







# UNIVERSITY HEARING AND APPEALS SYSTEM

The purpose of the student conduct process is to promote integrity, civility, respect, and accountability within the University community and to provide prompt, fair, and impartial means for resolving situations in which a Northwestern student(s) or student groups/organizations are alleged to have violated a non-academic standard or policy of the University.

This appendix to the Student Handbook explains the student conduct process, also known as the University Hearing and Appeals System (UHAS). This is the process used to resolve alleged violations of University non-academic policies by Northwestern students. A number of factors, including the conduct alleged, the potential sanctions, and the interest and willingness of a reporter to engage in the student conduct process will determine the specific aspects of this process that are utilized in each case. The process is detailed in this section as follows. Specifically, some of the highlights of this section include the following aspects of the student conduct process:

- The mission and values that undergird the Office of Community Standards' approach to engaging with students around Northwestern's community-set standards
- Important roles within the process, including advisors
- The rights and responsibilities of students engaging as respondents in the process
- How a report is reviewed and considered
- When and why Interim Actions might be taken during a process
- The various types of resolution and the important steps that may occur within each type

## OVERVIEW

### Office of Community Standards

The Office of Community Standards (OCS) is responsible for ensuring students honor and respect themselves, their peers, and the Northwestern community. The OCS does this by maintaining and enforcing the Student Code of Conduct and the student conduct process known as the University Hearing and Appeals System. The OCS is responsible for resolving non-academic student conduct matters, for ensuring student compliance with all non-academic conduct conditions and sanctions assigned through the student conduct process, and for maintaining of official non-academic student conduct records. The OCS designates individuals or entities to administer the student conduct process.

The OCS fosters individual and community development through thoughtful engagement with Northwestern University's policies, expectations, and standards. We aim to build trust with our students and community partners by implementing a fair, transparent, and equitable student conduct process that acknowledges individuals' capacity to learn and grow from challenging experiences.

The Office of Community Standards values and believes in:

### Collaboration

Partnering with students, faculty, staff, and community members in a collegial manner that is consistently respectful and empathic.

### Community

Acknowledging the interdependence of the culture and climate of our community and the values and standards we uphold.

### Developmental Growth

Educating in a manner that respects the process of growth in the individual and the community through accountability focused on reflection, restoration, skill-building, and resource connection.

### Equity

Striving to ensure students understand resolution processes, inviting students to share their stories, and valuing the importance of equitable responses to student behaviors.

### Humanity

Seeking first to understand. Listening and working to empathize with the experiences of those we serve, respecting one's challenges, imperfections, and resilience.

### Inclusivity

Creating an inclusive climate that empowers a diverse representation of community members to inform fair, equitable processes and standards for Northwestern.

## Purview

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UHAS is used to resolve alleged violations of non-academic University policies by Northwestern students. Alleged violations of academic-related policies are resolved through the faculties of the University's individual schools and in accordance with the procedures adopted by each school. Cases involving allegations of violations of Northwestern's [Office of Civil Rights and Title IX Compliance \(OCR\)](#) policies by Northwestern students are resolved through the respective resolution processes as outlined in the respective OCR policies.

Alleged violations of University policy or professional standards not related to academic policies or OCR policies by students in the School of Professional Studies, Kellogg School of Management, Pritzker School of Law, and Feinberg School of Medicine may be resolved through the faculties of the school and in accordance with the procedures adopted by each school. Where cases have been formally resolved through a school, the case will not also be resolved through UHAS. Matters that violate the Student Code of Conduct may alternatively be referred to the OCS for resolution, when appropriate.

## Definition of Roles

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In the student conduct process, the person impacted by an alleged policy violation is known as the reporter. The term reporter is synonymous with the term complainant which is used in other areas of the

## Student Representatives in Student Organization/Group Cases

In non-separation level cases involving a student organization/group, a case resolution coordinator may be accompanied by a trained student representative to serve as a co-case resolution coordinator. Student organizations/groups will receive notification of the name of the student representative prior to the hearing. If the student organization/group representative is concerned about the student representative's ability to act impartially or participate in the hearing, they can request that the Director of Community Standards review the assignment of the student representative.

## Advisors

An advisor is a support person who is present to provide support to either a reporter or respondent during the student conduct process. Reporters and respondents may be accompanied by one advisor throughout the student conduct process, provided that the involvement of the advisor does not result in an undue delay of the process. It is the responsibility of each party to coordinate scheduling with their advisor for any meetings or hearings.

