through group or concerted activities, participates in causing the damages or costs.

**105.10 Revocation of Awarding of Degree:**

Subject to the concurrence of the Academic Senate, revocation of a degree obtained by fraud. Such revocation is subject to review on appeal by the Chancellor.

**105.11 Other Disciplinary Actions:**

Other disciplinary actions, such as monetary fines, community service, or holds on requests for transcripts, diplomas, or other student records to be sent to third parties, as set forth in campus regulations.

**105.12 Other University Actions:**

Other information University actions include, but are not limited to, alternative resolution, advisory notices, supplemental education or educational conversations.

**105.13 Housing Probation**

A status imposed for a specified period during which a student's continued residency in university housing is contingent upon compliance with university policies and housing regulations. During housing probation, any further violation of university or housing policies may result in more serious disciplinary action, including removal from university housing. (See also Section 104.50.)

### **106.00 POSTING SUSPENSION OR DISMISSAL ON ACADEMIC TRANSCRIPTS**

When, as a result of violations of the Policy on Student Conduct and Discipline, a student is suspended or dismissed, a notation that the discipline was imposed must be posted on the academic transcript for the duration of the suspension or dismissal. Thereafter, notations of Suspension or Dismissal reflected on a student's transcript may be removed as set forth in campus regulations.

### **107.00 INTERIM ACTION**

Exclusion from classes, or from other specified activities or areas of the campus, as set forth in the Notice of Interim Actions, before final determination of an alleged violation. A student shall be restricted only to the minimum extent necessary when there is reasonable cause to believe that the student's participation in University activities or presence at specified areas of the campus will lead to physical abuse, threats of violence, or conduct that threatens the health or safety of any person on University property or at official University functions, or other disruptive activity incompatible with the orderly operation of the campus. A student placed on Interim Action shall be given prompt notice of the charges, the duration of the Interim Action, and the opportunity for a prompt hearing on the Interim Action. Interim Action shall be reviewed by the Chancellor, or designee, within twenty-four hours. If a student is found to have been unjustifiably placed on Interim Action, the University is committed to a policy whereby reasonable efforts are taken to assist an individual who has been disadvantaged with respect to employment or academic status.

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## **IV. COMPLIANCE/RESPONSIBILITIES**

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Chancellors shall adopt campus implementing regulations consistent with these *Policies*. The University shall publish these *Policies* and make them widely available, and Chancellors shall do the same with respect to the implementing regulations for their campuses. This requirement may be satisfied through the on-line publication of these *Policies* and their respective campus implementing regulations. (See also Section 13.20 of these *Policies*.)

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## **V. PROCEDURES**

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The President shall consult as appropriate with Chancellors, Vice Presidents, the Office of the General Counsel, and Universitywide advisory committees prior to amending these *Policies*. Chancellors shall consult with faculty, students, and staff prior to submitting to the President any campus recommendations related to proposed amendments to these *Policies*. Amendments that are specifically mandated by law, however, do not require consultation with campus representatives or Universitywide advisory committees to the extent that legal requirements do not permit such consultation. (See also Section 13.10 of these *Policies*.)

Chancellors shall consult with students (including student governments), faculty, and staff

in the development or revision of campus implementing regulations except when the development or revision of such regulations results from changes to these *Policies* that have been specifically mandated by law. Campuses shall specify procedures, including consultation processes, by which campus implementing regulations may be developed or revised. (See also Section 13.30 of these *Policies*.)

Prior to their adoption, all proposed campus implementing regulations, including all substantive modifications to existing such regulations, shall be submitted to the Office of the President for review, in consultation with the Office of the General Counsel, for consistency with these *Policies* and the law. (See also Section 13.40 of these *Policies*.)

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## VI. RELATED INFORMATION

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See also *Policies Applying to Campus Activities, Organizations and Students* sections:

- 10.00 Preamble and General Provisions
- 11.00 Authority
- 12.00 Applicability
- 13.00 Development and Review of Universitywide Policies and Campus Implementing Regulations
- 14.00 Definitions

See also the University of California [Policy on Sexual Violence and Sexual Harassment](#)

See also the [University of California Anti-Discrimination Policy](#)

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## VII. FREQUENTLY ASKED QUESTIONS

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Not applicable

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## VIII. REVISION HISTORY

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**TBD:** Update to Sections to Student Conduct Investigation and Resolution Procedures, rescissions, revisions, and additions to Types of Student Disciplinary Action, and new Interim Action section.

**February 20, 2024:** Updated to reflect the issuance of the University of California Anti-Discrimination Policy.

**August 14, 2020:** Updated to reflect the issuance of PACAOS Appendix F: Sexual Violence and Sexual Harassment Student Adjudication for DOE-Covered Conduct in response to the U.S. Department of Education Title IX regulations issued on May 6, 2020.

**March 1, 2019:** This Policy was also remediated to meet Web Content Accessibility Guidelines (WCAG) 2.0.

PACAOS 100.00 Revisions include:

- Clarification that campuses shall implement the procedures set forth in Appendix E, when a formal investigation is deemed appropriate for cases involving reports of

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**Policy on Student Conduct and Discipline**

- Sexual Violence, Sexual Harassment or other conduct prohibited by the UC Policy on Sexual Violence and Sexual Harassment;
- Addition of direct references of defined prohibited conduct under UC Policy on Sexual Violence and Sexual Harassment;
- Addition of 102.26 (violations of the *SVSH Policy*) as prohibited conduct under the Policy on Student Conduct and Discipline;
- Addition of 104.81, allowing campuses to set forth campus regulations for placing holds on requests for transcripts, diplomas and other student records; and
- Modification to 105.05 Suspension, to prohibit a student from transferring or registering for courses at another UC campus or location during the period of Suspension.

**December 23, 2015:** Revised December 23, 2015 to come into line with revised UC Policy on Sexual Harassment and Sexual Violence

**June 1, 2012:** Reformatted into the standard University of California policy template

**May 10, 2012:** Revised (Replaced interim 102.09 and added 102.25)

**February 23, 2011:** Revised (Added Section 102.24 and Section 104.90)

**October 9, 2009:** Revised (102.09 and 102.11 replaced with a single interim 102.09)

**October 20, 2008:** Revised (102.05)

**October 13, 2005:** Revised (104.71 Rescinded)

**July 28, 2004:** Revised

**May 17, 2002:** Revised

**August 15, 1994:** Revised

**October 31, 1983:** Revised

**July 21, 1978:** Revised

**January 3, 1979:** Effective

**October 29, 1973:** Revised

**September 1, 1970:** Original issuance



# Policies Applying to Campus Activities, Organizations and Students (PACAOS)

## 100.00 Policy on Student Conduct and Discipline

<b>Responsible Officer:</b>	Vice President and Vice Provost
<b>Responsible Office:</b>	Graduate, Undergraduate and Equity Affairs
<b>Issuance Date:</b>	<del>TBD</del> <u>9/24/25</u>
<b>Effective Date:</b>	<del>TBD</del> <u>1/1/26</u>
<b>Scope:</b>	Consistent with PACAOS 12.00, these Policies and the campus regulations implementing them apply to all campuses and properties of the University and to functions administered by the University, unless in special circumstances the President directs otherwise.

<b>Contact:</b>	Eric Heng
<b>Title:</b>	Director, Student Policies & Governance
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### I. POLICY SUMMARY

The *Policies Applying to Campus Activities, Organizations and Students* are a compendium of Universitywide policies relating to student life. Section 100.00 describes the University’s policy on student conduct and discipline.

When a formal investigation is deemed appropriate for cases involving reports of Sexual

Violence, Sexual Harassment or other prohibited conduct by the UC Policy on Sexual Violence and Sexual Harassment, campuses shall implement the procedures set forth in PACAOS Appendix E: Sexual Violence and Sexual Harassment Student Adjudication Framework for Non-DOE-Covered Conduct or PACAOS Appendix F: Sexual Violence and Sexual Harassment Student Adjudication for DOE-Covered Conduct. Campuses may also apply PACAOS Appendix E or PACAOS Appendix F to adjudicate student conduct violations that occur in connection with violations of sexual violence and sexual harassment.

For cases involving harassment or other prohibited conduct by the University of California Anti-Discrimination Policy, campuses shall implement the procedures set forth in the [University of California Anti-Discrimination Policy and adjudicate violations using the framework in PACAOS Appendix G: Student Investigation and Adjudication Framework for Prohibited Conduct: Discrimination, Harassment, and Retaliation](#). In the event there are violations of both the University of California Anti-Discrimination Policy and PACAOS 100, campuses may implement both procedures concurrently, after consultation between the Student Conduct Administrator and the Local Implementation Officer.

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## II. DEFINITIONS

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Definitions for the *Policies Applying to Campus Activities, Organizations and Students*, and the campus implementing regulations adopted pursuant to them, are provided in Section 14.00.

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## III. POLICY TEXT

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### ***100.00 Policy on Student Conduct and Discipline***

#### **101.00 STUDENT CONDUCT**

Students are members of both society and the University community, with attendant rights and responsibilities. Students are expected to comply with all laws and with University policies and campus regulations.

The standards of conduct apply to students as the term ‘student’ is defined in Section 14.40 of these *Policies*. They also apply to: applicants who become students, for policy violations committed as part of the application process; applicants who become students, for policy violations committed on campus and/or while participating in University-related events or activities that take place following a student's submittal of the application through their official enrollment; and former students for offenses committed while a student.

If specified in implementing campus regulations, these standards of conduct may apply to conduct that occurs off campus and that would violate student conduct and discipline policies or regulations if the conduct occurred on campus.

#### **102.00 GROUNDS FOR DISCIPLINE**

Chancellors may impose discipline for the commission or attempted commission (including aiding or abetting in the commission or attempted commission) of the

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following types of violations by students, as well as such other violations as may be specified in campus regulations:

**102.01**

All forms of academic misconduct including but not limited to cheating, fabrication, plagiarism, or facilitating academic dishonesty.

**102.02**

Other forms of dishonesty including but not limited to fabricating information, furnishing false information, or reporting a false emergency to the University.

**102.03**

Forgery, alteration, or misuse of any University document, record, key, electronic device, or identification.

**102.04**

Theft of, conversion of, destruction of, or damage to any property of the University, or any property of others while on University premises, or possession of any property when the student had knowledge or reasonably should have had knowledge that it was stolen.

**102.05**

Theft or abuse of University computers and other University electronic resources such as computer and electronic communications facilities, systems, and services. Abuses include (but are not limited to) unauthorized entry, use, transfer, or tampering with the communications of others; interference with the work of others and with the operation of computer and electronic communications facilities, systems, and services; or copyright infringement (for example, the illegal file-sharing of copyrighted materials).

Use of University computer and electronic communications facilities, systems, or services that violates other University policies or campus regulations.

Please refer to the [UC Electronic Communications Policy](http://www.ucop.edu/ucophome/policies/ec/) (<http://www.ucop.edu/ucophome/policies/ec/>) and [Digital Copyright Protection](http://www.ucop.edu/irc/policy/copyright.html) at UC (<http://www.ucop.edu/irc/policy/copyright.html>) for the University's position on digital copyright.

**102.06**

Unauthorized entry to, possession of, receipt of, or use of any University services; equipment; resources; or properties, including the University's name, insignia, or seal.

**102.07**

Violation of policies, regulations, or rules governing University-owned, -operated, or -leased housing facilities or other housing facilities located on University property.

**102.08**

Physical abuse including but not limited to physical assault; threats of violence; or other conduct that threatens the health or safety of any person.

