Autonomous Behavior Resolution for Recognized Student Organizations

Student organizations are self-led entities that provide opportunities for personal and professional development. Student Affairs will follow a strategy for resolving student organization community standards concerns allowing organizations a degree of latitude to propose and enact a remedy for organizational issues when requirements are met within the framework below.

To be eligible to propose an autonomous resolution, Student Organizations must:

- Present documentation through annual registration which provides evidence to the Student Involvement Office of the existence of a currently active structure including appropriate governing documents, evidence of adherence to said documents, and presence of an engaged advisor(s) from campus and/or appropriate alumni oversight groups which demonstrate a capacity to conduct autonomous resolution and appropriately resolve the concerns through their existing bylaws and risk management protocols.

- When a potential organizational violation of the UM Collected Rules and/or a violation of Missouri S&T policies occurs, the organization must proactively acknowledge the organization's culpability for the event or incident, stated its intended outcomes desired in a resolution and commit to preventing similar concerns or incidents from reoccurring.

Eligible Student Organizations can propose their means of resolving collected rules or community standards violations. The University will consider the Organization's resolution option under the following conditions:

- The incident is disclosed expediently and through the initiative of the organization's leaders.
- The autonomous resolution option will be dependent upon the nature and severity of the incident
  - Autonomous resolution is not an option to resolve egregious, Title IX, or Equity matters
- The option to propose a remedy should reflect a good faith effort by the organization to report, address concerns in a timely manner, and resulting in enhancing the organization as its expected outcome.
Requirements and Expectations of Eligible Student Organizations Pursuing an Autonomous Behavior Resolution

Prior to an event or incident requiring resolution:

a. Must be in good standing or better with the University at the time to propose a remedy
   - Good standing includes an organization not having additional resolution options in process at the time
   - Good standing includes at least meeting the minimum requirements for RSO recognition.

b. Have demonstrated that the organization has in place’ the structure, essential organization underpinnings, and capacity to conduct autonomous resolution and resolve the concerns as an extension of an existing risk management protocol.

c. Have active alumni and/or an advisor who would be willing to sign off on taking on the responsibility to help manage the process.

d. Have an appropriately trained leadership corp.

e. Have by-laws in place to manage organization standards and maintain compliance
   - Demonstrate they are conforming to and following bylaws
   - Demonstrate they had educated members about expectations and bylaws in advance

When an incident or event occurs involving an eligible student organization, to propose an autonomous resolution the organization will:

a. Must proactively acknowledge the organization’s culpability for the event or incident, stated its intended outcomes desired in a resolution and commit to preventing similar concerns or incidents from reoccurring.

b. Must present a proposal for autonomous resolution that address concerns and facilitates organizational enhancement within a reasonable period. (Timeframe to be determined by the University; typically, five to seven business days.).
   - Must include a summary of the challenge, qualifications, and proposed remedy that is appropriate to the context and attainable
   - This autonomous resolution would be offered in place of a proposed remedy the University would manage; however, the University is available to offer some recommendations on what other organizations have found to be helpful/successful in similar contexts and magnitudes
   - SS&CS or SI are available engagement resources
   - Once submitted, Student Support and Community Standards will inform the organization in writing of the approved strategy for moving forward.

Considerations

- Autonomous resolution is an option for non-egregious events or incidents that do not have Title IX or Equity implications (e.g., those matters where an organization suspension would be a considered
outcome) is available to any Recognized Student Organization (RSO) that met the eligibility standards prior to the occurrence of an event or incident requiring resolution.

- All resolution options will have a remedy of similar magnitude and rigor but may differ in their approach to how the resolution is proposed, implemented, and managed

- The University reserves the right to determine eligibility and accept any proposed remedies
  
  - Autonomous resolution is a one-time opportunity, if not resolved, the University will propose and manage a remedy
    
    - If autonomous resolution had previously been successful and there is a future incident with the organization, autonomous resolution may be reconsidered based on circumstances, magnitude, and context
  
  - If the Organization is unable to fulfill its proposed resolution in a timely manner, the University reserves the right to re-evaluate the situation and may implement additional University governance in the process.