Preface regarding this Sanction Matrix

Please note that any mitigating or aggravating circumstance or example given in this document are simply examples not to be used as a checklist or considered the only circumstances taken into consideration as it relates to a responsible finding of any violation of student organization misconduct.

Additionally, prior violation(s) of the Code of Student Conduct will always be considered as aggravating circumstance(s) that could potentially increase sanction(s) for a current policy violation.
**Conduct Violation – Hazing**

Primary definition from the *Code of Student Conduct*

Intentional, knowing, or reckless act directed against a student by one person acting alone or by more than one person occurring on or off University premises that endangers the mental or physical health or safety of a student for the purpose of pledging or associating with, being initiated into, affiliating with, holding office in, seeking and/or maintaining membership in any organization whose membership consists of students. Consent and/or acquiescence by a student or students subjected to hazing is not a reasonable defense in a disciplinary proceeding.

**Physical Brutality**

**Examples**
- Whipping;
- Beating;
- Using a harmful substance on the body or similar activity.

**Range of Appropriate Sanctions**

**Mitigating Circumstance Examples**
- The Respondent’s behavior did not result in hospitalization or arrest.
- The Respondent accepted responsibility, demonstrated understanding of policy, and/or articulated a plan for modified future behavior.
- The Respondent notified the University of the incident prior to the University being made aware from another source.

**Aggravating Circumstance Examples**
- The Respondent has a history of prior physical brutality.
- The Respondent’s behavior resulted in hospitalization or arrest.
- The Respondent threatened the member’s standing in the organization if the member refused or did not cooperate with the activity.
- The Respondent did not accept responsibility for the violation of policy.

**Physical Activity**

**Examples**
- Calisthenics;
- Sleep deprivation;
• Exposure to the elements;
• Confinement in a small space.

Range of Appropriate Sanctions

Mitigating Circumstances Examples
• The Respondent’s behavior did not result in hospitalization or arrest.
• The Respondent accepted responsibility, demonstrated understanding of policy, and/or articulated a plan for modified future behavior.
• The Respondent notified the University of the incident prior to the University being made aware from another source.

Aggravating Circumstances Examples
• The Respondent has a history of similar behavior.
• The Respondent’s behavior resulted in hospitalization or arrest.
• The Respondent threatened the member’s standing in the organization if the member refused or did not cooperate with the activity.
• The Respondent did not accept responsibility for the violation of policy.

Consumption

Examples
• Food;
• Liquid;
• Alcoholic beverage;
• Liquor;
• Drug;
• Any other substance.

Range of Appropriate Sanctions

Mitigating Circumstances Examples
• The Respondent’s behavior did not result in hospitalization or arrest.
• The Respondent accepted responsibility, demonstrated understanding of policy, and/or articulated a plan for modified future behavior.
• The Respondent notified the University of the incident prior to the University being made aware from another source.

**Aggravating Circumstances Examples**
• The Respondent has a history of similar behavior.
• The Respondent’s behavior resulted in hospitalization or arrest.
• The Respondent’s behavior resulted in the Complainant having to seek mental and/or physical health medical attention.
• The Respondent threatened the member’s standing in the organization if the member refused or did not cooperate with the consumption of any substance.
• The Respondent did not accept responsibility for the violation of policy.

**Intimidation**

**Examples**
• Informing new members of required attendance at a new member activity such as Hell Week leading to extreme mental stress;
• Requiring a new member to run errands for active members;
• Requiring a new member to clean an active member’s house or apartment;
• Requiring a new member to clean the lodge or chapter house.

**Range of Appropriate Sanctions**

**Mitigating Circumstance Examples**
• The Respondent accepted responsibility, demonstrated understanding of policy, and/or articulated a plan for modified future behavior.
• The Respondent notified the University of the incident prior to the University being made aware from another source.

