



# 2021-2022

## Annual Report



**Office of Student Conduct  
and Community Standards**



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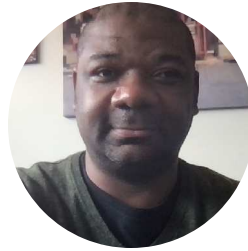


# MEET THE OSCCS TEAM



**Tessa McLain**

Associate Dean  
Student Conduct &  
Community Standards



**James Reed**

Assistant Dean  
Student Conduct &  
Community Standards



**Katelyn Hebel**

Assistant Director  
Student Conduct &  
Community Standards



**Anna Takahama**

Program Assistant  
Student Conduct &  
Community Standards





# MISSION STATEMENT

The Office of Student Conduct and Community Standards (OSCCS) facilitates student growth and learning through an educational conduct process that upholds MIT's values and community standards.

## How We Fulfill Our Mission

The OSCCS fulfills our mission by supporting students and collaborating with the Committee on Discipline and campus partners. We facilitate the MIT student conduct process, advise student judicial committees, and offer a wide array of workshops and presentations to help students understand community values and standards. We work to promote community standards of behavior and support the academic mission of the Institute by enhancing students' academic achievement as well as personal and ethical development.

## Commitment to Inclusive Practices

We are committed to carrying out our work in a manner that meets the needs of our diverse community. We do this by:



Continually educating ourselves & our stakeholders



Intentionally engaging in inclusive practices



Striving to refine our procedures to reduce bias



Appreciating students' intersecting identities and acknowledging our own power and privilege

We pledge to implement the above strategies. Furthermore, we understand that inclusive practices are always evolving, and thus commit to regularly revisit these strategies.

