**STUDENT GROUP ACCOUNTABILITY GUIDELINES**

There are 2 distinct areas where student groups could seek to enact accountability measures for members who have perpetrated interpersonal violence or other violations of University policy, or been accused of doing so.

1. Allegation of incident that is not being addressed by the Title IX Office or other University office
2. Allegation of incident that is being addressed by the Title IX Office or other University office

**In the first instance, a group may take action when it has direct knowledge of behavior that violates the group’s formalized community standards by way of constitution/bylaws. If the group is unable to reach a decision and feels it needs more information beyond what was given to it in the initial report of the incident, it should end its efforts and turn over the information it does have to the appropriate University office for further investigation. This means that a group should never conduct its own investigation.**

It is recommended that student groups enact the following proactive steps, and reactive steps, as necessary. Groups are encouraged to embed these steps and stipulations in their formal member expectations document:

1. Establish the following during and after members are being recruited and/or on-boarded to the group:
   1. What are your group member expectations? (establish positive behavior expectations as well as clear communication on behavior that is not tolerated)
   2. Have members agree to group expectations when and after joining:
      * Example language: “As a member, I am required to disclose when a complaint has been filed against me” (NOTE: this agreement language could include behavioral expectations related to academic integrity, violence, drugs, bias, hazing, etc.)
        + If a member withdraws that approval, the group can hold that member accountable (removal, etc.)
        + If a member is accused of or responsible for violating a group expectation and shares this, the group can hold that member accountable (removal, etc.)
2. Student groups should have a clear sense of how they communicate and enact member expectations throughout a member’s time in the group
   1. It is also worth exploring if it’s relevant/how to externally promote these expectations
3. If a group has followed the above steps 1 and 2, and then a member violates these expectations, they can be removed from student group, so long as the group makes that decision without additional investigation into the incident. If a group determines it would have to gather more information in order to make a decision on holding a member accountable, it should immediately stop its internal process and report the incident to the University.
   1. Throughout all of these steps, University support resources and established reporting and investigating processes need to be promoted as options for addressing the situation (e.g., Title IX, BRSS, Office of Student Conduct and Community Standards, WUPD, RSVP Center, SARAH etc. See the end of this document, which addresses what each of these resources does, as well as how/when to access them)
4. Groups should have a clearly developed plan addressing who is responsible for:
   1. Knowing about a report made to a group member, and
   2. enacting accountability steps when that report is made

Furthermore, groups should have a clear sense of how a report is handled if the group leader who would typically address such matters is involved in the reported incident.

**In the second instance, a member may be a respondent in a pending investigation, or may have been a respondent in a closed investigation. Groups may require, as a condition of membership, that members report when they are under investigation by a University office AND when any such investigation has concluded. During the pendency of a University investigation, groups may restrict activities and access for members who are respondents. Once a member is determined via University process to be responsible or not responsible, groups may determine membership status based on that outcome.**

**Campus Resources for Support and Accountability**

* **Relationship and Sexual Violence Prevention Center (RSVP)**
  + Confidential resource provided by full-time professional staff
  + Provides support for victims and survivors of interpersonal violence (counseling, advocacy, accommodations, access to medical attention, access to no contact and/or protective orders)
  + Learn more and find contact information at: <http://rsvpcenter.wustl.edu>
  + RSVP Center Anonymous Reporting Form: <https://students.wustl.edu/relationship-sexual-violence-prevention-center-anonymous-report-form/>
* **Title IX Office**
  + Not a confidential resource
  + Provides support for enacting the University’s accountability process related to incidents of interpersonal violence
  + Learn more and find contact information at: <https://titleix.wustl.edu/>
* **Sexual Assault and Rape Anonymous Helpline (SARAH)** 
  + Confidential resource provided by trained students
  + Provides support and resources for victims and survivors of interpersonal violence
  + Learn more and find contact information at: <http://sarah.wustl.edu>
* **Bias Report and Support System (BRSS)** 
  + Reports may be anonymous or identifiable
  + Provides support and referrals for incidents of bias; informs University community of bias incident if reporting party so chooses
  + Report incidents and experiences of bias on campus: <https://students.wustl.edu/bias-report-support-system/>
* **Office of Student Conduct and Community Standards (OSCCS)** 
  + Not a confidential resource
  + Provides support for enacting University’s accountability processes related to code of conduct violations, and no contact orders
  + Learn more and find contact information at: <https://students.wustl.edu/student-conduct-community-standards/>
  + Student Conduct Incident Report form: <https://wustl-advocate.symplicity.com/public_report/index.php/pid959424>
* **WUPD**
  + Not a confidential resource
  + Provides support for enacting a legal investigation or protective measures
  + Learn more and find contact information at: <https://police.wustl.edu/>
  + WUPD Silent Witness Form: <https://police.wustl.edu/contact/silent-witness-form/>