Given advisors support purpose, advisors may not speak, write, or otherwise communicate with an investigator, CRC, or panel and may not represent the reporter or respondent in the process. The advisor is not permitted to review any document or to attend any meeting in the absence of the party they are assisting. Any submissions and information from the advisor will not be considered or accepted. If an advisor attempts to present information or submit documents on behalf of the party, the OCS will notify the party and provide the party a reasonable amount of time to submit the information or documents directly; however, the OCS will not extend procedural deadlines for this reason. If 7.9 rbrtTJ T\*s thro p(or o)5 (f C,)49.9 ( tidents ma0.1 (y be\* [(no)5 )15 (y rma1nsaa)5 ( (Nmee)5 (tin70eimiss0 r)10.ss0lO





# Groups and Recognized Student Organizations

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Groups of students and recognized student organizations (here after referred to as “organizations”) are expected to comply with all University policies, including the Student Code of Conduct and all additional policies pertaining to groups and organizations. A group or organization may be held responsible for the actions and behaviors of its members and guests. The decision to hold a group or organization responsible as a whole is ultimately determined by examining all the circumstances of a situation and by taking into account factors including, but not limited to, whether the actions:

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The University invites reporters and witnesses to participate fully in the student conduct process. In order for OCS to investigate a student conduct matter and/or enable a respondent to fully respond to the allegations, most situations will require the reporter's participation and that their identity be disclosed to the participants in the student conduct process. If a reporter decides not to participate, but wants student conduct action to be taken, the University will determine whether it is possible to move forward with a case without the participation of the reporter. In some cases, it will not be possible for student conduct action to be taken without the participation of the reporter. Should the reporter request anonymity or decide that they do not want student conduct action taken, the University will attempt to honor this request but, in some cases, the University may need to proceed with an investigation and/or hearing based on concern for the safety or well-being of the broader University community.

All participants also have responsibility to be completely honest at all stages of the process and with all conduct administrators, investigators, CRCs, and sanctioning panel members. Students and others involved in the student conduct process are encouraged to be forthright and as specific as possible but may choose the extent to which they share information. Any person who knowingly makes a false statement in connection with UHAS matters may be subject to disciplinary action. This provision does not apply to a good faith report that is not substantiated or proven by a preponderance of the evidence.

## REPORTS AND INITIAL INQUIRY

### Reports of Alleged Misconduct

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The University encourages anyone with knowledge of an alleged violation of University policy to report the information to the University.

Reports can be submitted in the following ways:

- Reports of alleged violations of University policy by Northwestern students can be submitted to the OCS. A link to file a report online can be found on the OCS web page ([www.northwestern.edu/communitystandards/index.html](http://www.northwestern.edu/communitystandards/index.html)). Reports can also be submitted by contacting the office at [community-standards@northwestern.edu](mailto:community-standards@northwestern.edu) or 847-491-4582.

- Reports of alleged bias or hate-related incidents can be reported to the Bias Incident Response Team. Information on filing reports can be found on the web page: <https://www.northwestern.edu/inclusion/respectnu/incident-report.html>.

The OCS also commonly receives incident reports through University entities including but not limited to Residential Services, Northwestern University Police Department, and Office of Fraternity and Sorority Life, as well as the other law enforcement agencies.

While anonymous incident reports will be reviewed by the OCS, the University's ability to address alleged misconduct reported by anonymous sources is significantly limited; therefore, anonymous reports are discouraged.

## Initial Inquiry

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When a report is received, a student conduct administrator designated by the OCS will gather information regarding the alleged incident in order to determine the appropriate means of resolution, including through meeting with the reporter and potentially with others who have knowledge of the incident. During the initial inquiry, the administrator will review all available information related to a report. Based on the information available, the level of detail known about an incident, the interest and willingness of a reporter to participate in the student conduct process, and whether the report is related to a University policy, the administrator will determine the appropriate path for each case. Available options include:

- **Close the Case:** The OCS may close cases when insufficient information exists to move forward or when the alleged misconduct—even if substantiated—would not be a violation of policy. The OCS may, in its discretion, reopen a case in the future if additional information becomes available.
- **Informal Resolution:** Informal resolution involves action taken by the University in response to a situation or report of violation of University policy when formal resolution is not desired by the reporter or when there is not enough information to proceed with a formal resolution process.
- **Formal Resolution:** The OCS may determine that there is reasonable information to suggest a policy violation may have occurred. In these cases, the OCS will refer the case to formal resolution for further investigation and formal resolution.
- **Summary Resolution:** Summary resolution involves administrative action taken when exigent circumstances require immediate action to protect the welfare and safety of the University community.