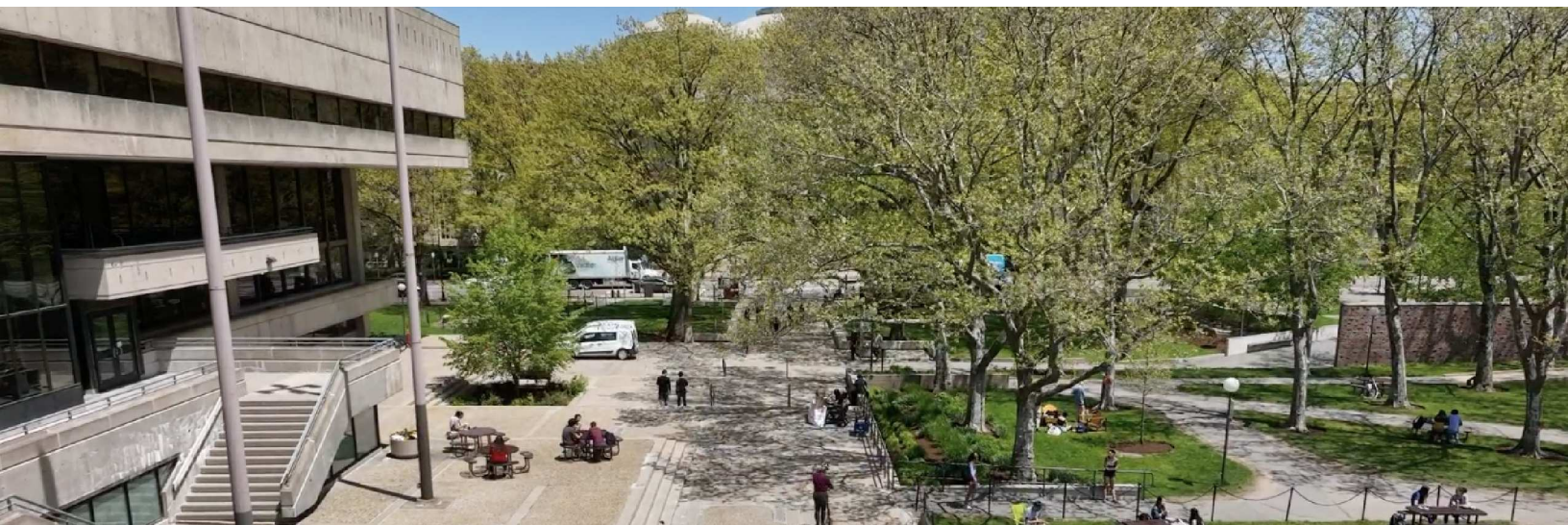




# COMMITTEE ON DISCIPLINE

MIT expects its students to uphold the highest standards of respect, integrity, and civility. In this context, the Committee on Discipline (COD) was created to resolve complaints of alleged violations of policies and community standards by a student, former student, or student organization in a way that is objective and educational. The procedure that the COD uses to hear and respond to such complaints is described in the [COD Rules and Regulations](#). These procedures are designed to ensure equity and fairness to involved parties.

COD Chair: Professor Jay Scheib

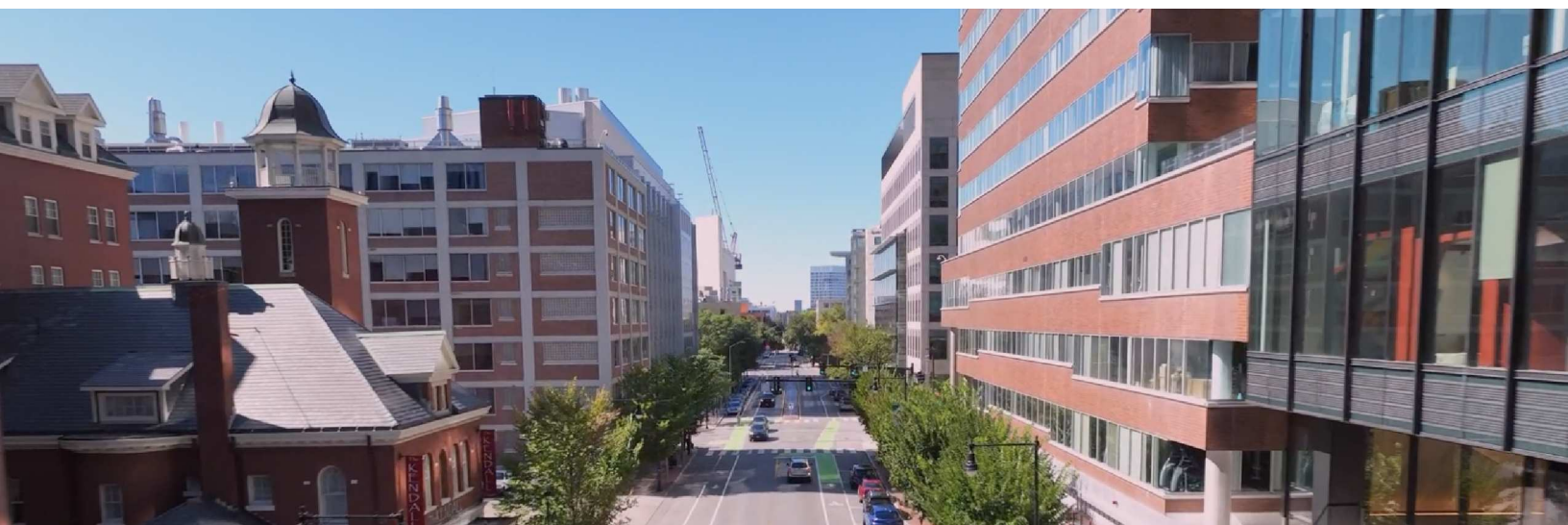




# MIND & HAND BOOK

The Mind and Hand Book is MIT's official guide to its expectations of all undergraduate and graduate students. The Mind and Hand Book details Institute policies on academic integrity, alcohol, drugs, sexual misconduct, and other essential matters. Each year students are made aware of Institute expectations through an annual communications campaign.

The Mind and Hand Book is updated annually by the Student Policy Review Committee (SPRC). SPRC is comprised of faculty, staff, and student representatives from the Undergraduate Association and Graduate Student Council.



