

Autonomous Behavior Resolution for Recognized Student Organizations

This framework provides an opportunity for recognized student organizations to propose and enact resolution remedies for concerns involving violations of the University of Missouri Collected Rules and/or Missouri S&T policies. This remedy is a potential option generally available to student organizations, except for events when; the nature of the occurrence suggests that immediate action may be necessary; separation of the organization from the University is a likely outcome; or there is already an active behavior resolution in place that stipulates a period of time when an organization is not eligible to propose its own resolution for other policy infractions.

The availability of this resolution option acknowledges that viable student organizations are self-led entities that provide members with opportunities for personal and professional development. In these student organizations, whenever feasible, self-governance and self-resolution is the preferred means for student organizations to address behavioral concerns. The use and application of autonomous behavior resolutions is predicated on a mutual interest in determining outcomes that address the wellbeing of both the involved student organizations and the overall University community.

Mutually agreed upon resolutions under this framework will be considered informal dispositions pursuant to [University of Missouri Collected Rules and Regulations Section 200.020 Rules of Procedures in Student or Student Organization Conduct Matters](#).

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

- Present documentation 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 that 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 implications in 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 either expediently disclosed or is readily acknowledged through the initiative of the organization's leaders.
- The autonomous resolution option will be dependent upon the nature and severity of the incident.
NOTE: An autonomous resolution is not a presumed option for resolving 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 an organization:

- a. Must be in good standing with the University at the time to propose a remedy. To be considered in good standing, an organization must:
 - Meeting the minimum requirements for RSO recognition.
 - If operating an Approved House, meeting the minimum Approved Housing regulations.
 - Not currently subject to the provisions of a separate behavior resolution that specifically stipulate a period of ineligibility to propose resolutions for subsequent behavior events.
- b. Have demonstrable evidence 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:

- a. Must proactively acknowledge the organization's implications in 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 addresses 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
 - Autonomous resolution would be offered in place of a remedy proposed and administered by the University. However, the University is available to offer assistance or provide 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 (SSCS) will inform the organization in writing of the approved strategy for moving forward.

Considerations

- Autonomous resolution is an option available 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 the 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 cannot result in an effective remedy, 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.