

## **Union College Guidance for the Union College Community during the time of COVID-19 with respect to the College's Sexual Misconduct Policy**

To protect the safety of students and campus personnel from the novel coronavirus and the COVID-19 outbreak, Union College has followed the guidance of government and public health leaders to reduce density and in-person interactions on its campus. During these unprecedented times, the College continues to serve the campus community. Most of the College's operations are now being conducted remotely, including implementation of the College's sexual misconduct policy.

Union College is committed to providing all members of our community with a fair and impartial investigation and adjudication of alleged violations of the Sexual Misconduct Policy and the Student Handbook. The College recognizes that it is in the interest of the reporting party, responding party and our community to maintain thorough and expeditious processes. The College will move forward in a timely manner to resolve cases, but the College reserves the right to determine if present circumstances make timelines set forth in the policy and appendices unreasonable.

All relevant procedures in the Sexual Misconduct Policy and or Student Handbook will continue to apply to your conduct case. The following indicates guidance that will be used in moving cases forward:

**Timelines:** The College reserves the right to be flexible with time frames and will continue to consider requests for extensions.

**Meetings will occur via videoconference and/or phone:** Any in-person meeting or hearing to which a student is eligible or required to attend will be conducted via **video conference (most likely Zoom)**. Should the case require a pre-decision conference to resolve, the pre-decision conference will also be held via **video conference**. Rules with respect to providing a transcript of the pre-decision conference under the Policy remain in place.

The College will work with you to address challenges to participation involving access to technology to ensure, to the best of its ability, that you can participate in the process. Any requests for technological accommodations based on a disclosed disability must be conveyed to **Dean of Students Office** before these meetings. If an advisor and/or support person is permitted under Sexual Misconduct Policy, you have the right to have them accompany you to these meetings or hearings. Rules about the number and participation of advisors under the policy remain in place.

**Sharing of Documents:** The College will provide access to a **Google Drive file** for reviewing

documents, photographs, videos, and other evidence related to the case. Any evidence in the student's personal possession that the student wishes to add to this account may be directly emailed to [the Title IX Office or the Dean of Students Office](#) for upload. Students and their advisors may not copy or share information uploaded to this file. The files will only be made available to the relevant parties for the period of time that is necessary per the policy. *Violations of the rules governing transmission and review of documents through the storage account are separate conduct violations and may result in further disciplinary action and sanctions.*

**Sanctions:** Where appropriate, some sanctions may be modified to include sanctions that a student can complete at home, such as digital educational modules and community service that may be conducted at a distance. Students will not be required by the College to complete in-person community service that could put the student, the location of the service, or any other party at a health or safety risk. Sanctions such as points, suspension, expulsion and other sanctions will remain as possible outcomes as outlined in the policy and Student Handbook. It is the College's discretion to determine the appropriate term for such sanctions and points.

As indicated above, all relevant policies and procedures applicable to your case under the Sexual Misconduct Policy and Student Handbook will remain in effect. Depending on the circumstances, you may be unable to register for classes if currently suspended pending the outcome of the complaint, lift a transcript hold, or graduate without resolving your conduct case.

The Title IX Team remains committed to helping members of our community. Please do not hesitate to reach out to us at [titleix@union.edu](mailto:titleix@union.edu) or 518-388-6865.