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Sexual Violence (including Sexual Assault – Penetration, Sexual Assault – Contact and Relationship Violence) is defined by the University of California [Policy on Sexual Violence and Sexual Harassment](#). Please refer to 102.26.

**102.09**

Harassment, defined as conduct that is so severe and/or pervasive, and objectively offensive, and that so substantially impairs a person's access to University programs or activities that the person is effectively denied equal access to the University's resources and opportunities.

Harassment based on a protected category is defined by the University of California Anti-Discrimination Policy. Pursuant to section 104.90, sanctions may be enhanced for conduct motivated on the basis of the protected categories defined in the [University of California Anti-Discrimination Policy](#). Please refer to 102.27 [and PACAOS Appendix G: Student Investigation and Adjudication Framework for Prohibited Conduct: Discrimination, Harassment, and Retaliation](#).

Sexual Harassment is defined by the University of California [Policy on Sexual Violence and Sexual Harassment](#). Please refer to 102.26.

**102.10**

Stalking behavior in which a student repeatedly engages in a course of conduct directed at another person and makes a credible threat with the intent to place that person in reasonable fear for his or her safety, or the safety of his or her family; where the threat is reasonably determined by the University to seriously alarm, torment, or terrorize the person; and where the threat is additionally determined by the University to serve no legitimate purpose.

Stalking of a sex-based nature is defined by the University of California [Policy on Sexual Violence and Sexual Harassment](#). Please refer to 102.26.

**102.11**

(deleted on October 9, 2009: see

<http://www.ucop.edu/ucophome/coordrev/policy/pacaos10209.pdf>)

**102.12**

Participation in hazing or any intentional, knowing, or reckless act, activity, or method committed by a person (whether individually or in concert with other persons) against another person or persons, including current, former, or prospective students, regardless of the willingness of such other person or persons to participate, that is committed in the course of a preinitiation, an initiation into, an affiliation with, or the maintenance of membership in, an official or unofficial student organization or other student group that

(l) causes or creates a risk, above the reasonable risk encountered in the course of participation in the institution of higher education or the organization (such as the physical preparation necessary for participation in an athletic team), of physical or psychological injury, including personal degradation or

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disgrace, and/or

(II) the person knew or should have known was likely to cause serious bodily injury.

**102.13**

Obstruction or disruption of teaching, research, administration, disciplinary procedures, or other University activities.

**102.14**

Disorderly or lewd conduct.

**102.15**

Participation in a disturbance of the peace or unlawful assembly.

**102.16**

Failure to identify oneself to, or comply with the directions of, a University official or other public official acting in the performance of his or her duties while on University property or at official University functions; or resisting or obstructing such University or other public officials in the performance of or the attempt to perform their duties.

**102.17**

Unlawful manufacture, distribution, dispensing, possession, use, or sale of, or the attempted manufacture, distribution, dispensing, or sale of controlled substances, identified in federal and state law or regulations.

**102.18**

Manufacture, distribution, dispensing, possession, use, or sale of, or the attempted manufacture, distribution, dispensing, or sale of alcohol that is unlawful or otherwise prohibited by, or not in compliance with, University policy or campus regulations.

**102.19**

Possession, use, storage, or manufacture of explosives, firebombs, or other destructive devices.

**102.20**

Possession, use, or manufacture of a firearm or other weapon as prohibited by campus regulations.

**102.21**

Violation of the conditions contained in the terms of a disciplinary action imposed under these *Policies* or campus regulations.

**102.22**

Violation of the conditions contained in a written Notice of Emergency Suspension issued pursuant to Section 53.00 of these *Policies* or violation of orders issued pursuant to Section 52.00 of these *Policies*, during a declared state of emergency.

### **102.23**

Selling, preparing, or distributing for any commercial purpose course lecture notes or video or audio recordings of any course unless authorized by the University in advance and explicitly permitted by the course instructor in writing. The unauthorized sale or commercial distribution of course notes or recordings by a student is a violation of these *Policies* whether or not it was the student or someone else who prepared the notes or recordings.

Copying for any commercial purpose handouts, readers or other course materials provided by an instructor as part of a University of California course unless authorized by the University in advance and explicitly permitted by the course instructor or the copyright holder in writing (if the instructor is not the copyright holder).

### **102.24**

Conduct, where the actor means to communicate a serious expression of intent to terrorize, or acts in reckless disregard of the risk of terrorizing, one or more University students, faculty, or staff. 'Terrorize' means to cause a reasonable person to fear bodily harm or death, perpetrated by the actor or those acting under his/her control. 'Reckless disregard' means consciously disregarding a substantial risk. This section applies without regard to whether the conduct is motivated by race, ethnicity, personal animosity, or other reasons. This section does not apply to conduct that constitutes the lawful defense of oneself, of another, or of property.

### **102.25**

Making a video recording, audio recording, taking photographs, or streaming audio/video of any person in a location where the person has a reasonable expectation of privacy, without that person's knowledge and express consent.

Looking through a hole or opening, into, or otherwise viewing, by means of any instrumentality, the interior of a private location without the subject's knowledge and express consent.

Making a video recording, audio recording, or streaming audio/video of private, non-public conversations and/or meetings, without the knowledge and express consent of all recorded parties.

These provisions do not extend to public events or discussions, nor to lawful official law or policy enforcement activities. These provisions may not be utilized to impinge upon the lawful exercise of constitutionally protected rights of freedom of speech or assembly.

### **Definitions**

"Express consent" is clear, unmistakable and voluntary consent that may be in written, oral or nonverbal form.

"Private locations" are settings where the person reasonably expected privacy. For example, in most cases the following are considered private locations: residential living quarters, bathrooms, locker rooms, and personal offices.

"Private, non-public conversations and/or meetings" include any communication

carried on in circumstances that reasonably indicate that any party wants the communication to be confined to the parties, but excludes a communication made in a public gathering, or in any other circumstance in which the parties to the communication may reasonably expect that the communication may be overheard or recorded.

Invasions of Sexual Privacy are defined by the University of California [Policy on Sexual Violence and Sexual Harassment](#). Please refer to 102.26.

**102.26**

Violation of the University of California Policy on Sexual Violence and Sexual Harassment.

**102.27**

Violation of the [University of California Anti-Discrimination Policy](#).

**103.00 STUDENT CONDUCT INVESTIGATION AND RESOLUTION PROCEDURES**

**103.10 Procedural Due Process**

Procedural due process is basic to the proper enforcement of University policies and campus regulations. Chancellors shall establish and publish campus regulations providing for the handling of student conduct cases in accordance with basic standards of procedural due process and the procedures specified below. Consistent with this requirement, procedures specified in such regulations shall be appropriate to the nature of the case and the severity of the potential discipline.

**103.11**

The specific procedures for student conduct investigation and resolution are provided in Appendix H: Student Conduct Investigation and Resolution Framework, except as provided below.

**103.12**

When a formal investigation is deemed appropriate for cases involving reports of Sexual Violence, Sexual Harassment or other prohibited conduct by the UC Policy on Sexual Violence and Sexual Harassment, campuses shall implement the procedures set forth in PACAOS Appendix E: Sexual Violence and Sexual Harassment Student Adjudication Framework for Non-DOE-Covered Conduct or PACAOS Appendix F: Sexual Violence and Sexual Harassment Student Adjudication for DOE-Covered Conduct.

**103.13**

For cases involving harassment or other prohibited conduct by the University of California Anti-Discrimination Policy, campuses shall implement the procedures set forth in the University of California Anti-Discrimination Policy [and PACAOS Appendix G: Student Investigation and Adjudication Framework for Prohibited Conduct: Discrimination, Harassment, and Retaliation](#).

**104.00 ADMINISTRATION OF STUDENT DISCIPLINE**

**104.10**

Chancellors may impose discipline for violations of University policies or campus regulations whether or not such violations are also violations of law, and whether or not proceedings are or have been pending in the courts involving the same acts.

**104.20**

Each Chancellor may appoint faculty, student, or other advisory committees, or hearing officers, as specified in campus regulations, but the final authority for administration of student discipline rests with the Chancellor.

**104.30**

A student, as defined in Section 14.40 of these *Policies*, at one campus of the University, who is accused of violation of University policies or campus regulations on another campus of the University or at an official function of that campus, shall be subject to the disciplinary procedures of either the former or the latter campus as an outcome of conferral between designees of both campuses. The imposition of any recommendations for disciplinary sanctions arising from these procedures must be reviewed and approved by both campuses before the sanctions are imposed.

**104.31**

If an alleged violation of University policies occurs in connection with an official Universitywide function not on a campus, the student accused of the violation shall be subject to the disciplinary procedures of the campus at which the individual is a student, except in those cases in which the President directs otherwise.

**104.40**

The loss of University employment shall not be a form of discipline under these *Policies*. However, when student status is a condition of employment, the loss of student status will result in termination of the student's employment. This section is not intended to preclude the disclosure to other appropriate University officials of information relating to any student's judicial records if that information may be reasonably construed to have bearing on the student's suitability for a specific employment situation. This section is also not intended to preclude an employer from terminating a student's employment outside the disciplinary process.

**104.50**

In imposing discipline other than Suspension or Dismissal, access to housing and health services shall not be restricted unless the act that occasioned the discipline is appropriately related to the restriction.

**104.60**

If as a result of an official campus appeal it is determined that the student was improperly disciplined, the Chancellor shall, if requested by the student, have the record of the hearing sealed, and have any reference to the disciplinary process removed from the student's record. In such case, the record of the hearing may be used only in connection with legal proceedings. The Chancellor also may take other reasonable actions to ensure that the status of the student's relationship to the

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University shall not be adversely affected.

**104.70 [Rescinded – January 1, 2015]**

**104.71 [Rescinded October 13, 2005]**

**104.80**

Whether or not a hearing is conducted, campuses may provide written notice to a student that his or her alleged behavior may have violated University policy or campus regulations and that, if repeated, such behavior will be subject to the disciplinary process. Evidence of the prior alleged behavior as detailed in the written notice may be introduced in a subsequent disciplinary action in order to enhance the penalty.

**104.81**

Campuses may set forth in campus implementing regulations, policies for placing holds on requests for transcripts, diplomas, or other student records. Such holds may be placed when a student fails to respond to a campuses' written notice of charges or to prevent a student from transferring or having their degree conferred until all allegations against a student or any assigned sanctions and student disciplinary conditions have been fully resolved. Such campus implementing regulations will include processes for notifying the student of the hold, the conditions in which a hold will be removed, and the process for allowing the student to request the removal of the hold.

**104.90**

Sanctions [for any violations of Section 102.00, Grounds for Discipline] may be enhanced where an individual was selected because of the individual's membership or perceived membership in any of the protected categories defined by the University of California Anti-Discrimination Policy.

**104.10095 Amnesty for Seeking Medical Assistance (Alcohol and Drugs)**

Consistent with the University's commitment to student health and safety, students are encouraged to seek medical assistance for themselves or others experiencing an alcohol- or drug-related medical emergency without fear of disciplinary action for certain related policy violations. In recognition of the University's commitment to student health and safety, and consistent with California law, students are encouraged to seek medical assistance for themselves or others experiencing an alcohol- or drug-related medical emergency without fear of disciplinary action for certain related policy violations.

A student who receives emergency medical assistance due to the consumption or use of alcohol or drugs shall not be subject to disciplinary action under these Policies or campus regulations for personal use or possession-violations of Section 102.17 or 102.18, or related campus alcohol or drug policies.