Additionally, the OCS administrator will determine whether interim actions should be taken while the case is pending. OCS interim actions may include measures taken prior to the formal resolution to ensure the safety and security of the campus community.

## INTERIM ACTIONS

Upon receipt of a report but prior to the resolution of an allegation of misconduct, the OCS or designee(s) may take interim action (including protective measures and accommodations) to ensure the safety and security of the University community, University community members, or University property. Interim actions are all placed pending prompt resolution proceedings through UHAS. In such instances, the respondent may respond to the actions via the “Interim Action Review” process ([see page 14](#)).

Interim actions may be applied to the reporter, the actions of

## Interim Suspension

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An interim suspension of a student from the University for allegations

## Interim Action Review

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In the event the University imposes an interim action, it will provide the respondent with notice and an opportunity to challenge the interim action decision to the Dean of Students or designee. If the student or student organization wishes to challenge the interim action, the student must submit the challenge in writing within two business days of their receipt of the notice.

In cases involving an interim suspension, the Vice President for Student Affairs or designee will review the challenge and determine whether the interim suspension is with good cause and may continue. A respondent may also request a review as new material information becomes available. The University also reserves the right to review these matters on an ongoing basis. In cases involving an interim action for a student organization or group, the University will automatically reevaluate interim actions and issue an updated explanation after 25 business days of the initial interim action notification.

Please note any challenge or reevaluation of interim actions will be based on both the original and any new information collected related to the safety and security implications for the parties involved and the University community. Should the Vice President for Student Affairs or designee find the sum of the information presented in a challenge insufficient to relieve the original safety and security implications that led to an interim action, the original interim action will stand. If the new information is found to relieve some or all of the original implications, the University will consider what modifications may be appropriate.

Please note interim action determinations are not directly related to findings of responsibility, and that an interim action may be lifted, amended, or stayed, and a respondent party may later still be found either responsible or not responsible for the policies of concern as determined by an investigation.

## INFORMAL RESOLUTION

Informal resolution involves action taken by the University in response to a situation or report of violation of University policy when formal resolution is not desired by the reporter or when there is not enough information to proceed with a formal resolution process. An informal resolution is similar to an interim action but serves as final resolution and is not put in place pending a hearing through UHAS. Informal resolution does not result in findings related to responsibility or in sanctions. Options for informal resolution include, but are not limited to:

- A no contact directive placed between students or between a student and another member of the University community
- Changes in academic, work, or living arrangements

- An educational meeting with a student or community
- A formal advisory letter and/or request that a student cease current behaviors
- Deferred conduct action

## Deferred Conduct Action

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In appropriate situations, conduct cases may be deferred. When a case is deferred, the University refrains from taking any action on a case for a designated period of time (generally up to one year from the date of the incident), during which time a student may be given the opportunity to satisfy certain conditions or obligations as a means of avoiding further conduct action. Sanctions may also be deferred.

## ADMINISTRATIVE REVIEW

The OCS has the discretion and authority to conduct an administrative review under the following conditions: when there is not enough information to proceed with a formal resolution process against a known respondent; where a group is alleged to have violated the Code of Conduct but the OCS does not have sanctioning purview; or where the OCS deems it an appropriate response. In determining whether to conduct an administrative review of allegations, OCS will consider all known information, including:

- The nature and the severity of the allegations;
- Whether the allegations are amenable to resolution through other channels, such as an OCR investigation;
- The history of prior complaints regarding the same individuals, and/or group(s);
- The expressed wishes, if known, of any impacted individuals; and
- Any other pertinent information.

Upon initiation of an administrative review, the OCS will notify the appropriate student leader, group advisor, and/or thin.937 Td [(Upowu)5 (eia95 n T\* [



Within 30 days of receipt of the administrative review findings and recommended action items, the responding party shall notify the OCS and the University Compliance Office (Compliance) indicating if they intend to take or not take the recommended actions, any alternative action steps taken, the intended timeline for completion of all actions, and the rationale for any deviations from the recommended actions. Once the responding party's action plan steps are completed, documentation verifying implementation shall be submitted to both the OCS and Compliance.

