

Have someone's words or actions offended you personally? Do you feel that someone's words or actions are detrimental to the community?
It's time to *CONFRONT* the problem.

Find your words:
What do you hope to get out of a conversation with that individual or party? What is your concern and what do you think are viable resolutions for this concern? Once you've found your words, it's time to have a conversation.

Advice:

If you need some guidance in finding your words and defining the problem, you are highly encouraged to seek the advice of any member of your Dorm Leadership Teams. Advice is one-on-one processing of a problem to gain insight on the many ways to go about resolving the issue. Members of your Dorm Leadership Team include Customspeople, Hall Advisers, Peer Mentors, Community Diversity Assistants, and Dorm Presidents. These resources can make recommendations and offer counsel.

Invitation to Conversation:

Now that you've found your words, consider first inviting a student to a conversation before pointing fingers. Pull the individual or party aside privately or send an email requesting to meet to talk about a concern.

One-on-One Confrontation:

Express your concerns, and allow the other party to share their thoughts and respond to the concern raised. This conversation should be conducted in private and with consent (preferably behind closed doors). Communicate what you hope to get out of this conversation and work WITH the individual or party to reach a resolution that pleases both sides. After having had this conversation, do you still feel that the issue remains unresolved and warrants further discussion to reach a fair resolution?

Facilitation:

If you or the other party feel that a third-party facilitator is necessary in having a conversation, either of you may ask any Hall Adviser to facilitate a conversation. All Hall Advisers are hired by the College and trained at the beginning of the academic year in facilitation. Find a Hall Adviser that both of you are comfortable with, and proceed with holding a conversation. As a facilitator, the Hall Adviser will establish ground rules and safe space for this conversation as well as offer insight from a third-party perspective. The Hall Adviser may not however offer resolutions and will trust that the parties in the room can reach a middle ground.

Mediation:

If you or the other party feel that a one-on-one and/or facilitated conversation failed to produce a resolution that both sides are content with, either of you may contact the Conflict Resolution Committee (conflictresolution@brynmawr.edu). The Conflict Resolution Committee is trained in mediation and is a campus resource. As mediators, the committee will establish ground rules and safe space for this conversation, walk the parties present through a structured process, offer insight from a third-party perspective and recommend ways to move forward and resolutions. At the conclusion of this conversation, all members present will be trusted to keep everything in confidence and will sign a document that shows understanding of and promise to the resolution that was met.

Initiating a Social Hearing:

If after having a one-on-one conversation, a facilitated conversation and/or a mediated conversation, if either party feels that the situation remains unresolved or that the proposed resolutions were not followed through or inadequate, either party can get in touch with the Head of the Honor Board (honorboard@brynmawr.edu) to initiate a Social Honor Board Hearing.

Resolution:

You did it! The situation is resolved! Thank you for your commitment to communication. The Honor Code works because of your continued support!

Statement Collection & Review:

The Head of the Honor Board will request statements from both the confronting and confronted parties to be submitted within **72 hours** after notification of an Honor Code breach. This statement should be detailed and as thorough as possible. It is helpful to communicate what each party hopes to gain out of having a Social Hearing in their statement.

The Head of the Honor Board, Senior Counsel and another student representative to the Honor Board will review the documents submitted and at this time consider whether additional witnesses should be contacted to supply additional information and whether to have them present at the hearing.

Upon collecting all the necessary material, the Head of the Honor Board will get in touch with both the confronting and confronted parties about scheduling a hearing.

Notification:

The confronted party will be officially notified by the Head of the Honor Board or Senior Counsel about the exact issue that has given rise to concern and will be asked to name a support person and any other witnesses for the hearing.

Pre-Hearing Prep & Counsel:

All members of the Honor Board and both the confronting and confronted parties involved in the case will have access to the submitted materials. The Head of the Honor Board and Senior Counsel will be available to both parties for pre-hearing prep and counsel. They may answer any questions about procedure and inform both parties about their rights and roles in the hearing.

Scheduling:

The Head of the Honor Board will gather the availability of the confronted party, confronting party, student representatives to the Honor Board, and 4 randomly selected community members (1 per graduating class). Both the confronted and confronting parties will be asked whether there are any conflicts of interest before finalizing the students to be used in the hearing process.

The Hearing/Fact-Finding:

All members of the Social Honor Board and the confront party present at the hearing will have the opportunity to review all of the documents submitted. Witnesses will be interviewed individually, starting with question from the Social Honor Board and then the confronted student if he/she wishes to ask questions. If his/her questions appear to be irrelevant, harassing or intimidating, the Head of the Honor Board will disallow the question by the confronted student. If the confronted student continues to asked inappropriate questions, he/she will forfeit the right to ask any more questions of that witness. The witness may not ask questions of the confronted party, but may suggest questions or raise concerns to the Social Honor Board to explore later on in the hearing process. The confronted student will be interviewed after all the individual witness interviews. The confronted student's support person will have no say in the final vote nor will he/she be interviewed as a witness.

Deliberation & Final Decision:

The Honor Board will then review all that's been said at the table, evaluate whether or not there was an infraction of the Honor Code, and will then create resolutions that will be centered on the restoration of the student to the community.

Delivery and Follow-Up:

The Head of the Honor Board and Senior Counsel will deliver the resolution both orally and by email to the confronted student at the first opportunity. They will also give the student a timeline for which the resolutions must be followed through and will inform the student of his/her right to an Appeal. The Honor Board will also determine which other parties will be informed of the resolutions. Decisions made by the Social Honor Board are binding, unless the confronted party submits a valid Appeal to the President of SGA within a week of receiving the resolution. Appeals may only be reviewed by the President of SGA based on procedural grounds or if relevant new evidence surfaces that was not reasonably available at the time of the hearing. The President of SGA will appoint 2 members of the Assembly to an Appeal Committee and the confronted student may select an additional member of the Assembly for this committee. Those 3 members of the Assembly will then choose 2 more members of the Assembly and among themselves choose a chairperson. This committee will then invite the Head of the Honor Board to write a statement in response to the Appeal. The committee may carry out interviews with the Head of the Honor Board and the confronted party. After deliberation, the Appeal Committee may choose to uphold the Social Honor Board's decision, reverse the decision, or order a new hearing. Final Appeal after such a process may be presented to the President of SGA or the President of the Undergraduate College within 3 days following the Appeal Committee's decision. The President of SGA or the President of the Undergraduate College's decision is final.