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- i) *Expulsion/Termination*: A faculty, staff or student member of MTSO that is permanently separated from the institution will be barred from being on campus or attend any MTSO-sponsored activity or event.
- j) *Other Sanctions*: Additional or alternate sanctions, such as requiring proof of a psychological assessment, may be created and designed as deemed appropriate to the behavior or offense with the approval of the designated administrator or designee.

**Parental Notification of Students or Employees:** MTSO reserves the right to notify the parents/guardians of dependent students or campus residents regarding any conduct situation, particularly alcohol and other drug violations. MTSO may also notify parents/guardians of non-dependent students or campus residents who are under the age of 21 of alcohol and/or other drug violations. MTSO will attempt to contact the parents/guardians of a student or campus resident to inform them of situations in which there is a health and/or safety risk. MTSO also reserves the right to designate which institutional employees have a legitimate educational interest in individual conduct complaints pursuant to the Family Educational Rights and Privacy Act (FERPA) and will share information accordingly. MTSO also reserves the right to notify parent, guardian or designated representative or spouse of campus residents or employees who are under 21 when deemed necessary or if there is a health or safety risk.

**Failure to Complete Conduct Sanctions.** All members of the MTSO community, are expected to comply with conduct sanctions within the time frame specified. Failure to follow through on conduct sanctions by the date specified, whether by refusal, neglect or any other reason, may result in additional sanctions and/or suspension from MTSO.

**Discipline Records.** All discipline records are maintained by MTSO for seven (7) years from the time of their creation except those that fall under Title IX, which are maintained indefinitely. MTSO suspension, expulsion or termination, sanctions will be made a part of the faculty, staff or student's permanent record.

The MTSO *Code of Conduct* is based upon the NCHERM Developmental Code of Conduct and is used here in adapted form with permission. Use by any other institution or university is permitted only with express permission from TNG.

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