The same level of confidentiality available to groups and individuals, respectively, in formal resolution processes will apply to administrative reviews and is also expected of process participants. Unauthorized release or disclosure of information related to an administrative review may result in the OCS no longer sharing case information with group representatives, and referral to applicable University processes, as appropriate.

## FORMAL RESOLUTION

UHAS is not a court, legal, or trial system, and the resolution options, including formal resolution, available through UHAS are not constrained by the rules of procedure or evidence typically used in a court of law. UHAS operates under a standard of fairness, which includes an opportunity for the student(s) or student group to be notified of the alleged misconduct and the policy violations under consideration

## Notification

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The respondent will receive notification of the allegation of misconduct typically three or more days prior to the administrative hearing. In circumstances that require further investigation, respondents will be notified typically three or more days prior to the investigative meeting. The notification will typically include a brief description of the alleged misconduct, including the date, and place the incident allegedly occurred, a list of any University policies allegedly violated, and a description of the steps toward resolution. The University may modify the list of policies allegedly violated based on additional information revealed during investigation.

## Withdrawal of Complaint

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Prior to the completion of any investigation (as described below), the reporter may request to withdraw the complaint by contacting the Director of Community Standards in writing. The Director of Community Standards or designee will determine whether to close the case or conclude the investigation without the reporter's continued participation.

## Formal Resolution: Non-Separation Level Cases

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Matters that do not have the potential to result in separation (i.e., suspension, degree revocation, expulsion, group dissolution) from the University will be resolved through an administrative hearing. An admin-





appeal will be reviewed by the Senior Associate Dean of Students or designee. The original finding and sanction are presumed to have been decided reasonably and appropriately, and the only grounds for appeal are as follows:

- New information discovered after resolution of the case that could not have reasonably been available at the time of resolution that could materially change the outcome
- Procedural errors within the resolution process that may have substantially affected the fairness of the process
- The individuals who made the determination had a conflict of interest or bias for or against the reporter or respondent generally or the individual reporter or respondent that would change the outcome
- The sanction is disproportionate with the violation

The full case, beyond the aspects of the case outlined in the appeal may be considered. If none of the grounds for appeal are present in the case, the outcome (findings and sanctions) of the CRC will be upheld. If any of the grounds for appeal are present in the case, the decision of the original CRC may be amended or a new outcome (findings and sanctions) may be issued. The appeal reviewer has final authority to determine the outcome of the case. No additional appeal can be requested or granted, and all sanctions will take effect immediately. The appeal reviewer may refer the case back to the CRC for further review. If the case is referred back to the case resolution coordinator, the appeal reviewer may recommend that alternate policies or sanctions be considered. Additionally, if a case is referred back to the case resolution coordinator, the new decision of the case resolution coordinator is considered final (no additional appeal will be granted). Following the appeal, a written decision will be delivered as outlined in "Notification of Outcome" ([see page 27](#)).

## Formal Resolution: Separation-Level Cases

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In matters where the Director of Community Standards, or designee has determined, based on initial inquiry, that the alleged violation(s) has the potential to result in separation from the University (i.e., suspension, degree revocation, expulsion, or group dissolution) the matter will be investigated and resolved by one or two investigators and sanctions will be assigned (if applicable) by a sanctioning panel.

### Notification

The respondent will receive notification of the allegation of misconduct typically three or more days prior to the initial investigative meeting. The notification will typically include a brief description of the alleged misconduct, including the date and place the incident allegedly occurred,

a list of any University policies allegedly violated, and a description of the steps toward resolution. The University may modify the list of policies allegedly violated based on additional information revealed during investigation.

## Acceptance of Responsibility

### Individual Students:

Prior to the conclusion of an investigation, the respondent may elect to take responsibility for the prohibited conduct by contacting the OCS via the acceptance of responsibility link in their initial letter. Following the submission, the OCS may solicit additional information relating to the matter from the respondent and any relevant parties. The OCS will issue a brief outcome determination, inclusive of any information collected, summarizing the timeline and allegations and stating the respondent has accepted responsibility. The OCS may then refer the matter to a sanctioning panel. In limited circumstances, when the findings, without other aggravating factors, no longer warrant consideration of separation, the OCS may provide the respondent the option to resolve the matter administratively via a sanctioning referral. Following the determination of sanctions, a respondent may appeal the sanctions but not the finding(s) of responsibility as accepted by a respondent. In the event a respondent decides to accept responsibility for some but not all the allegations, the OCS will determine whether to proceed with the formal resolution process for the remaining allegations or for all allegations.

