



FRATERNITY AND SORORITY LIFE

COLORADO STATE UNIVERSITY

Considerations for Creating Sanctions

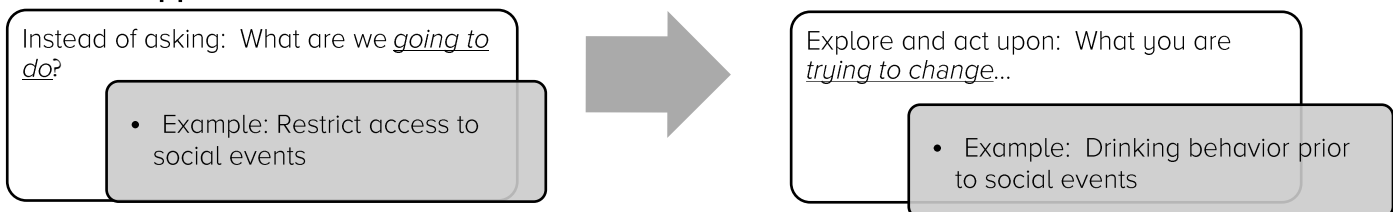
Adapted from a webinar hosted on October 21, 2014 by Kimberly Novak

Sanctioning Equation:

1. What do we know about the problem; how does this inform where we focus our efforts?
2. What contributed to this problem? What needs to change?
3. Which factors can be modified? What can we influence?
4. What will make this happen?
5. What should the outcome of the inquiry process look like?
6. Beyond the individual member, who else needs to take action to change?

Challenges: Limits of Traditional Sanctioning Approach	Reframing Sanction Process
<ul style="list-style-type: none">• Sanctions assigned in a silo• Focus on consequence for specific incident• Fragmented by type of violation & past status of the individual• Based on “what others have done” OR “what we always do” rather than effectiveness• Activity based rather than strategy based	<ul style="list-style-type: none">• Focus on student success• Looking beyond the incident• Synergistic• Collaborative• Realistic• Evaluated

SHIFT in Approach:



What do we know about the Problem?

- **Risk factors** are things present in the environment that increase likelihood of the behavior
- **Protective factors** are things present in the environment that reduce likelihood of the behavior
- **Vulnerability factors** are things present in the environment that increase likelihood of victimization

If we know what contributed to this problem & what needs to change, then we can ask:

- Which factors can be modified? What can we influence?
- How can you use what you hear in meeting with the student to determine what needs to change?

- How can you use what you hear about the context of the situation to determine what needs to change?
- What risk factors and vulnerability factors can you identify that contributed to this incident?
- What protective factors can you capitalize on to help the student be successful in changing their behavior?

Instead of Moving Straight into Outcomes, Think about this First:

