

Lewis & Clark College

December 05, 2013

[REDACTED]

RE: [REDACTED]

Dear [REDACTED]

I am writing regarding the College Review Board hearing that occurred on December 3, 2013. At the hearing, the College Review Board investigated and adjudicated the events relating to the evening of November 23, 2013. Related to this investigation, you were charged with the following alleged violations of college policy:

Physical or Mental Harm - intentionally or recklessly causing physical or mental harm to any person, or intentionally or recklessly causing reasonable apprehension of such harm.

Discrimination or Harassment - Conduct creating an intimidating, hostile, or offensive working, campus living, or academic experience.

Disorderly Conduct - Engaging in disorderly or disruptive conduct on College premises or at College sponsored activities,

which interferes with the activities of others, including studying, teaching, research, and College Administration.

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Based upon our investigation, we believe that you are responsible for the following violations:

Physical or Mental Harm - intentionally or recklessly causing physical or mental harm to any person, or intentionally or recklessly causing reasonable apprehension of such harm.

Discrimination or Harassment - Conduct creating an intimidating, hostile, or offensive working, campus living, or academic experience.

Disorderly Conduct - Engaging in disorderly or disruptive conduct on College premises or at College sponsored activities, which interferes with the activities of others, including studying, teaching, research, and College Administration.

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Support of findings:

Your repeated use of racially charged language is disruptive and caused the reasonable apprehension of harm in our community. Additionally, your initiation of and complicity in using this language in this situation and around campus is unacceptable. Whether intentionally or not, your language has contributed to the creation of a hostile and discriminatory environment.

Given the nature of your actions, the Board has assigned you the following outcomes:

1. Unconditional Probation Start Date: Thursday, December 05, 2013 Complete by: Saturday, January 31, 2015 You are on probation until the date listed above. Should you violate any provision of the Code of Conduct, including failure to

complete the other assigned outcomes while on probation, this may result in a College Review Board hearing and, if found responsible, could result in your suspension from the College with attendant loss of tuition.

2. Student Goal Portfolio Start Date: Wednesday, December 04, 2013 Complete by: Thursday, December 19, 2013 You are to create a Student Goal Portfolio to emphasize how your conscious choices to engage in certain behaviors help you attain your goals. You must identify a mentor for this portfolio from among the Staff and Faculty of the College by December 19, 2013. You must communicate to me the name of this individual and must begin Step One of this process before the completion of this semester. Over the course of the assignment, please reflect on you decisions to determine if and/or how they are helping you attain each of your goals. Please follow the expectations listed at the top of the attached Student Goal Portfolio document. You must complete all Three Steps of this portfolio before Spring Break, 2014, and deliver your Reflection Paper to me via email, charlie@lclark.edu, at that time.

3. Off Campus Drug Assessment Start Date: Wednesday, December 04, 2013 Complete by: Thursday, December 19, 2013 Your behavior while under the influence of alcohol is of significant concern. You are required to have a full drug and alcohol assessment. As a part of this, you need to sign a reciprocal disclosure agreement between the College and your service provider. You must meet with Melissa Osmond, Associate Director for Health Promotion to sign this release and disclose the provider you are using. Melissa has a list of the providers from which you may select. Lastly, you must follow any recommendations that the assessment provides, or

that Melissa assigns based upon the assessment. You must contact Melissa by Monday, December 9, 2013 to begin this process. Her office is in Lower Odell hall, and she can be reached at mosmond@lclark.edu

4. Community Restitution Complete by: Thursday, December 19, 2013 You must work with Anna Gonzalez, Dean of Students, to identify and complete a Bias Reduction and Bystander Intervention Training. You must contact Anna by December 19, 2013, and communicate to me via email that you have done so. Anna will work with you over the course of Spring Semester 2014 to help you identify and complete this training.

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If you have any questions or concerns about this letter, the outcome of the hearing, or the student conduct process, please contact me via email at: charlie@lclark.edu or refer to Lewis & Clark College Policies & the Code of Conduct at:

http://college.lclark.edu/student_life/student_conduct/

Should you wish to appeal this decision, please click here:

<https://lclark-advocate.symplicity.com/u/ebGQktxn>, and complete the appeal process within five business days of the date of this letter. For your reference, your appeal must be full and complete upon its submission, including the basis for appeal and any supporting documentation. Thank you for your assistance in resolving this matter.

Sincerely,

Charlie Ahlquist Assistant Director for Residential Education

cc: Student Conduct File