No Contact Considerations, Part 2

20 Minutes to... *Trained*
YOUR FACULTY

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NCO CAUTIONARY CONSIDERATIONS

- NCO being used as offensive weapon
- De minimis violations
- Requested restrictions are:
  - Unreasonable
  - Unenforceable
  - Overly-restrictive
  - Punitive
  - Retaliatory
NCO ENFORCEMENT

- Who implements?
  - Title IX
  - HR
  - Student Conduct
  - Law Enforcement/Public Safety

- Who enforces?
  - Law Enforcement/Public Safety
  - Issuing office or referral to another office

- Tips for enforcement
  - Collaboration and communication
  - Managing expectations
NCO VIOLATIONS

- What happens if a party violates the NCO?
- What are the reasonable consequences given the violation?
  - Warning
  - Probation
  - Tighten terms of NCO/lengthen term of NCO
  - Suspension
  - Expulsion
  - Employment action
K-12 CONSIDERATIONS

- NCOs can be challenging when students are in the same class(es)
  - May be necessary to inform teachers to ensure enforcement
- Crossing paths in hallways, cafeterias, restrooms, media center
  - Inadvertent contact
- K-12 NCOs more commonly include:
  - Walking/parking
  - Route limitations
  - Staggered times for certain activities or use of spaces
Questions?

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