

Penalties

Violation of Sexual Misconduct Rule

Through the College's internal policies a student or employee in violation of Board of Trustees' Rules 6Hx23-4.332 or 6Hx23-2.011 shall be subject to disciplinary action, up to and including dismissal or termination.

Employees found in violation of any sexual misconduct policy 6Hx23-4.332 or P6Hx23-4.332 are subject to remedial and disciplinary action up to and including, termination. Sanctions and remedial measures may also include, but are not limited to, reassignment of work duties and schedule, restrictions on contact with the complainant or witnesses, restrictions on access to College property and/or events, and required training. Faculty, staff, or administrators found in violation of any sexual misconduct policy will be referred to Human Resources for the imposition of sanctions, action or measures recommended by the Adjudicator. Career service employees may also be subject to disciplinary action in accordance with Procedure P6Hx23-2.19. Administrative staff and faculty members may also be subject to disciplinary action as provided in College Procedure P6Hx23-2.2012.

Students found in violation of any sexual misconduct policy 6Hx23-4.332 or P6Hx23-4.332 are subject to remedial and disciplinary action, up to and including suspension or dismissal, and shall be referred to their respective campus Associate Provost for imposition of the disciplinary action or remedial measures recommended by the Adjudicator. Sanctions and remedial measures may also include, but are not limited to, modifications to class schedule, restrictions on contact with the complainant or witnesses, restrictions on access to College property and/or events, and required training. Students may also be subject to disciplinary action as provided for in College Procedure P6Hx23-4.35.

Visitors and other persons on campus who are neither SPC employees nor students, and who are alleged to have engaged in sexual misconduct, will be subject to corrective action, which may include removal from campus and/or termination of contractual arrangements. Those under contract will be notified if their employees are alleged to have violated any sexual misconduct policies, and these employees may be restricted from any and all College property.

In the criminal system, sexual crimes are classified into three primary categories of sexual offenses: 1) lewd and lascivious acts; 2) sexual battery and rape; and 3) unlawful sex with minors. Sex crimes in general carry harsh penalties and burdensome sanctions. Additionally the more severe the sex crime, the greater prison exposure a person faces. Below are the links to statutes describing these sexual offenses and the approximate prison sentences a first-time offender would be facing for specific sex crimes.

[Lewdness](#)

[Sexual Battery](#)

[Unlawful Sex With Minor](#)