SOAR COVID-19 Accountability Pathway for Recognized Student Organizations

1. **Scope.** This COVID-19 Accountability Pathway is the accountability process that applies to an alleged violation of III-B-1(a) of the Standards of Conduct for Recognized Student Organizations. In the event of a conflict or ambiguity between the COVID-19 Accountability Pathway and the SOAR Procedure Manual, the COVID-19 Accountability Pathway will apply. In all other respects, the SOAR Procedure Manual, as amended, shall remain in full force and effect. This pathway will remain in effect for the 2020/21 academic year, and is subject to extension as necessary.

2. **Complaints.** Any enrolled student, faculty, or staff member of the University can submit a complaint against an organization for an alleged violation of III-B-1(a) using the SOAR Intake Form on the CCI Website.
   a. Complaints must include the following information:
      i. Name and contact information of person filing the complaint
      ii. Name, contact information and position title of contact / leader of the organization against whom the complaint is being filed
      iii. Description of the complaint. This portion should be a narrative of the details related to the incident(s) upon which the complaint is based. Please also include supplemental evidence and information, which may include but is not limited to:
         1. Photos/Videos of a student organization clearly violating the Public Health-Informed Safety Measures for Recognized Student Organizations
         2. Documentation and/or witness statements
         3. Photos/Screenshots of an event invitation from a student org that would violate the Public Health-Informed Safety Measures for Recognized Student Organizations.

3. **Process**
   a. **Notice.** Upon one (1) academic day of receiving the complaint, the CCI will notify the organization of the alleged violation by sending them an electronic copy of the complaint. In that notification, the CCI will also provide the organization with a copy of the COVID-19 Accountability Pathway and inform them that they are required to attend a virtual or in-person meeting with the CCI within 5 academic days of the organization's receipt of the notification if they would like the opportunity to be heard. The complainant will also be invited to participate in the meeting.
   b. **Opportunity to be heard.** During the meeting with the CCI, the organization and complainant will have the opportunity to address the allegation and present their evidence, including potential witnesses and statements, other information, and their perspective. Should CCI receive additional, relevant information concerning
the complaint, it will provide such information to the student organization in advance of this meeting.

c. **Participation.** While organizations and complainants are not required to participate in the meeting, failure to participate will not prevent the process from proceeding in their absence. Organizations and complainants may have an advisor attend the meeting but the advisor may not participate in the meeting, except to confer with the student or student organization.

d. **Interim Measures.** If a student organization’s actions pose an immediate health or safety risk to any member of the University of Michigan – Ann Arbor community, the CCI may institute interim measures, including immediately changing the student organization status from “Active” to “Frozen”. Interim measures may go into immediate effect, pending resolution of the complaint.

1. “Frozen” status will prevent student organizations from accessing funds on their Student Organization Account Services (SOAS) and Maize Pages accounts, as well as removing room reservation privileges.

4. **Recommendations.** Within one (1) academic day of the meeting with the organization, the CCI Director or Associate Director will make written recommendations to the Dean of Students on whether the organization is responsible for the alleged violation as well as recommendations for appropriate interventions, if applicable. These recommendations are based on information presented in the complaint, from the complainant, from the student organization, or during the meeting with the student organization. In addition to any educational interventions or restorative measure outlined in the Standards of Conduct, recommendations can include, but are not limited to the following interventions:

   a. Mandatory consultation on health and safety for COVID-19 gatherings and alternative virtual planning.
   b. Revocation of student org privileges including free room reservations, student organization storage, Diag/Grove reservation access, Festifall participation, etc.
   c. Prohibition on in-person gatherings, which may include signing of a behavioral contract.
   d. Immediate removal of University recognition for the remainder of the academic year, with readmittance contingent on the completion of a follow-up meeting and any additional steps mandated by the CCI or other stakeholders.

5. **Dean of Students.** The Dean of Students, or their designee, will issue an Official University Decision within five (5) academic days of receipt of CCI’s written recommendations.

   a. For determining a finding of responsibility, the CCI’s recommendations and the Official University Decision will follow the preponderance of evidence standard (that a violation is more likely to have occurred).
   b. The Official University Decision will be in writing and sent to CCI. A CCI staff member will be responsible for sending it to all parties.

6. **Appeal.** Student organizations will have the opportunity to appeal the decision following the SOAR Appeals Process outlined on page 20 of the SOAR Procedure Manual.