

Violations of Law and Interim Actions

Alleged federal, state, and local laws violations may be investigated and addressed under the Student Handbook. When an offense occurs over which Earlham College has jurisdiction, the College conduct process will usually go forward, notwithstanding any criminal complaint that may arise from the same incident. However, the Dean of Students or designee may grant short delays as deemed appropriate.

Earlham College reserves the right to exercise its authority of interim suspension upon notification that a student is facing criminal investigation and/or complaint or in any situation that poses a substantial risk of harm to the community. The College may impose interim suspensions until it can hold a hearing on the allegations, typically within two weeks. Within that time, the suspended student may request in writing an immediate consideration from the Dean of Students or designee to show cause why the interim suspension should be lifted or modified. This request may lead to a modified interim status, or the interim suspension may be upheld.

The College may be delayed or prevented from conducting its own investigation and resolving the allegation by the pendency of the criminal process. In this case, the interim suspension may be extended if a danger to the community is posed. In such cases, the College will only delay its hearing until it can conduct an investigation or obtain sufficient information independently or from law enforcement upon which to proceed. This delay will typically be no longer than two weeks from notice of the incident unless the complainant requests a longer delay in writing to allow the criminal investigation to proceed before the College process.

Students accused of crimes may request to take a leave from Earlham College until the criminal charges are resolved. In such situations, the College procedure for a voluntary leave of absence is subject to the following conditions:

- The respondent must comply with all campus investigative efforts that will not prejudice their defense in the criminal trial; and
- The respondent must comply with all interim actions and/or restrictions imposed during the leave of absence; and
- The respondent must agree that, to be reinstated to active student status, that person must first be subject to, and fully cooperate with, the campus conduct process and must comply with all sanctions imposed.