

**University of Missouri**  
**Equity Sanction Guide for Faculty Respondents**

The following Sanction Guide is for proceedings pursuant to 600.040 of the University of Missouri Collected Rules and Regulations against Respondents





**CONDUCT VIOLATION:**

**Discrimination or Harassment: Hostile Environment**

Definition from 600.010: Conduct that is based upon an individual's race, color, national origin, ancestry, religion, sexual orientation, age, disability, protected veteran status,



*Suggested Sanctions* (listed in order of severity):

Suspension without pay < Non-Renewal < Termination

- Domestic Violence: Violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of Missouri, or by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of Missouri.

*Suggested Sanctions*