As a condition of amnesty under this section, the student shall be required to participate in and complete an appropriate rehabilitation or intervention program, as determined by the campus and within a reasonable timeframe established by the campus.

Amnesty under this section shall apply no more than once per academic term (quarter or semester), as defined by the campus.

If a student fails to complete the required intervention, the student may be subject to disciplinary action for the underlying alcohol- or drug-related policy violation in accordance with these Policies and applicable campus regulations.

This amnesty applies only to disciplinary action for personal use violations of alcohol- or drug-related policies and does not preclude the University from addressing other alleged misconduct. Such misconduct may include, but is not limited to, manufacturing, distribution, dispensing, or sale of alcohol or controlled substances; physical violence; sexual violence; hazing; or violations of other University policies. ~~This amnesty applies only to disciplinary action for personal use or possession violations of alcohol- or drug-related policies and does not preclude the University from addressing other alleged misconduct such as manufacturing, distribution, dispensing and sale of alcohol or controlled substances. This policy also does not preclude the University from addressing other alleged misconduct, including but not limited to conduct involving physical violence, sexual violence, hazing, manufacturing, distributing distribution, dispensing and sale of alcohol and controlled substances, or other violations of other University policies.~~

## **105.00 TYPES OF STUDENT DISCIPLINARY ACTION**

When a student is found in violation of University policies or campus regulations, any of the following types of student disciplinary action may be imposed. Any sanction imposed should be appropriate to the violation, taking into consideration the context and seriousness of the violation.

### **105.01 Warning:**

Written notice or reprimand to the student that a violation of specified University policies or campus regulations has occurred and that continued or repeated violations of University policies or campus regulations may be cause for further disciplinary action, normally in the form of Disciplinary Probation, and/or Loss of Privileges and Exclusion from Activities, Suspension, or Dismissal.

### **105.02 [Rescinded May 17, 2002]**

### **105.03 Disciplinary Probation:**

A status imposed for a specified period of time during which a student must demonstrate conduct that conforms to University standards of conduct.

Conditions restricting the student's privileges or eligibility for activities may be imposed. Misconduct during the probationary period or violation of any conditions of the probation may result in further disciplinary action, normally in the form of Suspension or Dismissal.

### **105.04 Loss of Privileges and Exclusion from Activities:**

Exclusion from participation in designated privileges and activities for a specified period of time. Violation of any conditions in the written Notice of Loss of Privileges and Exclusion from Activities, or violation of University policies or campus regulations during the period of the sanction may be cause for further disciplinary action, normally in the form of Probation, Suspension or Dismissal.

**105.05 Suspension:**

Termination of student status for a specified period of time with reinstatement thereafter certain, provided that the student has complied with all conditions imposed as part of the suspension and provided that the student is otherwise qualified for reinstatement. Violation of the conditions of Suspension or of University policies or campus regulations during the period of Suspension may be cause for further disciplinary action, normally in the form of Dismissal.

A student may not transfer or register for courses at another campus or location of the University of California during the period of Suspension.

**105.06 Dismissal:**

Termination of student status for an indefinite period. Readmission to the University shall require the specific approval of the Chancellor of the campus to which a dismissed student has applied. Readmission after dismissal may be granted only under exceptional circumstances.

**105.07 Exclusion from Areas of the Campus or from Official University Functions:**

Exclusion of a student as part of a disciplinary sanction from specified areas of the campus or other University-owned, -operated, or -leased facilities, or other facilities located on University property, or from official University functions, when there is reasonable cause for the University to believe that the student's presence there will lead to physical abuse, threats of violence, or conduct that threatens the health or safety of any person on University property or at official University functions, or other disruptive activity incompatible with the orderly operation of the campus.

**105.08 [Rescinded: INSERT DATE]**

**105.09 Restitution:**

A requirement for restitution in the form of reimbursement may be imposed for expenses incurred by the University or other parties resulting from a violation of these policies. Such reimbursement may take the form of monetary payment or appropriate service to repair or otherwise compensate for damages. Restitution may be imposed on any student who alone, or through group or concerted activities, participates in causing the damages or costs.

**105.10 Revocation of Awarding of Degree:**

Subject to the concurrence of the Academic Senate, revocation of a degree obtained by fraud. Such revocation is subject to review on appeal by the Chancellor.

**105.11 Other Disciplinary Actions:**

Other disciplinary actions, such as monetary fines, community service, or holds on requests for transcripts, diplomas, or other student records to be sent to third parties, as set forth in campus regulations.

**105.12 Other University Actions:**

Other information University actions include, but are not limited to, alternative resolution, advisory notices, supplemental education or educational conversations.

### **105.13 Housing Probation**

A status imposed for a specified period during which a student's continued residency in university housing is contingent upon compliance with university policies and housing regulations. During housing probation, any further violation of university or housing policies may result in more serious disciplinary action, including removal from university housing. (See also Section 104.50.)

## **106.00 POSTING SUSPENSION OR DISMISSAL ON ACADEMIC TRANSCRIPTS**

When, as a result of violations of the Policy on Student Conduct and Discipline, a student is suspended or dismissed, a notation that the discipline was imposed must be posted on the academic transcript for the duration of the suspension or dismissal. Thereafter, notations of Suspension or Dismissal reflected on a student's transcript may be removed as set forth in campus regulations.

## **107.00 INTERIM ACTION**

Exclusion from classes, or from other specified activities or areas of the campus, as set forth in the Notice of Interim Actions, before final determination of an alleged violation. A student shall be restricted only to the minimum extent necessary when there is reasonable cause to believe that the student's participation in University activities or presence at specified areas of the campus will lead to physical abuse, threats of violence, or conduct that threatens the health or safety of any person on University property or at official University functions, or other disruptive activity incompatible with the orderly operation of the campus. A student placed on Interim Action shall be given prompt notice of the charges, the duration of the Interim Action, and the opportunity for a prompt hearing on the Interim Action. Interim Action shall be reviewed by the Chancellor, or designee, within twenty-four hours. If a student is found to have been unjustifiably placed on Interim Action, the University is committed to a policy whereby reasonable efforts are taken to assist an individual who has been disadvantaged with respect to employment or academic status.

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## **IV. COMPLIANCE/RESPONSIBILITIES**

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Chancellors shall adopt campus implementing regulations consistent with these *Policies*. The University shall publish these *Policies* and make them widely available, and Chancellors shall do the same with respect to the implementing regulations for their campuses. This requirement may be satisfied through the on-line publication of these *Policies* and their respective campus implementing regulations. (See also Section 13.20 of these *Policies*.)

## V. PROCEDURES

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The President shall consult as appropriate with Chancellors, Vice Presidents, the Office of the General Counsel, and Universitywide advisory committees prior to amending these *Policies*. Chancellors shall consult with faculty, students, and staff prior to submitting to the President any campus recommendations related to proposed amendments to these *Policies*. Amendments that are specifically mandated by law, however, do not require consultation with campus representatives or Universitywide advisory committees to the extent that legal requirements do not permit such consultation. (See also Section 13.10 of these *Policies*.)

Chancellors shall consult with students (including student governments), faculty, and staff in the development or revision of campus implementing regulations except when the development or revision of such regulations results from changes to these *Policies* that have been specifically mandated by law. Campuses shall specify procedures, including consultation processes, by which campus implementing regulations may be developed or revised. (See also Section 13.30 of these *Policies*.)

Prior to their adoption, all proposed campus implementing regulations, including all substantive modifications to existing such regulations, shall be submitted to the Office of the President for review, in consultation with the Office of the General Counsel, for consistency with these *Policies* and the law. (See also Section 13.40 of these *Policies*.)

## VI. RELATED INFORMATION

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See also *Policies Applying to Campus Activities, Organizations and Students* sections:

- 10.00 Preamble and General Provisions
- 11.00 Authority
- 12.00 Applicability
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- 14.00 Definitions

See also the University of California [Policy on Sexual Violence and Sexual Harassment](#)

See also the [University of California Anti-Discrimination Policy](#)

## VII. FREQUENTLY ASKED QUESTIONS

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Not applicable

## VIII. REVISION HISTORY

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**February 20, 2024:** Updated to reflect the issuance of the University of California Anti-

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Policy on Student Conduct and Discipline

Discrimination Policy.

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- Addition of direct references of defined prohibited conduct under UC Policy on Sexual Violence and Sexual Harassment;
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**October 20, 2008:** Revised (102.05)

**October 13, 2005:** Revised (104.71 Rescinded)

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# PACAOS-Appendix-H: Student Conduct Investigation and Resolution Framework

<b>Responsible Officer:</b>	Vice President and Vice Provost
<b>Responsible Office:</b>	Graduate, Undergraduate and Equity Affairs
<b>Issuance Date:</b>	9/24/2025
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<b>Scope:</b>	Consistent with PACAOS 12.00, these Policies and the campus regulations implementing them apply to all campuses and properties of the University and to functions administered by the University, unless in special circumstances the President directs otherwise.

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### I. POLICY SUMMARY

The following describes the University’s procedures for alleged student misconduct as defined in PACAOS 100.00 Policy on Student Conduct and Discipline.

When a formal investigation is deemed appropriate for cases involving reports of Sexual

Violence, Sexual Harassment or other prohibited conduct by the UC Policy on Sexual Violence and Sexual Harassment, campuses shall implement the procedures set forth in PACAOS Appendix E: Sexual Violence and Sexual Harassment Student Adjudication Framework for Non-DOE-Covered Conduct or PACAOS Appendix F: Sexual Violence and Sexual Harassment Student Adjudication for DOE-Covered Conduct. Campuses may also apply PACAOS Appendix E or PACAOS Appendix F to adjudicate student conduct violations that occur in connection with violations of sexual violence and sexual harassment.

For cases involving harassment or other prohibited conduct by the University of California Anti-Discrimination Policy, campuses shall implement the procedures set forth in the [University of California Anti-Discrimination Policy](#) and adjudicate violations using the framework in PACAOS Appendix G: Student Investigation and Adjudication Framework for Prohibited Conduct: Discrimination, Harassment, and Retaliation. In the event there are violations of both the University of California Anti-Discrimination Policy and PACAOS 100.00, campuses may implement both procedures concurrently, after consultation between the Student Conduct Administrator and the Local Implementation Officer.

## II. DEFINITIONS

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Definitions for the *Policies Applying to Campus Activities, Organizations and Students*, and the campus implementing regulations adopted pursuant to them, are provided in Section 14.00.

Definitions for the Grounds for Discipline and Types of Student Disciplinary Action are provided in Section 100.00.

## III. POLICY TEXT

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### I. Student Conduct Investigation and Resolution Framework

Each campus shall adopt and publish procedures consistent with these procedures to ensure the fair and timely resolution of alleged violations of University policies or campus regulations. These procedures must afford students due process, ensure impartiality, and maintain the integrity of the educational environment.

### II. Scope and Applicability

These procedures apply to all students as defined in Section 14.40 of PACAOS and student organizations as defined in Section 70.10 of PACAOS.

These procedures apply to all alleged violations of the University's student conduct policies, excluding:

- cases involving allegations of conduct prohibited by the Sexual Violence Sexual Harassment Policy, adjudicated under PACAOS Appendix E and Appendix F, and
- cases involving allegations of discrimination, or harassment, and related retaliation prohibited under the Anti-Discrimination Policy, adjudicated under PACAOS Appendix G, and

- cases involving academic misconduct, as defined in Section 102.02, when campuses have adopted campus specific procedures to adjudicate academic misconduct, and
- cases involving registered student organizations, as defined in campus implementing regulations, when campuses have adopted specific procedures to adjudicate student organization misconduct.

