

For Students:

1. **Disciplinary Reprimand.** This may be an oral or written warning. It notifies a student that any further violation of College regulations may subject the student to more severe disciplinary actions.
2. **Disciplinary Probation.** This is designated to encourage and require a student to cease and desist from violating College regulations. Students on probation are notified in writing that any further misconduct on their part will lead to more severe action.
3. **Disciplinary Suspension.** This excludes a student from the College for a designated period of time. While on suspension, a student will not be allowed to take any course at the College. At the end of the designated period of time, the student must make formal reapplication for admission.
4. **Class Suspension.** A student may be suspended from attending one or more specified courses for improper behavior. Class suspensions are for the remainder of the semester, and the student will be assigned a letter grade of "F" for each course from which he/she is suspended. The student will not be allowed to attend any college-sponsored event or activity.
5. **Building/Facility/Area Suspension.** A student may be suspended from a specified college area/building/facility for improper or disruptive behavior.
6. **No Contact Order.** A no contact order may be issued for individuals who have been accused of and/or found in violation of sexual harassment.
7. **Restitution.** Repayment for theft or damage
8. **No Trespass Order.** A no trespass order may be issued for individuals who have been accused of and/or found in violation of sexual harassment.
9. **Disciplinary Expulsion.** This is the strongest disciplinary action. This category of severe penalty generally indicates the recipient may not return to the College.

For Employees:

Any employee who violates the terms of this policy or who impedes or unreasonably refuses to cooperate with an investigation regarding allegations of Prohibited Harassment will be subject to appropriate disciplinary action, up to and including termination.

For Individuals other than employees or student:

Sanctions will be determined by federal, state, and local law.

A no trespass may be issued for individuals who have been accused and/or found in violation of sexual harassment.

At any time in the grievance process the College may impose a temporary delay or limited extension of time frames for good cause with written notice to the complainant and the respondent of the delay or extension and the reasons for the action. Good cause may include considerations such as the absence of a party, a party's advisor, or a witness, concurrent law enforcement activity, or the need for language assistance or accommodation of disabilities. Neither the College assigned Investigator or Decision Makers and any person who facilitates an informal resolution process shall require, rely upon, or otherwise use questions or evidence that constitute or seek disclosure of information protected under a legally recognized privilege, unless the person holding such privilege has waived the privilege.

The College's Title IX Coordinators, Investigators, Decision Makers shall all have received training for their respective roles prior to participating in a Title IX Complaint or grievance process. All materials used to train the Title IX Coordinators, Investigators, Decision Makers and any person who facilitates an informal resolution process may be found on the College's website.

Tobacco Policy

The Smokefree and Tobacco-Free Policy applies to all GSCC facilities, property, and vehicles, owned or leased, regardless of location. Smoking and the use of tobacco/vaping/nicotine products shall not be permitted in any enclosed place, including, but not limited to, all offices, classrooms, hallways, waiting rooms, restrooms, meeting rooms, community areas, performance venues and private residential space within college housing. Smoking and the use of tobacco products shall also be prohibited within 30 feet on all GSCC campus buildings, including, but not limited to, parking lots, paths, fields, sports/recreational areas, and stadiums. This policy applies to all students, faculty, staff, and other persons on campus, regardless of the purpose for their visit.