

REMEDIES AND SANCTIONS

A. Remedies

Following a determination of responsibility under 5.08 that the Respondent engaged in Prohibited Conduct, Remedies shall be provided to a Complainant. Remedies shall be designed to restore or preserve access to the Board's educational programs and activities. Remedies may include the same individualized services as those offered as Supportive Measures. Remedies need not be non-disciplinary or non-punitive and need not avoid burdening the Respondent; therefore, Remedies may include Sanctions or other disciplinary or corrective actions against a Respondent.

The decision-maker or the Appeal Officer may consult with the Title IX Coordinator in crafting Remedies. The decision-maker or the Appeal Officer shall decide on the Remedies as the decision-maker or the Appeal Officer deems appropriate for a particular case.

1. Remedies relating to a Complainant

In addition to Remedies directed toward a Respondent, the decision-maker or Appeal Officer may identify additional Remedies for a Complainant. Unless a Remedy affects the Respondent, these additional Remedies should remain confidential and should only be included in the Written Determination Regarding Responsibility for the Complainant. Additional Remedies may include, but are not limited to:

- a. Academic or workplace accommodations;
- b. Safety accommodations;
- c. Other reasonable and appropriate accommodations;
- d. Reference to EAP;
- e. Restoration of any employment benefits lost as a result of Prohibited Conduct.

2. General Remedies relating to a Respondent

Remedies relating to all Respondents could include the following restrictions:

- a. Directive not to contact (directly or indirectly) the Complainant;
- b. Limiting or denying access to all or parts of the Board's property and facilities;
- c. Limiting or denying participation in or attendance at the Board's educational programs or activities.

3. Timeframe for Remedies

The decision-maker or Appeal Officer shall indicate a timeframe for Remedies to be in effect in order to achieve the purpose of Remedy imposed. The Title IX Coordinator shall ensure compliance with a Remedy during the identified timeframe.

B. Sanctions

Sanctions to be imposed will depend on the category under which a Respondent falls. The decision-maker or Appeal Officer shall identify the Sanctions to be imposed against a Respondent for whom a determination of responsibility has been issued.

1. Sanctions against students

A variety of disciplinary actions may be imposed on a student who is determined responsible for engaging in Prohibited Conduct. Such disciplinary actions may include, but are not limited to:

- a. Training or counseling, as appropriate;
- b. Suspension of transportation or change of transportation;
- c. Suspension or removal from extra-curricular activities, for a period of time or permanently;

d. Suspension or removal from the Board's programs to the extent permitted by and in accordance with state or federal law.

2. Sanctions against Board employees and members

a. Board employees

A variety of disciplinary actions may be imposed on a Board employee who is determined responsible for engaging in Prohibited Conduct, depending upon the severity of the conduct. Such disciplinary actions may include, but are not limited to:

- i. oral or written warning;
- ii. written reprimand;
- iii. management or performance improvement plan;
- iv. Completion of counseling, training or education as a condition of continued employment;
- v. demotion;
- vi. suspension with or without pay;
- vii. last chance agreement;
- viii. termination.

More than one Sanction may be imposed. Any resulting disciplinary action against an employee will be conducted in accordance with applicable state or federal law and Board policy.

b. Board members

Depending on the severity of the conduct, a Board member that is determined to be responsible for committing Prohibited Conduct may be asked to resign, may be required to undergo mandatory counseling, training or education as a condition of continued membership, or may be removed pursuant to

and in accordance with Ohio Revised Code
§§5126.0213-5123.0217.

3. Sanctions against other members of the Board's community
or Third Parties

Sanctions or other consequences may be imposed on
members of the Board's community or a Third Party
determined responsible for engaging in Prohibited
Conduct. Sanctions may include, but are not limited to,
the following:

- i. Mandatory counseling, training or education as
a condition of continued volunteer services;
- ii. Rescission of ability to volunteer;
- iii. Direct supervision when on Board property or
attending programs, activities, or events;
- iv. Exclusion from the Board's facilities,
programs, activities, or events;
- v. Prohibition of employee or agent of a vendor
or contractor from continued work under
contract;
- vi. Suspension or termination of the Board's
contract with a vendor or contractor;

More than one Sanction may be imposed.