### Student Organizations or Groups:

**Accepting All Allegations:** Student organizations or groups are given the opportunity to accept responsibility for their alleged policy/ies of concern prior to the determination of findings via acceptance of respon-

nization within five days of receiving the outcome determination and prior to the sanctioning panel. The action plan will be shared with the sanctioning panel as a part of their materials for evaluation. The document should be no longer than five pages in length, inclusive of attachments.

- Following the determination of sanctions, the responding group or organization may appeal the sanctions but not the finding(s) of responsibility.

**Accepting Some Allegations:** The organization may also elect to take responsibility for some, but not all, allegations of concern. In this case, the OCS will determine whether to proceed with the formal resolution process for the remaining allegations or for all allegations.

**Governing Body Actions:** If a finding and sanction(s) are issued by a non-Northwestern governing body (e.g., inter/national Headquarters) prior to the resolution of UHAS formal student organization conduct process, the University may give the responding student organization or group, (inclusive of the non-Northwestern governing body) the option to follow the acceptance of responsibility process above. The Director of Community Standards or designee may then choose to either come to a mutual agreement between the University and the organization or group as to sanctions or consult with a sanctioning panel to determine the appropriate sanctions from the University, either of which will be based on the sanctioning factors (see page 34 of the 2024-25 Student Handbook). Acceptance of responsibility and the proposed University sanctions prevents the need for a full investigation through UHAS process.

The OCS reserves the right to investigate and, as appropriate, hold any individuals accountable for their behaviors that may be related to the matter for which the responding organization or group accepted responsibility.

## Investigation

An investigation typically involves, but is not limited to, reviewing reports of the incident, meeting with students to discuss the matter, gathering additional information from witnesses and other knowledgeable individuals, and otherwise exploring the circumstances of the incident. The reporter and the respondent will both have the opportunity to speak with the investigator, to present a list of witnesses from which they suggest the investigator solicit information, and to provide a list of questions they suggest the investigator ask the other party. Reporters and respondents may only present factual witnesses and may not present character or expert witnesses. The investigator will consider the question and witness lists provided by the reporter and respondent when identifying whom they will interview and what questions they ask. The investigators may also choose to interview witnesses of their choosing.

The investigators will record, with permission of the individual being interviewed and transcribe (or arrange for transcription of) all interviews. For individuals who elect not to have their interview recorded, investigators will prepare a statement of the interview, and the individual who declined to be recorded will be given the opportunity to review their own interview statement of their own interview and correct spelling/grammar or factual errors, and provide clarification if needed by the deadline set by the investigators. If the interviewed individual does not provide any response to the interview summary within the allotted timeframe, the investigator will consider the interview summary accurate. Investigators may address any substantive comments or corrections submitted in the investigative report.

Both interview transcriptions and statements will be included within the investigative report documents made available to the respondent.

Meetings that do not constitute an interview are not audio or video recorded by the University.

### Evaluation and Notification of Process Change

Should the OCS determine at any point in an investigation prior to the issuance of the investigative report that the matter no longer warrants consideration of separation as a potential outcome, the OCS will notify the appropriate parties that the matter will now move forward under the non-separation process. In such a case, the OCS will determine in its discretion whether to issue an investigative report based on the circumstances at issue, will issue a findings letter inclusive of a rationale for the procedural shift, and should a responsibility finding be made, determine any sanctions.

### Report Review Procedures

#### Preliminary Investigative Report:

After the parties have had the opportunity to meet with investigator(s), identify witnesses, provide evidence, and suggest questions, and the investigator(s) have completed witness interviews and the gathering of evidence, the investigator(s) will prepare a preliminary report. The preliminary report will include the information provided by the reporter, the respondent, and each witness, and a copy and/or written summary of all relevant evidence collected during the investigation. The preliminary report will not contain any findings.

The respondent will be provided with an opportunity to review the preliminary report and respond in writing. Typically, the report will be provided to the respondent electronically. The respondent is expected to maintain the privacy of this document and may view but not download or distribute this document. Unauthorized distribution of this document may result in further disciplinary action.



The respondent may submit written comments, feedback, additional documentary evidence, requests for additional steps in the investigation, suggest written relevant questions for any party or witness, names of additional witnesses, or any other information they deem relevant to the investigator(s), up to twenty (20) pages, within five (5) business days after the preliminary report is made available for review. The comment and feedback portion of the response is limited to five (5) pages of the twenty (20) page limit. The Director of Community Standards or designee may, in their discretion, waive or adjust the page or time limit for the feedback.