When a formal investigation is deemed appropriate for cases involving reports of Sexual Violence, Sexual Harassment or other prohibited conduct by the UC Policy on Sexual Violence and Sexual Harassment, campuses shall implement the procedures set forth in PACAOS Appendix E: Sexual Violence and Sexual Harassment Student Adjudication Framework for Non-DOE-Covered Conduct or PACAOS Appendix F: Sexual Violence and Sexual Harassment Student Adjudication for DOE-Covered Conduct.

For cases involving discrimination, harassment or related retaliation prohibited by the University of California Anti-Discrimination Policy, campuses shall implement the procedures set forth in PACAOS Appendix G: Student Investigation and Adjudication Framework for Prohibited Conduct: Discrimination, Harassment, and Retaliation.

Registered student organization responsibility is independent of individual member accountability. Registered student organizations, as defined in campus implementing regulations, may receive sanctions applicable to the group's recognized status on campus when they are found responsible for violations of University policy. If a report is made alleging that a student organization violated university policy, a responsible University officer will review the report and issue a Notice of Allegations. If the student organization is found responsible, possible sanctions may include, but are not limited to: educational sanctions (e.g., training), probation, suspension of privileges (e.g., event registration, access to funding, etc.), or loss of recognition or revocation (meaning the organization is no longer allowed to operate as a university-recognized student group). If a student organization relinquishes or loses its recognition during the conduct process, Student Conduct may continue or conclude the proceedings — including by reaching an Administrative Resolution — even without the participation of the organization or its signatories.

### **III. Response to Alleged Misconduct**

- A. Initial Assessment.** As soon as practicable after receiving a report alleging student misconduct, and typically within 30 business days from receipt of all necessary information, Student Conduct shall conduct a preliminary assessment to determine whether the report falls within the scope of these procedures and whether the allegations, if true, may constitute a policy violation.

In conducting the initial assessment, Student Conduct shall consider whether the alleged alcohol- or drug-related policy violation was discovered as a result of a student receiving emergency medical assistance. Where applicable, Student Conduct shall apply the amnesty provisions set forth in PACAOS 100.00, Section 104.95, and shall prioritize non-disciplinary and educational responses consistent with those provisions.

**B. Notice of Allegations.** If a policy violation may have occurred, the student will receive a written Notice of Allegations, which will include information related to the procedures for resolution. The student shall be informed of the alleged misconduct, the specific policy or policies allegedly violated, and of the opportunity to review the information submitted that is directly related to whether a policy violation has occurred. A copy of the campus implementing regulations implementing these procedures shall be provided to the student.

A student charged with a violation of the Policy on Student Conduct and Discipline, shall be informed of their right to an Advisor (See Section III.E below) when they receive the Notice of Allegations.

**C. Advisory Notice<sup>1</sup>.** As an alternative to resolving alleged policy violations of the Policy on Student Conduct and Discipline, Student Conduct may issue a written notification to a student that the student's alleged behavior, if it occurred, would have violated University policy, and could have been subject to the conduct process. The Advisory is not a determination that the allegations are true, does not result in a conduct record, and therefore is not appealable. However, the alleged behavior as detailed in the Advisory may be introduced in a subsequent conduct process for the purpose of establishing that the student was advised that such behavior violates University policy. Student Conduct may issue an Advisory Notice in cases where alleged misconduct suggests a violation, but information is limited or may be inconclusive or incomplete. Normally the issuing of an Advisory Notice will close the matter, however, should additional relevant information be discovered in the future the matter may be reopened.

**D. Interim Actions.** Consistent with PACAOS 107.00, the University may take Interim Actions before a final determination of an alleged violation.

**E. Advisors.** At all stages of this process, the student has the right to an Advisor. A student may select an Advisor of their choosing or request the University to provide them one. The Advisor may be any person (including an advocate, attorney, friend, or parent), except a person with information relevant to the alleged policy violation.

1. The Advisor's primary role is to provide guidance to the student throughout the process. The Advisor may not speak on behalf of the student at any time in the conduct process.
2. Advisors may not disrupt any meetings or the process in any manner. At all stages of the process, Advisors must comply with the expectations within these procedures for participants in this process. The University reserves the right to exclude an Advisor who does not abide by these procedures.
3. All communication with Student Conduct must come from the student; an Advisor cannot communicate with Student Conduct on the student's behalf.

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<sup>1</sup> Or similar. Respective campuses may use different terminology, but the intent of this response is to communicate with a student that the institution has been made aware of a potential violation and the action/behavior should not be repeated or continued.

4. The University will make reasonable efforts to accommodate Advisor availability; however, the conduct process will not be unreasonably delayed or subject to repeated rescheduling due to the ongoing unavailability or scheduling conflicts of an Advisor.
5. The Advisor selected by the student or provided by the campus will have access to training provided by the campus regarding its procedures for student conduct investigation and resolution.
6. A student may give written permission for the Advisor to be copied on Student Conduct's communications to the student during the investigation and resolution process.

**F. Investigation Process.** Allegations of misconduct will be investigated by Student Conduct or their designee. The Student Conduct Administrator will offer a meeting for the purpose of explaining the alleged violation(s), discussing information that was received in relation to the allegation(s), and providing the student with an opportunity to respond to the allegation(s) and to present any information that may assist in investigation and resolution of the case.

The Student Conduct Administrator will review the facts and information available and shall determine, based on the preponderance of the evidence, whether it is more likely than not the student violated University policy.

All investigations shall be concluded promptly, generally within 60 to 90 business days of issuing a Notice of Allegations, unless there is good cause for an extension. The investigation timeframe is concluded when an Administrative Resolution has been issued by Student Conduct. The investigation timeframe may also be concluded if an Alternative Resolution process is initiated.

**G. Participation.** If the student fails to respond or chooses not to participate by the deadlines provided by Student Conduct, in the investigation and resolution process (including a formal hearing when required), Student Conduct may proceed in the student's absence. Appropriate outcomes may be applied unilaterally. Student Conduct may proceed with the investigation and resolution process even if the student is subject to concurrent University processes, criminal or civil proceedings.

The student is not required to participate in the conduct process outlined in these procedures. The University will not draw any adverse inferences from a student's decision not to participate or to remain silent during the process. A Student Conduct Administrator or Hearing Body, in the investigation or the hearing respectively, will reach findings and conclusions based on the information available.

When a student selectively participates in the process – such as choosing to answer some but not all questions posed, or choosing to provide a statement only after reviewing the other information gathered in the investigation – a Student Conduct Administrator or Hearing Body may consider the selective participation in evaluating the student's credibility. In doing so, they should try to discern reasonable non-adverse explanations for the selective participation, including from the student's own explanations, and determine whether the information available supports those explanations.

- H. Standard of Proof.** The standard of proof for factfinding and determining whether a policy violation(s) occurred is preponderance of evidence. A preponderance of evidence is defined as “more likely to be true than not.”
- I. Disability-Related Accommodations.** Student Conduct will consider requests from the student and witnesses for disability-related accommodations.
- J. Language Interpretation.** Student Conduct will consider requests from the student and witnesses for language interpretation.
- K. Extension of Timelines.** The Student Conduct Administrator or designee may extend any timelines contained in these procedures for good cause shown and documented. Good cause is defined for purposes of these procedures as significant or unforeseen circumstances that impede completion of the process within the projected timeframe.

#### IV. Resolution Pathways

The following resolution pathways are available generally as an outcome of the Student Conduct Investigation Process. A determination on which resolution pathway will be followed will typically be made within the 60 to 90 business day investigation timeframe.

- A. Closure – No Responsibility or Insufficient Information.** If the Student Conduct Administrator’s determination is that the student is not responsible for violating University policy, or if there is insufficient information to make a determination, Student Conduct will notify the student accordingly and may issue an Advisory Notice or take no further action.
- B. Alternative Resolution.** At any point during the process, Student Conduct may offer an Alternative Resolution option (e.g., mediated dialogue, restorative justice, educational agreement), subject to the following conditions:
  1. The student does not dispute the facts relevant to whether the policy violation occurred, and/or acknowledges responsibility;
  2. All involved parties who are willing to participate in any process, including any impacted individuals, consent in writing to participate. The Student Conduct Administrator will determine who is an “involved party.”

Not all allegations are eligible for Alternative Resolution. The Student Conduct Administrator or designee is responsible for making the final decision regarding whether or not Alternative Resolution is appropriate and may change their determination if additional information is received.

In cases involving alcohol- or drug-related conduct that fall within the scope of PACAOS 100.00, Section 104.100, Alternative Resolution or other non-disciplinary pathways may be particularly appropriate to support student well-being, accountability, and completion of required educational, counseling, assessment, or health-related interventions.

Upon acceptance of the Alternative Resolution Agreement, the student waives the right to a hearing and appeal. The Agreement will be in writing and likely include educational or restorative components. Records of Alternative Resolution will be maintained as a non-disciplinary record (unless otherwise agreed to within the resolution plan), but failure to accept the Agreement or to comply with the terms of the Agreement may lead to a cancellation of the Alternative Resolution Agreement and a return to the investigation and/or resolution process.

Student Conduct will complete the Alternative Resolution process typically within 30 to 60 business days of notifying the student in writing of the beginning of the process. However, Student Conduct may extend past 60 business days for good cause.

**C. Administrative Resolution.** If the Student Conduct Administrator has determined that the student is responsible for violating University policy, Student Conduct will determine what sanction and/or University action should be taken and will issue an Administrative Resolution.

1. If the student accepts the Administrative Resolution, the outcome is final, and no hearing or appeal will follow.
2. If the student does not accept the Administrative Resolution and:
  - a. The Administrative Resolution does not include suspension or dismissal, the student may elect to appeal the Administrative Resolution finding(s) and/or sanction(s) within 10 business days of the issuance of the Administrative Resolution, via written communication to the designated appeal body identified in campus implementing regulations. The student may appeal on the grounds described in this section. The appeal should identify the reason(s) why the student is challenging the Administrative Resolution under one or more of the following:
    - i. new information not available at the time of the investigation, the absence of which can be shown to have materially affected the outcome;
    - ii. there was procedural error in the process that materially affected the outcome;
    - iii. the proposed sanction is disproportionate given the findings of fact.
  - b. The Administrative Resolution includes suspension or dismissal, the student may elect to contest Student Conduct's determination of responsibility by proceeding to a Formal Hearing (see Section IV.D. below). Within 5 business days of the issuance of the Administrative Resolution, the student must indicate via written communication to Student Conduct or their designee if they wish to contest Student Conduct's determination of responsibility.

3. If the Administrative Resolution includes suspension or dismissal, and the student accepts responsibility for the policy violation, but wishes to appeal the sanction (suspension or dismissal), they may submit a written appeal on only one ground, that the proposed sanction is disproportionate given the findings of fact. Within 5 business days of the issuance of the Administrative Resolution, the student must indicate via written communication to Student Conduct or their designee if they wish to accept responsibility for the policy violation, but appeal the sanction. The student will have an additional 5 business days to submit their written appeal to Student Conduct or their designee, identifying the reason(s) why the student is challenging the proposed sanction.
4. When an appeal is permitted under the procedures outlined above, the implementation of sanctions will be deferred pending the outcome of the appeal. Student Conduct may submit a written response to the designated appeal body within 7 business days of receiving a copy of the appeal. Absent good cause for an extension, the appeal body will issue a written decision to the student within 20 business days of receiving the appeal and all related documents. The decision of the appeal body is final.
5. Following the issuance of the Administrative Resolution, if the student does not respond within the timelines listed above, the outcome is final, and no hearing or appeal will follow.

