

# OSCR REPORT

The Office of Student Conflict Resolution (OSCR) twice each academic year provides a summary of cases administered pursuant to the Statement of Student Rights and Responsibilities. This summary covers the period July 1, 2004-June 30, 2005. The statement applies to all students and sets forth University values and expectations for non-academic conduct, and is intended to maintain the best learning environment for students.

It is designed primarily to be educational in nature and to involve students, faculty and staff. Faculty and staff are involved in resolving cases as resolution officers, initiating the complaint process, appearing as witnesses, acting as advisors, and working with the Senate Assembly and the executive officers during the bi-annual amendment process.

Those who are interested in learning more about the statement, conflict resolution in general, or OSCR are invited to visit: <http://www.umich.edu/~oscr>.

## Investigated Complaints and Outcomes

The Statement of Student Rights and Responsibilities is the University's non-academic

Sanction	Number
Alcohol Education	11
Assessment of Substance Abuse Patterns	9
BASICS Alcohol Program	1
Class/Workshop Attendance	4
Community Service	16
Disciplinary Probation	50
Educational Project	83
Emergency Suspension	0
Expulsion	0
Formal Reprimand	7
Housing Transfer/Lease Termination/No Reapplication to University Housing	7
Meet with OSCR staff during the semester	1
No Contact	6
Recommended Counseling	10
Removal of Item	1
Restitution	4
Suggested Apology	2
Suspension	3

conduct policy. The statement describes behaviors that are inconsistent with the values of the University community and outlines procedures for responding to such behaviors.

OSCR is charged with administering the statement and with handling complaints from community members who feel that the action of a student has directly harmed them or other members of the community.

Many complaints involve conduct that violates more than one provision of the statement. OSCR received and investigated 98 complaints (cases) alleging 250 incidents of misconduct. Twenty-eight cases, or 29 percent, involved a single charge and 70 cases (71 percent) involved multiple charges.

In this report, data are reported by case or by total number of alleged violations.

## Procedures used to Resolve Charges

The statement establishes the right of the accused student to choose the type of procedure he or she prefers to resolve the charge(s).

Each student panel arbitration was conducted by five student panelists and was facilitated by a faculty or staff resolution officer. Each resolution officer arbitra-

tion was conducted by a faculty or staff resolution officer. Informal resolutions were conducted by a resolution coordinator from the OSCR. Mediations and other forms of alternative dispute resolution were facilitated by a member of the OSCR. Multiple charges were resolved in almost every procedure.

Seventy-five cases were resolved through arbitration or alternative dispute resolution, thirteen cases were dropped, and 10 cases were pending resolution at the time of this report.

Sixty-five cases were informally resolved; four were resolved at a resolution officer arbitration; four were heard by student panels and two were handled through alternative dispute resolution.

## Sanctions

Findings of responsibility resulted in sanctions. Sanctions are recommended with the following goals in mind: to protect the safety of the University community, to educate the student about the inappropriateness of his or her misconduct, and to provide the student with an opportunity to learn new behaviors so they would not be repeated. Sanctions are designed to reflect the needs of the individual student and the impact of the misconduct on the complainant and on the University community. For the majority of violations "sanction packages" were developed to address the student's conduct and provide a support system to help the student successful-

ly complete the sanction(s) as well as their academic work.

## Recidivism

Very few students who resolve their cases with OSCR engage in future behavior that violates the statement. Three students were charged with violating the statement a second time.

One of OSCR's primary goals is to help students learn from their behavior and to explore different options for resolving future conflict in more productive ways. The low recidivism rate reinforces OSCR's belief that the conflict resolution process is primarily educational in nature and is focused on students' individual needs and learning styles.

## Investigated Violations, Charges, and Outcomes 7/1/04 – 6/30/05

Violation <sup>a</sup>	Charges	Responsible	Not Resp.	Pending <sup>b</sup>	Dropped	ADR <sup>c</sup>
Physically harming another person...such as killing, assaulting, or battering	23	6	2	10	5	0
Sexual assault or sexual harassment	5	1	0	2	2	0
Hazing, stalking, or harassment	12	9	0	0	3	0
Possessing, using, or storing firearms, explosives, or weapons	12	12	0	0	0	0
Tampering with fire or other safety equipment or setting unauthorized fires	10	9	0	0	1	0
Illegally possessing, using or distributing, manufacturing, or selling alcohol or other drugs	69	52	3	11	3	0
Intentionally and falsely reporting bombs, fires, or other emergencies	3	3	0	0	0	0
Stealing, vandalizing, damaging, destroying, or defacing property	47	29	2	0	14	2
Obstructing or disrupting classes, research projects or other activities or programs	4	2	0	1	1	0
Making, possessing, or using any falsified University document	34	28	0	0	4	2
Assuming another's identity or role through deception or without proper authorization	0	0	0	0	0	0
Failing to leave University-controlled premises	1	0	0	0	1	0
Violating state/federal law	17	17	0	0	0	0
Misusing, failing to comply with, or jeopardizing procedures, sanctions, etc.	12	9	0	0	3	0
Violating University computer policies	1	1	0	0	0	0
<b>Total</b>	<b>250</b>	<b>178</b>	<b>7</b>	<b>24</b>	<b>37</b>	<b>4</b>

<sup>a</sup> The exact wording of some violations has been condensed in this table. For the complete text of the violations please refer to the Statement located in Appendix A.

<sup>b</sup> Pending violations reflect cases that OSCR was unable to resolve before July 1, 2005 or because the accused student withdrew from school before the allegations could be resolved.

<sup>c</sup> Alternative Dispute Resolution (ADR) includes mediation, facilitated discussions, and conflict coaching.