**Aggravating Circumstance Examples**
• The Respondent’s behavior resulted in a new member(s)/member(s) not wanting to continue in the organization.
• The Respondent’s behavior resulted in a new member(s)/member(s) not wanting to continue as a student at Texas Tech University.
• The Respondent’s behavior resulted in a member having to seek mental and/or physical health medical attention.
• The Respondent has a history of similar behavior.
• The Respondent did not accept responsibility for the violation of policy.
Solicitation, Encouragement, Direction, Aiding

Examples
- Planning;
- Organizing;
- Directing;
- Assisting;
- Lack of reporting hazing once it has occurred.

Range of Appropriate Sanctions

Mitigating Circumstance Examples
- The Respondent accepted responsibility, demonstrated understanding of policy, and/or articulated a plan for modified future behavior.
- The Respondent notified the University of the incident prior to the University being made aware from another source.

Aggravating Circumstance Examples
- The Respondent’s behavior resulted in a member(s) having to seek mental and/or physical health medical attention.
- The Respondent is a member of the executive officer team or is in a leadership role.
- The Respondent has a history of similar behavior.
- The Respondent did not accept responsibility for the violation of policy.

Encouraged/Condoned Activity

Examples (Committing and/or assisting of hazing by any of the following):
- Any combination of officers;
- Any combination of members;
- Any combination of pledges;
- Any combination of associates;
- Any combination of alumni of the organization.

Range of Appropriate Sanctions
Mitigating Circumstance Examples
- The Respondent accepted responsibility, demonstrated understanding of policy, and/or articulated a plan for modified future behavior.
- The Respondent notified the University of the incident prior to the University being made aware from another source.

Aggravating Circumstance Examples
- The Respondent’s behavior resulted in a member(s) having to seek mental and/or physical health medical attention.
- The Respondent is a member of the executive officer team or is in a leadership role.
- The Respondent had knowledge of the planning of the activity prior to any incident occurring and did not notify the University.
- The Respondent has a history of similar behavior.
- The Respondent did not accept responsibility for the violation of policy.

Coercion

Examples
- Consumption of an alcoholic beverage;
- Consumption of liquor;
- Consumption of a drug;
- Creating an environment in which the student reasonably feels coerced to consume any of the above substances.

Range of Appropriate Sanctions

Mitigating Circumstance Examples
- The Respondent accepted responsibility, demonstrated understanding of policy, and/or articulated a plan for modified future behavior.
- The Respondent notified the University of the incident prior to the University being made aware from another source.

Aggravating Circumstance Examples
- The Respondent’s behavior resulted in a member(s) having to seek mental and/or physical health medical attention.
- The Respondent is a member of the executive officer team or is in a leadership role.
- The Respondent had knowledge of the planning of the activity prior to any incident occurring and did not notify the University.
- The Respondent has a history of similar behavior.
- The Respondent did not accept responsibility for the violation of policy.
Academic Integrity

Examples
- Test Bank
- Doing homework for others in organization
- Signing others in during classes
- Using someone else’s homework or paper as your own
- Taking a test for someone

Range of Appropriate Sanctions

Mitigating Circumstances Examples
- The Respondent accepted responsibility, demonstrated understanding of policy, and/or articulated a plan for modified future behavior.
- The Respondent notified the University of the incident prior to the University being made aware from another source.

Aggravating Circumstances Examples
- The Respondent is a member of the executive officer team or is in a leadership role.
- The Respondent has a history of similar behavior.
- The Respondent did not accept responsibility for the violation of policy.

Theft, Damage, Littering or Unauthorized Use

Examples
- Theft of property or services
- Graffiti or defacing structures
- Damage to property

Range of Appropriate Sanctions

Mitigating Circumstances Examples
- The Respondent accepted responsibility, demonstrated understanding of policy, and/or articulated a plan for modified future behavior.
• The Respondent notified the University of the incident prior to the University being made aware from another source.

Aggravating Circumstances Examples
• The Respondent has a history of similar behavior.
• The Respondent did not accept responsibility for the violation of policy.