**D. Formal Hearing.** When the outcome of the Administrative Resolution includes suspension or dismissal, and the student has contested Student Conduct's determination of responsibility, the case will proceed to a formal hearing. Campus implementing regulations shall provide the following minimum procedural standards to assure the student a fair hearing:

1. Written notice (via the Notice of Allegations or subsequent Administrative Resolution), including a brief statement of the factual basis of the charges, the University policies or campus regulations allegedly violated, and the time and place of the hearing, no less than 10 business days before the hearing;
2. The opportunity for a fair hearing where the University will bear the burden of proof, and at which the student will have the opportunity to present documents and witnesses and to question witnesses presented by the University;
3. A record of the hearing; a written decision based upon the preponderance of evidence, that includes a summary of the relevant facts and a conclusion for each alleged policy violation, sanctions, if applicable, and information about the right to appeal, within 20 business days of the hearing.
4. An appeals process that requires a student dissatisfied with the written decision and who wishes to challenge it to submit an appeal in writing to the designated appeal body within 10 business days of the hearing outcome notice. The student may appeal via written communication to the designated appeal body identified in campus implementing regulations.

The student may appeal on the grounds described in this section. The appeal should identify the reason(s) why the student is challenging the hearing body decision under one or more of the following:

- a) new information not available at the time of the hearing, the absence of which can be shown to have materially affected the outcome;
- b) there was procedural error in the process that materially affected the outcome;
- c) the proposed sanction is disproportionate given the findings of fact.

When an appeal is permitted under the procedures outlined above, the implementation of sanctions will be deferred pending the outcome of the appeal. Student Conduct may submit a written response to the designated appeal body within 7 business days of receiving a copy of the appeal.

Absent good cause for an extension, the appeal body will issue a written decision to the student within 20 business days of receiving the appeal and all related documents. Once issued, the decision of the appeal body is final.

## V. Sanctioning Framework

To promote accountability, safety, and educational development within the University of California community, this framework provides a consistent yet flexible structure for assigning sanctions and other university actions in response to violations of PACAOS 100.00 Policy of Student Conduct and Discipline.

### A. Principles

**Educational Purpose:** When appropriate, sanction(s) and/or other university action(s) serve an educational purpose—supporting accountability, student growth and learning. They are intended to reduce the likelihood of recurrence of behavior that violates University policy. The conduct process also seeks opportunities to foster reflection and development whenever possible, while reinforcing the importance of community standards and the shared responsibility of maintaining a respectful and safe campus environment.

**Consistency with Individualization:** Sanctions and other university actions are guided by consistent standards and institutional values, while also considering the unique circumstances of each case. The decision-maker will consider a range of factors to ensure that outcomes are both fair and appropriate to each situation. Depending on the circumstances, multiple sanctions, varying in type and degree, may be applied.

**Proportional and Contextual Response:** The student conduct process is designed to assess each case individually, with outcomes based on the nature, severity, and context of the behavior. A single severe incident may, in some circumstances, result

in a more significant sanction; in others, misconduct may be addressed through educational and/or restorative—but still appropriate—responses.

In matters involving alcohol- or drug-related emergencies, sanctions and University actions should be applied in a manner that does not deter students from seeking medical assistance and that supports compliance with PACAOS 100.00, Section 104.100.

**B. Types of Student Conduct Sanctions and Actions.** Consistent with the principles above, campuses have a range of options (as defined in PACAOS 100.00, Section 105.00 Types of Student Conduct Sanctions and Actions) available to respond to possible violation(s) of policy. The sanctions and actions fall under three categories, grouped into tiers of increasing severity.

In most circumstances, sanctions are accompanied by Other University Actions (e.g., alternative resolution, advisory notices, supplemental education, or educational conversations). As such, education is included in each tier.

- **Tier 1:** Other University Actions, including but not limited to:
  - i. Alternative Resolution
  - ii. Advisory Notice
  - iii. Educational conversation
- **Tier 2:** Sanctions for more complex or severe violations that may not warrant separation from the institution, including but not limited to:
  - i. Warning
  - ii. Disciplinary Probation, with or without conditions
  - iii. Loss of Privileges/Exclusion from Activities
  - iv. Restitution
  - v. Other University Actions (supplemental with sanctions)
- **Tier 3:** Sanctions for severe or repeated violations that may warrant separation from the institution, including but not limited to:
  - i. Suspension
  - ii. Dismissal
  - iii. Exclusion from areas of campus or University Functions
  - iv. Other University Actions (supplemental with sanctions)

**C. Factors Considered in Determining Student Conduct Sanctions and Actions.** Each violation includes a recommended range of sanctions and/or actions and assumes a student is being charged with a single policy violation and has no prior history of violating University policy. Sanctions may fall outside these ranges in cases involving multiple policy violations and/or a prior history of policy violations. Campus officials should determine the appropriate sanction or action based on a variety of factors, including but not limited to, the following:

- Whether the act was deliberate/intentional
- Severity of the policy violation, including any result in personal injury or property damage
- Student's previous conduct record

- Nature and context of the policy violation
- Impact on or harm to other members of the University community or the community as a whole
- Degree to which the student’s behavior disrupted or obstructed University activities
- Abuse of authority
- Response following violation: voluntarily acknowledged wrongdoing at early stage of the process; engaging in actions that seek to disrupt the Student Conduct process (e.g., harassing witnesses, expressing hostility towards conduct staff and/or reporting persons), or failing to engage in a forthright and transparent manner
- Number and type of violations associated with the incident.

**D. Range of Sanctions and Actions for Each Type of Violation.** The range of sanctions and/or actions for each type of violation are summarized in Table A. Consistent with the factors and tiers described above, the table is intended to serve as a guiding framework for Student Conduct Administrators when considering sanctions and/or actions in response to specific types of policy violations. It provides a range of possible outcomes, listed in increasing severity, that may be appropriate depending on the circumstances of each case. Table A is not prescriptive and does not represent a mandatory and/or exhaustive list of sanctions and/or actions. Rather, it is a starting point to support consistency and informed decision-making in the student conduct process.

Sanctioning decisions should always reflect the totality of the circumstances. Where appropriate, multiple sanctions and/or actions may be assigned, and more significant sanctions and/or actions may be warranted in cases involving repeat violations, aggravating factors, or broader community impact.

This tool is meant to assist Student Conduct Administrators in exercising their professional judgment, in alignment with institutional values and the goals of education, accountability, and harm reduction.

**Table A: Guiding Framework for Sanctions and Actions by Tier and Type of Violation**

<b>PACAOS 100.00 Violation</b>	<b>Tier 1:</b>	<b>Tier 2:</b>	<b>Tier 3:</b>
<b>102.02</b> Other Forms of Dishonesty (e.g., furnishing false info, lying during investigations)	Advisory Notice and/or Other University Actions	Warning or Probation with option to add Other University Actions	Suspension or Dismissal with option to add Other University Actions
<b>102.03</b> Forgery, alteration, or misuse of any University document, record, key, electronic device, or identification.	Advisory Notice and/or Other University Actions	Warning or Probation with option to add Other University Actions	Suspension or Dismissal with option to add Other University Actions

<b>PACAOS 100.00 Violation</b>	<b>Tier 1:</b>	<b>Tier 2:</b>	<b>Tier 3:</b>
<b>102.04</b> Theft or Property Damage	Advisory Notice and/or Other University Actions	Warning, Probation, or Restitution with option to add Other University Actions	Suspension or Dismissal with option to add Other University Actions
<b>102.5</b> Theft or abuse of University computers and other University electronic resources such as computer and electronic communications facilities, systems, and services.	Advisory Notice and/or Other University Actions	Warning or Probation with option to add Other University Actions	Suspension or Dismissal with option to add Other University Actions
<b>102.6</b> Unauthorized Use of University Services, Equipment, or Property (e.g., misusing logos, resources, ID systems)	Advisory Notice and/or Other University Actions	Warning, Probation, Exclusion From Privileges, or Restitution with option to add Other University Actions	Suspension with option to add Other University Actions
<b>102.7</b> Violation of University Housing Policies	Advisory Notice and/or Other University Actions	Warning, Housing Probation, or Probation with option to add Other University Actions	Housing Exclusion with option to add Other University Actions
<b>102.8</b> Physical Assault or Threat of Violence	–	Probation or Suspension with option to add Other University Actions	Suspension or Dismissal with option to add Other University Actions
<b>102.9</b> Harassment	–	Probation or Suspension with option to add Other University Actions	Suspension or Dismissal with option to add Other University Actions
<b>102.10</b> Stalking Behavior	-	-	Suspension or Dismissal with option to add Other University Actions
<b>102.12</b> Participation in Hazing	–	Probation with option to add Other University Actions	Suspension or Dismissal with option to add Other University Actions
<b>102.13</b> Obstruction or disruption of University Operations (teaching, research, admin)	Advisory Notice and/or Other University Actions	Warning or Probation with option to add Other University Actions	Suspension with option to add Other University Actions
<b>102.14</b> Disorderly or Lewd Conduct	Advisory Notice and/or Other University Actions	Warning or Probation with option to add Other University Actions	Suspension with option to add Other University Actions
<b>102.15</b> Disruption/Obstruction of University Activities	Advisory Notice and/or Other University Actions	Warning or Probation with option to add Other University Actions	Suspension with option to add Other University Actions

<b>PACAOS 100.00 Violation</b>	<b>Tier 1:</b>	<b>Tier 2:</b>	<b>Tier 3:</b>
<b>102.16</b> Failure to Comply with a University Official (including lying, resisting, obstructing)	Advisory Notice and/or Other University Actions	Warning or Probation with option to add Other University Actions	Suspension or Dismissal with option to add Other University Actions
<b>102.17</b> Controlled Substance Violations*	Alternative Resolution or Advisory Notice and/or Other University Actions	Warning, Probation, Alcohol and Other Drug Education or Intervention with option to add Other University Actions	Suspension or Dismissal with option to add Other University Actions
<b>102.18</b> Alcohol Violations*	Alternative Resolution and/or Other University Actions	Warning, Probation or Suspension with option to add Other University Actions	Suspension with option to add Other University Actions
<b>102.19</b> Possession or Use of Explosives/Firebombs	–	Warning or Probation with option to add Other University Actions	Suspension or Dismissal with option to add Other University Actions
<b>102.20</b> Possession/Use/Manufacture of Firearms or Weapons (prohibited)	–	Warning or Probation with option to add Other University Actions	Suspension or Dismissal with option to add Other University Actions
<b>102.21</b> Violation of Disciplinary Conditions (e.g., breaking terms of probation/sanctions)	–	Probation with option to add Other University Actions	Suspension or Dismissal with option to add Other University Actions
<b>102.22</b> Violation of Emergency Suspension or Orders (during declared emergencies)	–	Probation with option to add Other University Actions	Suspension or Dismissal with option to add Other University Actions
<b>120.23</b> Selling, preparing, or commercially distributing lecture notes/class recordings	Alternative Resolution or Advisory Notice and/or Other University Actions	Warning, Probation with option to add Other University Actions	Suspension or Dismissal with option to add Other University Actions
<b>102.24</b> Intent to terrorize, or acts in reckless disregard of the risk of terrorizing, one or more University students, faculty, or staff	-	Probation with option to add Other University Actions	Suspension or Dismissal with option to add Other University Actions
<b>102.25</b> Recording, photographing, or viewing people without their knowledge and consent in private settings or during private conversations	Alternative Resolution or Advisory Notice and/or Other University Actions	Warning, Probation with option to add Other University Actions	Suspension or Dismissal with option to add Other University Actions
<b>102.26</b>	See University of California Policy on Sexual Violence and Sexual Harassment and	See University of California Policy on Sexual Violence and Sexual Harassment and	See University of California Policy on Sexual Violence and Sexual Harassment

PACAOS 100.00 Violation	Tier 1:	Tier 2:	Tier 3:
	PACAOS Appendix E and F	PACAOS Appendix E and F	and PACAOS Appendix E and F
<b>102.27</b>	See University of California Anti-Discrimination Policy and PACAOS Appendix G	See University of California Anti-Discrimination Policy and PACAOS Appendix G	See University of California Anti-Discrimination Policy and PACAOS Appendix G

\* In circumstances where an alleged alcohol- or drug-related policy violation is discovered as a result of a student receiving emergency medical, the amnesty provisions of PACAOS 100.00, Section 104.95 may apply. In such cases, disciplinary sanctions for the alcohol- or drug-related violation may be limited or precluded, and Student Conduct should follow the procedures and requirements set forth in Section 104.100.