Investigators will review the written response provided by the respondent and conduct any additional investigation necessitated by that response. If the investigators receive information from the respondent in response to the preliminary report that warrants further substantive investigation or review, the investigator, has the discretion to extend the investigation. If new information is received (not including written feedback), a second preliminary report will be issued. The respondent may submit up to five (5) pages of feedback regarding the new information within five (5) business days after it is made available for review.

The respondent and their advisor, as defined in "Advisors" ([see page 7](#)), are permitted to review the preliminary report and second preliminary report solely for the purpose of this complaint resolution process and may not photograph or disseminate the report to any other individual or the public.

### Final Investigation Report and Outcome

The investigator(s) will determine whether the preponderance of the evidence shows the respondent has violated University policy. The respondent will be notified in writing of the outcome of the investigation. The notifications will include findings related to violations of policy and the rationale for all findings.

#### **Resolution of Cases Where No Violation Has Been Found:**

- Respondents are informed of appeal procedures. As noted above, the University encourages the respondent to maintain privacy of all communications related to findings. In cases involving a crime of violence, the reporter will be informed of appeal procedures.

#### **Resolution of Cases Where A Violation Has Been Found:**

- Following notification of the outcome of an investigation, a UHAS sanctioning panel will be convened. In rare circumstances, when the findings, without other aggravating factors, no longer warrant consideration of separation, the OCS may provide the respondent the option to resolve the matter administratively via a sanctioning referral.

Note: In cases where a policy violation was found following an OCR investigation, the matter will be referred to the OCS to facilitate the sanctioning process.

## Format of Sanctioning Panel

Panel members are students, faculty, and staff from the University community. Student panelists are not involved in OCR matters. Panel

crime of violence, the reporter will also receive an opportunity to speak with the panel. In circumstances where both parties are participating in the sanctioning panel, both parties will not appear on camera at the same time, but may choose to watch and listen to the other party with both their camera and the camera of their advisor off. The reporter or respondent's decision whether to participate in the sanctioning panel and/or watch and listen to the other party is completely voluntary.

Deliberations of sanctioning panels are never recorded by means of audio or videotaping and no transcripts are kept, and the University does not

assault, stalking, dating or domestic violence, the notification of sanction to the complainant will also include the rationale and all sanctions imposed on the respondent, not just those directly related to the complainant; and/or

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The appeal reviewer will review the appeal, the nal investigation



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## Appellate Panel

Appellate panel members will be trained annually by the OCS. Appellate panels will be made up of administrators and academic leaders who represent the Division of Student Affairs and the Office of the Provost. Three members of the appellate panel must be involved in each appeal decision that involves the appeal of a sanction, and decisions are made by a majority vote. In times of exigent circumstances, a conduct administrator or panel member who has had no previous involvement in the case can be assigned by the appeal reviewer to fill in for a member of the appellate panel to ensure expediency of the decision. The Senior Associate Dean of Students or designee will be privy to all appellate panel discussions to ensure compliance with UHAS procedures.

## SUMMARY RESOLUTIONS

Summary resolution involves administrative action taken when exigent circumstances require immediate action to protect the safety of the University community. These actions take the place of formal resolutions through UHAS system, are considered final, and are not subject to further review or appeal.

## ADDITIONAL INFORMATION AB

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## Status of a Student/Group Pending Administrative Appeal or Appellate Panel

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Until a final resolution is determined, the status of a student/student organization will not change unless interim restrictions have been imposed to protect the health and safety of the student/student organiza-

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the Vice President for Student Affairs reserves the right to summarily expel a student. This action is considered final and is not subject to further review.

University disciplinary action will normally proceed during the pendency of a criminal or civil action. Legal action may similarly proceed during pendency of a student conduct case and is not subject to restrictions placed by the University. A student may request, however, that the University student conduct process be placed on hold until criminal actions are resolved. The Director of Community Standards or designee will decide whether this request will be granted. In such a case, interim restrictions may be imposed. The University reserves the right to proceed with the student conduct process at any point. The granting of any hold is at the full and sole discretion of the University.

## Accommodations for Students with Disabilities

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It is the policy of Northwestern University not to discriminate against any individual on the basis of race, color, religion, creed, national origin, etod[rcuo5 (t)10 (e ag



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