#### IV. COMPLIANCE/RESPONSIBILITIES

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Chancellors shall adopt campus implementing regulations consistent with these *Policies*. The University shall publish these *Policies* and make them widely available, and Chancellors shall do the same with respect to the implementing regulations for their campuses. This requirement may be satisfied through the online publication of these *Policies* and their respective campus implementing regulations. (See also Section 13.20 of these *Policies*.)

#### V. PROCEDURES

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The President shall consult as appropriate with Chancellors, Vice Presidents, the Office of the General Counsel, and Universitywide advisory committees prior to amending these *Policies*. Chancellors shall consult with faculty, students, and staff prior to submitting to the President any campus recommendations related to proposed amendments to these *Policies*. Amendments that are specifically mandated by law, however, do not require consultation with campus representatives or Universitywide advisory committees to the extent that legal requirements do not permit such consultation. (See also Section 13.10 of these *Policies*.)

Chancellors shall consult with students (including student governments), faculty, and staff in the development or revision of campus implementing regulations except when the development or revision of such regulations results from changes to these *Policies* that have been specifically mandated by law. Campuses shall specify procedures, including consultation processes, by which campus implementing regulations may be developed or revised. (See also Section 13.30 of these *Policies*.)

Prior to their adoption, all proposed campus implementing regulations, including all substantive modifications to existing such regulations, shall be submitted to the Office of the President for review, in consultation with the Office of the General Counsel, for consistency with these *Policies* and the law. (See also Section 13.40 of these *Policies*.)

#### VI. RELATED INFORMATION

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See also *Policies Applying to Campus Activities, Organizations and Students* sections:

- 10.00 Preamble and General Provisions
- 11.00 Authority
- 12.00 Applicability
- 13.00 Development and Review of Universitywide Policies and  
Campus Implementing Regulations
- 14.00 Definitions
- 100.00 Policy on Student Conduct and Discipline

See also the University of California [Policy on Sexual Violence and Sexual Harassment](#)

See also the [University of California Anti-Discrimination Policy](#)

## **VII. FREQUENTLY ASKED QUESTIONS**

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Not applicable

## **VIII. REVISION HISTORY**

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# PACAOS-Appendix-H: Student Conduct Investigation and Resolution Framework

<b>Responsible Officer:</b>	Vice President and Vice Provost
<b>Responsible Office:</b>	Graduate, Undergraduate and Equity Affairs
<b>Issuance Date:</b>	[INSERT DATE]
<b>Effective Date:</b>	1/1/2026
<b>Scope:</b>	Consistent with PACAOS 12.00, these Policies and the campus regulations implementing them apply to all campuses and properties of the University and to functions administered by the University, unless in special circumstances the President directs otherwise.

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### I. POLICY SUMMARY

The following describes the University’s procedures for alleged student misconduct as defined in PACAOS 100.00 Policy on Student Conduct and Discipline.

When a formal investigation is deemed appropriate for cases involving reports of Sexual

Violence, Sexual Harassment or other prohibited conduct by the UC Policy on Sexual Violence and Sexual Harassment, campuses shall implement the procedures set forth in PACAOS Appendix E: Sexual Violence and Sexual Harassment Student Adjudication Framework for Non-DOE-Covered Conduct or PACAOS Appendix F: Sexual Violence and Sexual Harassment Student Adjudication for DOE-Covered Conduct. Campuses may also apply PACAOS Appendix E or PACAOS Appendix F to adjudicate student conduct violations that occur in connection with violations of sexual violence and sexual harassment.

For cases involving harassment or other prohibited conduct by the University of California Anti-Discrimination Policy, campuses shall implement the procedures set forth in the [University of California Anti-Discrimination Policy](#) and [adjudicate violations using the framework in PACAOS Appendix G: Student Investigation and Adjudication Framework for Prohibited Conduct: Discrimination, Harassment, and Retaliation](#). In the event there are violations of both the University of California Anti-Discrimination Policy and PACAOS 100.00, campuses may implement both procedures concurrently, after consultation between the Student Conduct Administrator and the Local Implementation Officer.

## II. DEFINITIONS

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Definitions for the *Policies Applying to Campus Activities, Organizations and Students*, and the campus implementing regulations adopted pursuant to them, are provided in Section 14.00.

Definitions for the Grounds for Discipline and Types of Student Disciplinary Action are provided in Section 100.00.

## III. POLICY TEXT

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### I. Student Conduct Investigation and Resolution Framework

Each campus shall adopt and publish procedures consistent with these procedures to ensure the fair and timely resolution of alleged violations of University policies or campus regulations. These procedures must afford students due process, ensure impartiality, and maintain the integrity of the educational environment.

### II. Scope and Applicability

These procedures apply to all students as defined in Section 14.40 of PACAOS and student organizations as defined in Section 70.10 of PACAOS.

These procedures apply to all alleged violations of the University's student conduct policies, excluding:

- cases involving allegations of conduct prohibited by the Sexual Violence Sexual Harassment Policy, adjudicated under PACAOS Appendix E and Appendix F, and
- cases involving allegations of discrimination, or harassment, and related retaliation prohibited under the Anti-Discrimination Policy, adjudicated under PACAOS Appendix G, and

- cases involving academic misconduct, as defined in Section 102.02, when campuses have adopted campus specific procedures to adjudicate academic misconduct, and
- cases involving registered student organizations, as defined in campus implementing regulations, when campuses have adopted specific procedures to adjudicate student organization misconduct.

When a formal investigation is deemed appropriate for cases involving reports of Sexual Violence, Sexual Harassment or other prohibited conduct by the UC Policy on Sexual Violence and Sexual Harassment, campuses shall implement the procedures set forth in PACAOS Appendix E: Sexual Violence and Sexual Harassment Student Adjudication Framework for Non-DOE-Covered Conduct or PACAOS Appendix F: Sexual Violence and Sexual Harassment Student Adjudication for DOE-Covered Conduct.

For cases involving discrimination, harassment or related retaliation prohibited by the University of California Anti-Discrimination Policy, campuses shall implement the procedures set forth in PACAOS Appendix G: Student Investigation and Adjudication Framework for Prohibited Conduct: Discrimination, Harassment, and Retaliation.

Registered student organization responsibility is independent of individual member accountability. Registered student organizations, as defined in campus implementing regulations, may receive sanctions applicable to the group's recognized status on campus when they are found responsible for violations of University policy. If a report is made alleging that a student organization violated university policy, a responsible University officer will review the report and issue a Notice of Allegations. If the student organization is found responsible, possible sanctions may include, but are not limited to: educational sanctions (e.g., training), probation, suspension of privileges (e.g., event registration, access to funding, etc.), or loss of recognition or revocation (meaning the organization is no longer allowed to operate as a university-recognized student group). If a student organization relinquishes or loses its recognition during the conduct process, Student Conduct may continue or conclude the proceedings — including by reaching an Administrative Resolution — even without the participation of the organization or its signatories.

### III. Response to Alleged Misconduct

- A. Initial Assessment.** As soon as practicable after receiving a report alleging student misconduct, and typically within 30 business days from receipt of all necessary information, Student Conduct shall conduct a preliminary assessment to determine whether the report falls within the scope of these procedures and whether the allegations, if true, may constitute a policy violation.

In conducting the initial assessment, Student Conduct shall consider whether the alleged alcohol- or drug-related policy violation was discovered as a result of a student receiving emergency medical assistance. Where applicable, Student Conduct shall apply the amnesty provisions set forth in PACAOS 100.00, Section 104.95, and shall prioritize non-disciplinary and educational responses consistent with those provisions.

**B. Notice of Allegations.** If a policy violation may have occurred, the student will receive a written Notice of Allegations, which will include information related to the procedures for resolution. The student shall be informed of the alleged misconduct, the specific policy or policies allegedly violated, and of the opportunity to review the information submitted that is directly related to whether a policy violation has occurred. A copy of the campus implementing regulations implementing these procedures shall be provided to the student.

A student charged with a violation of the Policy on Student Conduct and Discipline, shall be informed of their right to an Advisor (See Section III.E below) when they receive the Notice of Allegations.

**C. Advisory Notice<sup>1</sup>.** As an alternative to resolving alleged policy violations of the Policy on Student Conduct and Discipline, Student Conduct may issue a written notification to a student that the student's alleged behavior, if it occurred, would have violated University policy, and could have been subject to the conduct process. The Advisory is not a determination that the allegations are true, does not result in a conduct record, and therefore is not appealable. However, the alleged behavior as detailed in the Advisory may be introduced in a subsequent conduct process for the purpose of establishing that the student was advised that such behavior violates University policy. Student Conduct may issue an Advisory Notice in cases where alleged misconduct suggests a violation, but information is limited or may be inconclusive or incomplete. Normally the issuing of an Advisory Notice will close the matter, however, should additional relevant information be discovered in the future the matter may be reopened.

**D. Interim Actions.** Consistent with PACAOS 107.00, the University may take Interim Actions before a final determination of an alleged violation.

**E. Advisors.** At all stages of this process, the student has the right to an Advisor. A student may select an Advisor of their choosing or request the University to provide them one. The Advisor may be any person (including an advocate, attorney, friend, or parent), except a person with information relevant to the alleged policy violation.

1. The Advisor's primary role is to provide guidance to the student throughout the process. The Advisor may not speak on behalf of the student at any time in the conduct process.
2. Advisors may not disrupt any meetings or the process in any manner. At all stages of the process, Advisors must comply with the expectations within these procedures for participants in this process. The University reserves the right to exclude an Advisor who does not abide by these procedures.
3. All communication with Student Conduct must come from the student; an Advisor cannot communicate with Student Conduct on the student's behalf.

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<sup>1</sup> Or similar. Respective campuses may use different terminology, but the intent of this response is to communicate with a student that the institution has been made aware of a potential violation and the action/behavior should not be repeated or continued.

4. ~~The University will make reasonable efforts to accommodate Advisor availability; however, the conduct process will not be unreasonably delayed or subject to repeated rescheduling due to the ongoing unavailability or scheduling conflicts of an Advisor. In the interest of expediency, the student conduct process may not be delayed due to the unavailability of an Advisor.~~
5. The Advisor selected by the student or provided by the campus will have access to training provided by the campus regarding its procedures for student conduct investigation and resolution.
6. A student may give written permission for the Advisor to be copied on Student Conduct's communications to the student during the investigation and resolution process.

**F. Investigation Process.** Allegations of misconduct will be investigated by Student Conduct or their designee. The Student Conduct Administrator will offer a meeting for the purpose of explaining the alleged violation(s), discussing information that was received in relation to the allegation(s), and providing the student with an opportunity to respond to the allegation(s) and to present any information that may assist in investigation and resolution of the case.

The Student Conduct Administrator will review the facts and information available and shall determine, based on the preponderance of the evidence, whether it is more likely than not the student violated University policy.

All investigations shall be concluded promptly, generally within 60 to 90 business days of issuing a Notice of Allegations, unless there is good cause for an extension. The investigation timeframe is concluded when an Administrative Resolution has been issued by Student Conduct. The investigation timeframe may also be concluded if an Alternative Resolution process is initiated.

**G. Participation.** If the student fails to respond or chooses not to participate by the deadlines provided by Student Conduct, in the investigation and resolution process (including a formal hearing when required), Student Conduct may proceed in the student's absence. Appropriate outcomes may be applied unilaterally. Student Conduct may proceed with the investigation and resolution process even if the student is subject to concurrent University processes, criminal or civil proceedings.

The student is not required to participate in the conduct process outlined in these procedures. The University will not draw any adverse inferences from a student's decision not to participate or to remain silent during the process. A Student Conduct Administrator or Hearing Body, in the investigation or the hearing respectively, will reach findings and conclusions based on the information available.

When a student selectively participates in the process – such as choosing to answer some but not all questions posed, or choosing to provide a statement only after reviewing the other information gathered in the investigation – a Student Conduct Administrator or Hearing Body may consider the selective participation in evaluating the student's credibility. In doing so, they should try to discern reasonable non-adverse explanations for

the selective participation, including from the student’s own explanations, and determine whether the information available supports those explanations.

- H. Standard of Proof.** The standard of proof for factfinding and determining whether a policy violation(s) occurred is preponderance of evidence. A preponderance of evidence is defined as “more likely to be true than not.”
- I. Disability-Related Accommodations.** Student Conduct will consider requests from the student and witnesses for disability-related accommodations.
- J. Language Interpretation.** Student Conduct will consider requests from the student and witnesses for language interpretation.
- K. Extension of Timelines.** The Student Conduct Administrator or designee may extend any timelines contained in these procedures for good cause shown and documented. Good cause is defined for purposes of these procedures as significant or unforeseen circumstances that impede completion of the process within the projected timeframe.

#### IV. Resolution Pathways

The following resolution pathways are available generally as an outcome of the Student Conduct Investigation Process. A determination on which resolution pathway will be followed will typically be made within the 60 to 90 business day investigation timeframe.

- A. Closure – No Responsibility or Insufficient Information.** If the Student Conduct Administrator’s determination is that the student is not responsible for violating University policy, or if there is insufficient information to make a determination, Student Conduct will notify the student accordingly and may issue an Advisory Notice or take no further action.
- B. Alternative Resolution.** At any point during the process, Student Conduct may offer an Alternative Resolution option (e.g., mediated dialogue, restorative justice, educational agreement), subject to the following conditions:
  1. The student does not dispute the facts relevant to whether the policy violation occurred, and/or acknowledges responsibility;
  2. All involved parties who are willing to participate in any process, including any impacted individuals, consent in writing to participate. The Student Conduct Administrator will determine who is an “involved party.”

Not all allegations are eligible for Alternative Resolution. The Student Conduct Administrator or designee is responsible for making the final decision regarding whether or not Alternative Resolution is appropriate and may change their determination if additional information is received.

[In cases involving alcohol- or drug-related conduct that fall within the scope of PACAOS 100.00, Section 104.100, Alternative Resolution or other non-disciplinary pathways may be particularly appropriate to support student well-being, accountability, and completion of](#)

required educational, counseling, assessment, or health-related interventions.

Upon acceptance of the Alternative Resolution Agreement, the student waives the right to a hearing and appeal. The Agreement will be in writing and likely include educational or restorative components. Records of Alternative Resolution will be maintained as a non-disciplinary record (unless otherwise agreed to within the resolution plan), but failure to accept the Agreement or to comply with the terms of the Agreement may lead to a cancellation of the Alternative Resolution Agreement and a return to the investigation and/or resolution process.

Student Conduct will complete the Alternative Resolution process typically within 30 to 60 business days of notifying the student in writing of the beginning of the process. However, Student Conduct may extend past 60 business days for good cause.

**C. Administrative Resolution.** If the Student Conduct Administrator has determined that the student is responsible for violating University policy, Student Conduct will determine what sanction and/or University action should be taken and will issue an Administrative Resolution.

1. If the student accepts the Administrative Resolution, the outcome is final, and no hearing or appeal will follow.
2. If the student does not accept the Administrative Resolution and:
  - a. The Administrative Resolution does not include suspension or dismissal, the student may elect to appeal the Administrative Resolution finding(s) and/or sanction(s) within 10 business days of the issuance of the Administrative Resolution, via written communication to the designated appeal body identified in campus implementing regulations. The student may appeal on the grounds described in this section. The appeal should identify the reason(s) why the student is challenging the Administrative Resolution under one or more of the following:
    - i. new information not available at the time of the investigation, the absence of which can be shown to have materially affected the outcome;
    - ii. there was procedural error in the process that materially affected the outcome;
    - iii. the proposed sanction is disproportionate given the findings of fact.
  - b. The Administrative Resolution includes suspension or dismissal, the student may elect to contest Student Conduct's determination of responsibility by proceeding to a Formal Hearing (see Section IV.D. below). Within 5 business days of the issuance of the Administrative Resolution, the student must indicate via written communication to Student Conduct or their designee if they wish to contest Student Conduct's determination of responsibility.

3. If the Administrative Resolution includes suspension or dismissal, and the student accepts responsibility for the policy violation, but wishes to appeal the sanction (suspension or dismissal), they may submit a written appeal on only one ground, that the proposed sanction is disproportionate given the findings of fact. Within 5 business days of the issuance of the Administrative Resolution, the student must indicate via written communication to Student Conduct or their designee if they wish to accept responsibility for the policy violation, but appeal the sanction. The student will have an additional 5 business days to submit their written appeal to Student Conduct or their designee, identifying the reason(s) why the student is challenging the proposed sanction.
4. When an appeal is permitted under the procedures outlined above, the implementation of sanctions will be deferred pending the outcome of the appeal. Student Conduct may submit a written response to the designated appeal body within 7 business days of receiving a copy of the appeal. Absent good cause for an extension, the appeal body will issue a written decision to the student within 20 business days of receiving the appeal and all related documents. The decision of the appeal body is final.
5. Following the issuance of the Administrative Resolution, if the student does not respond within the timelines listed above, the outcome is final, and no hearing or appeal will follow.

**D. Formal Hearing.** When the outcome of the Administrative Resolution includes suspension or dismissal, and the student has contested Student Conduct's determination of responsibility, the case will proceed to a formal hearing. Campus implementing regulations shall provide the following minimum procedural standards to assure the student a fair hearing:

1. Written notice (via the Notice of Allegations or subsequent Administrative Resolution), including a brief statement of the factual basis of the charges, the University policies or campus regulations allegedly violated, and the time and place of the hearing, no less than 10 business days before the hearing;
2. The opportunity for a fair hearing where the University will bear the burden of proof, and at which the student will have the opportunity to present documents and witnesses and to question witnesses presented by the University;
3. A record of the hearing; a written decision based upon the preponderance of evidence, that includes a summary of the relevant facts and a conclusion for each alleged policy violation, sanctions, if applicable, and information about the right to appeal, within 20 business days of the hearing.
4. An appeals process that requires a student dissatisfied with the written decision and who wishes to challenge it to submit an appeal in writing to the designated appeal body within 10 business days of the hearing outcome notice. The student may appeal via written communication to the designated appeal body identified in campus implementing regulations.

The student may appeal on the grounds described in this section. The appeal should identify the reason(s) why the student is challenging the hearing body decision under one or more of the following:

- a) new information not available at the time of the hearing, the absence of which can be shown to have materially affected the outcome;
- b) there was procedural error in the process that materially affected the outcome;
- c) the proposed sanction is disproportionate given the findings of fact.

When an appeal is permitted under the procedures outlined above, the implementation of sanctions will be deferred pending the outcome of the appeal. Student Conduct may submit a written response to the designated appeal body within 7 business days of receiving a copy of the appeal.

Absent good cause for an extension, the appeal body will issue a written decision to the student within 20 business days of receiving the appeal and all related documents. Once issued, the decision of the appeal body is final.

## V. Sanctioning Framework

To promote accountability, safety, and educational development within the University of California community, this framework provides a consistent yet flexible structure for assigning sanctions and other university actions in response to violations of PACAOS 100.00 Policy of Student Conduct and Discipline.

### A. Principles

**Educational Purpose:** When appropriate, sanction(s) and/or other university action(s) serve an educational purpose—supporting accountability, student growth and learning. They are intended to reduce the likelihood of recurrence of behavior that violates University policy. The conduct process also seeks opportunities to foster reflection and development whenever possible, while reinforcing the importance of community standards and the shared responsibility of maintaining a respectful and safe campus environment.

**Consistency with Individualization:** Sanctions and other university actions are guided by consistent standards and institutional values, while also considering the unique circumstances of each case. The decision-maker will consider a range of factors to ensure that outcomes are both fair and appropriate to each situation. Depending on the circumstances, multiple sanctions, varying in type and degree, may be applied.

**Proportional and Contextual Response:** The student conduct process is designed to assess each case individually, with outcomes based on the nature, severity, and

context of the behavior. A single severe incident may, in some circumstances, result in a more significant sanction; in others, misconduct may be addressed through educational and/or restorative—but still appropriate—responses.

In matters involving alcohol- or drug-related emergencies, sanctions and University actions should be applied in a manner that does not deter students from seeking medical assistance and that supports compliance with PACAOS 100.00, Section 104.100.

**B. Types of Student Conduct Sanctions and Actions.** Consistent with the principles above, campuses have a range of options (as defined in PACAOS 100.00, Section 105.00 Types of Student Conduct Sanctions and Actions) available to respond to possible violation(s) of policy. The sanctions and actions fall under three categories, grouped into tiers of increasing severity.

In most circumstances, sanctions are accompanied by Other University Actions (e.g., alternative resolution, advisory notices, supplemental education, or educational conversations). As such, education is included in each tier.

- **Tier 1:** Other University Actions, including but not limited to:
  - i. Alternative Resolution
  - ii. Advisory Notice
  - iii. Educational conversation
- **Tier 2:** Sanctions for more complex or severe violations that may not warrant separation from the institution, including but not limited to:
  - i. Warning
  - ii. Disciplinary Probation, with or without conditions
  - iii. Loss of Privileges/Exclusion from Activities
  - iv. Restitution
  - v. Other University Actions (supplemental with sanctions)
- **Tier 3:** Sanctions for severe or repeated violations that may warrant separation from the institution, including but not limited to:
  - i. Suspension
  - ii. Dismissal
  - iii. Exclusion from areas of campus or University Functions
  - iv. Other University Actions (supplemental with sanctions)

**C. Factors Considered in Determining Student Conduct Sanctions and Actions.** Each violation includes a recommended range of sanctions and/or actions and assumes a student is being charged with a single policy violation and has no prior history of violating University policy. Sanctions may fall outside these ranges in cases involving multiple policy violations and/or a prior history of policy violations. Campus officials should determine the appropriate sanction or action based on a variety of factors, including but not limited to, the following:

- Whether the act was deliberate/intentional
- Severity of the policy violation, including any result in personal injury or property damage

- Student’s previous conduct record
- Nature and context of the policy violation
- Impact on or harm to other members of the University community or the community as a whole
- Degree to which the student’s behavior disrupted or obstructed University activities
- Abuse of authority
- Response following violation: voluntarily acknowledged wrongdoing at early stage of the process; engaging in actions that seek to disrupt the Student Conduct process (e.g., harassing witnesses, expressing hostility towards conduct staff and/or reporting persons), or failing to engage in a forthright and transparent manner
- Number and type of violations associated with the incident.

**D. Range of Sanctions and Actions for Each Type of Violation.** The range of sanctions and/or actions for each type of violation are summarized in Table A. Consistent with the factors and tiers described above, the table is intended to serve as a guiding framework for Student Conduct Administrators when considering sanctions and/or actions in response to specific types of policy violations. It provides a range of possible outcomes, listed in increasing severity, that may be appropriate depending on the circumstances of each case. Table A is not prescriptive and does not represent a mandatory and/or exhaustive list of sanctions and/or actions. Rather, it is a starting point to support consistency and informed decision-making in the student conduct process.

Sanctioning decisions should always reflect the totality of the circumstances. Where appropriate, multiple sanctions and/or actions may be assigned, and more significant sanctions and/or actions may be warranted in cases involving repeat violations, aggravating factors, or broader community impact.

This tool is meant to assist Student Conduct Administrators in exercising their professional judgment, in alignment with institutional values and the goals of education, accountability, and harm reduction.

**Table A: Guiding Framework for Sanctions and Actions by Tier and Type of Violation**

<b>PACAOS 100.00 Violation</b>	<b>Tier 1:</b>	<b>Tier 2:</b>	<b>Tier 3:</b>
<b>102.02</b> Other Forms of Dishonesty (e.g., furnishing false info, lying during investigations)	Advisory Notice and/or Other University Actions	Warning or Probation with option to add Other University Actions	Suspension or Dismissal with option to add Other University Actions
<b>102.03</b> Forgery, alteration, or misuse of any University document, record, key,	Advisory Notice and/or Other University Actions	Warning or Probation with option to add Other University Actions	Suspension or Dismissal with option to add Other University Actions

<b>PACAOS 100.00 Violation</b>	<b>Tier 1:</b>	<b>Tier 2:</b>	<b>Tier 3:</b>
electronic device, or identification.			
<b>102.04</b> Theft or Property Damage	Advisory Notice and/or Other University Actions	Warning, Probation, or Restitution with option to add Other University Actions	Suspension or Dismissal with option to add Other University Actions
<b>102.5</b> Theft or abuse of University computers and other University electronic resources such as computer and electronic communications facilities, systems, and services.	Advisory Notice and/or Other University Actions	Warning or Probation with option to add Other University Actions	Suspension or Dismissal with option to add Other University Actions
<b>102.6</b> Unauthorized Use of University Services, Equipment, or Property (e.g., misusing logos, resources, ID systems)	Advisory Notice and/or Other University Actions	Warning, Probation, Exclusion From Privileges, or Restitution with option to add Other University Actions	Suspension with option to add Other University Actions
<b>102.7</b> Violation of University Housing Policies	Advisory Notice and/or Other University Actions	Warning, Housing Probation, or Probation with option to add Other University Actions	Housing Exclusion with option to add Other University Actions
<b>102.8</b> Physical Assault or Threat of Violence	–	Probation or Suspension with option to add Other University Actions	Suspension or Dismissal with option to add Other University Actions
<b>102.9</b> Harassment	–	Probation or Suspension with option to add Other University Actions	Suspension or Dismissal with option to add Other University Actions
<b>102.10</b> Stalking Behavior	-	-	Suspension or Dismissal with option to add Other University Actions
<b>102.12</b> Participation in Hazing	–	Probation with option to add Other University Actions	Suspension or Dismissal with option to add Other University Actions
<b>102.13</b> Obstruction or disruption of University Operations (teaching, research, admin)	Advisory Notice and/or Other University Actions	Warning or Probation with option to add Other University Actions	Suspension with option to add Other University Actions
<b>102.14</b> Disorderly or Lewd Conduct	Advisory Notice and/or Other University Actions	Warning or Probation with option to add Other University Actions	Suspension with option to add Other University Actions
<b>102.15</b> Disruption/Obstruction of University Activities	Advisory Notice and/or Other University Actions	Warning or Probation with option to add Other University Actions	Suspension with option to add Other University Actions

<b>PACAOS 100.00 Violation</b>	<b>Tier 1:</b>	<b>Tier 2:</b>	<b>Tier 3:</b>
<b>102.16</b> Failure to Comply with a University Official (including lying, resisting, obstructing)	Advisory Notice and/or Other University Actions	Warning or Probation with option to add Other University Actions	Suspension or Dismissal with option to add Other University Actions
<b>102.17</b> Controlled Substance Violations*	Alternative Resolution or Advisory Notice and/or Other University Actions	Warning, Probation, Alcohol and Other Drug Education or Intervention with option to add Other University Actions	Suspension or Dismissal with option to add Other University Actions
<b>102.18</b> Alcohol Violations*	Alternative Resolution and/or Other University Actions	Warning, Probation or Suspension with option to add Other University Actions	Suspension with option to add Other University Actions
<b>102.19</b> Possession or Use of Explosives/Firebombs	–	Warning or Probation with option to add Other University Actions	Suspension or Dismissal with option to add Other University Actions
<b>102.20</b> Possession/Use/Manufacture of Firearms or Weapons (prohibited)	–	Warning or Probation with option to add Other University Actions	Suspension or Dismissal with option to add Other University Actions
<b>102.21</b> Violation of Disciplinary Conditions (e.g., breaking terms of probation/sanctions)	–	Probation with option to add Other University Actions	Suspension or Dismissal with option to add Other University Actions
<b>102.22</b> Violation of Emergency Suspension or Orders (during declared emergencies)	–	Probation with option to add Other University Actions	Suspension or Dismissal with option to add Other University Actions
<b>120.23</b> Selling, preparing, or commercially distributing lecture notes/class recordings	Alternative Resolution or Advisory Notice and/or Other University Actions	Warning, Probation with option to add Other University Actions	Suspension or Dismissal with option to add Other University Actions
<b>102.24</b> Intent to terrorize, or acts in reckless disregard of the risk of terrorizing, one or more University students, faculty, or staff	-	Probation with option to add Other University Actions	Suspension or Dismissal with option to add Other University Actions
<b>102.25</b> Recording, photographing, or viewing people without their knowledge and consent in private settings or during private conversations	Alternative Resolution or Advisory Notice and/or Other University Actions	Warning, Probation with option to add Other University Actions	Suspension or Dismissal with option to add Other University Actions
<b>102.26</b>	See University of California Policy on Sexual Violence and Sexual Harassment and	See University of California Policy on Sexual Violence and Sexual Harassment and	See University of California Policy on Sexual Violence and Sexual Harassment

PACAOS 100.00 Violation	Tier 1:	Tier 2:	Tier 3:
	PACAOS Appendix E and F	PACAOS Appendix E and F	and PACAOS Appendix E and F
<b>102.27</b>	See <a href="#">University of California Anti-Discrimination Policy</a> and <a href="#">PACAOS Appendix G</a>	See <a href="#">University of California Anti-Discrimination Policy</a> and <a href="#">PACAOS Appendix G</a>	See <a href="#">University of California Anti-Discrimination Policy</a> and <a href="#">PACAOS Appendix G</a>

\* In circumstances where an alleged alcohol- or drug-related policy violation is discovered as a result of a student receiving emergency medical, the amnesty provisions of PACAOS 100.00, Section 104.95 may apply. In such cases, disciplinary sanctions for the alcohol- or drug-related violation may be limited or precluded, and Student Conduct should follow the procedures and requirements set forth in Section 104.100.

#### IV. COMPLIANCE/RESPONSIBILITIES

Chancellors shall adopt campus implementing regulations consistent with these *Policies*. The University shall publish these *Policies* and make them widely available, and Chancellors shall do the same with respect to the implementing regulations for their campuses. This requirement may be satisfied through the online publication of these *Policies* and their respective campus implementing regulations. (See also Section 13.20 of these *Policies*.)

#### V. PROCEDURES

The President shall consult as appropriate with Chancellors, Vice Presidents, the Office of the General Counsel, and Universitywide advisory committees prior to amending these *Policies*. Chancellors shall consult with faculty, students, and staff prior to submitting to the President any campus recommendations related to proposed amendments to these *Policies*. Amendments that are specifically mandated by law, however, do not require consultation with campus representatives or Universitywide advisory committees to the extent that legal requirements do not permit such consultation. (See also Section 13.10 of these *Policies*.)

Chancellors shall consult with students (including student governments), faculty, and staff in the development or revision of campus implementing regulations except when the development or revision of such regulations results from changes to these *Policies* that have been specifically mandated by law. Campuses shall specify procedures, including consultation processes, by which campus implementing regulations may be developed or revised. (See also Section 13.30 of these *Policies*.)

Prior to their adoption, all proposed campus implementing regulations, including all substantive modifications to existing such regulations, shall be submitted to the Office of the President for review, in consultation with the Office of the General Counsel, for consistency with these *Policies* and the law. (See also Section 13.40 of these *Policies*.)

#### VI. RELATED INFORMATION

See also *Policies Applying to Campus Activities, Organizations and Students* sections:

- 10.00 Preamble and General Provisions
- 11.00 Authority
- 12.00 Applicability
- 13.00 Development and Review of Universitywide Policies and  
Campus Implementing Regulations
- 14.00 Definitions
- 100.00 Policy on Student Conduct and Discipline

See also the University of California [Policy on Sexual Violence and Sexual Harassment](#)

See also the [University of California Anti-Discrimination Policy](#)

## **VII. FREQUENTLY ASKED QUESTIONS**

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Not applicable

## **VIII. REVISION HISTORY**

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## **MODEL COMMUNICATION**

The University of California Office of the President invites comments on a proposed Presidential Policy Applying to Campus Activities, Organizations and Students (PACAOS) 100.00 and PACAOS-Appendix H. The policy is proposed to be revised and includes the following key issues:

### **Incorporation of New Appendix H**

- PACAOS 100.00 formally references Appendix H.
- Appendix H establishes systemwide investigation and resolution procedures.

### **Standardized Investigation & Resolution Framework**

- Clear systemwide procedures for investigating and resolving allegations of student and student organization misconduct.
- Defined pathways for:
  - Alternative resolution
  - Administrative resolution
  - Hearings (when suspension or dismissal is proposed)

### **New Sanctioning Framework**

- Updated sanction definitions and options.
- Creation of a consistent yet flexible structure for assigning sanctions and other university actions across campuses.

### **Compliance with Assembly Bill 602 (AB 602)**

- Incorporation of required limited disciplinary amnesty for certain alcohol- and drug-related violations.
- Amnesty applies when students seek or obtain medical assistance during a medical emergency.

### **Compliance with Assembly Bill 1575 (AB 1575)**

- Strengthened procedural protections and notice requirements.
- Updates to timelines and transparency standards.
- Alignment of PACAOS 100.00 and Appendix H with updated California law.

If you have any questions or if you wish to comment, please contact \_\_\_\_\_ at \_\_\_\_\_, no later than \_\_\_\_\_, 2026.