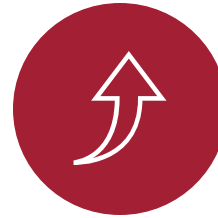


# REPORTING AN INCIDENT

Complaints or incident reports that allege MIT students or student organizations have violated Institute policy should be directed to the Office of Student Conduct and Community Standards ("OSCCS"). Complaints against MIT faculty and staff should be directed to Human Resources.



Use the OSCCS's [online form](#) - complete with as much detail as possible



Contact OSCCS directly by emailing [osccs@mit.edu](mailto:osccs@mit.edu)



Set up a meeting with an OSCCS staff member



Call OSCCS at 617-258-8423



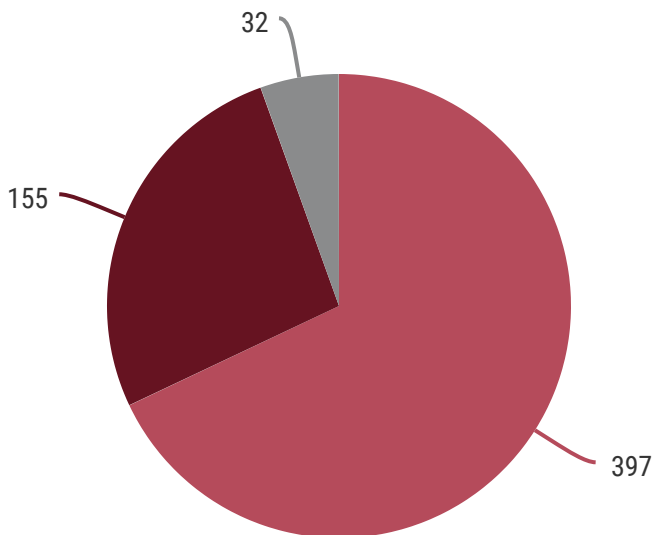
# INCIDENT DATA

The OSCCS received 584 total reports in the 2021-2022 academic year. These reports are broken down into three broad categories:

Academic Integrity ● Personal & Sexual Misconduct ● Student Organization Misconduct

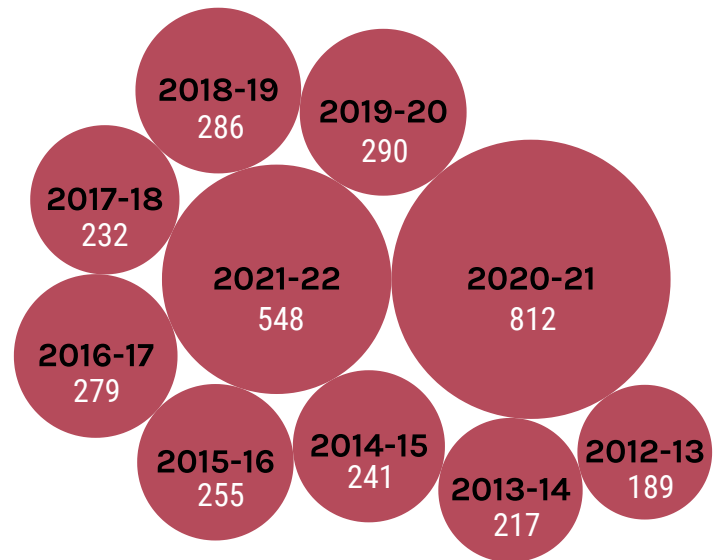
Of those 584 complaints, 68% were complaints alleging individual personal or sexual misconduct, 27% were complaints alleging academic misconduct, and 5% were complaints alleging student organization misconduct.

Total Reported Cases from 2021 - 2022



- Personal & Sexual Misconduct
- Academic Integrity
- Student Organization Misconduct

Case Numbers from June 2012 to June 2022



Our case numbers have gradually increased each year. During 2020-2021 we experienced a peak due to Covid-19 policy violations. This year's case numbers continued to reflect the impact of Covid-19 policies. 48% of cases pertained to violations of Covid-19 policies.

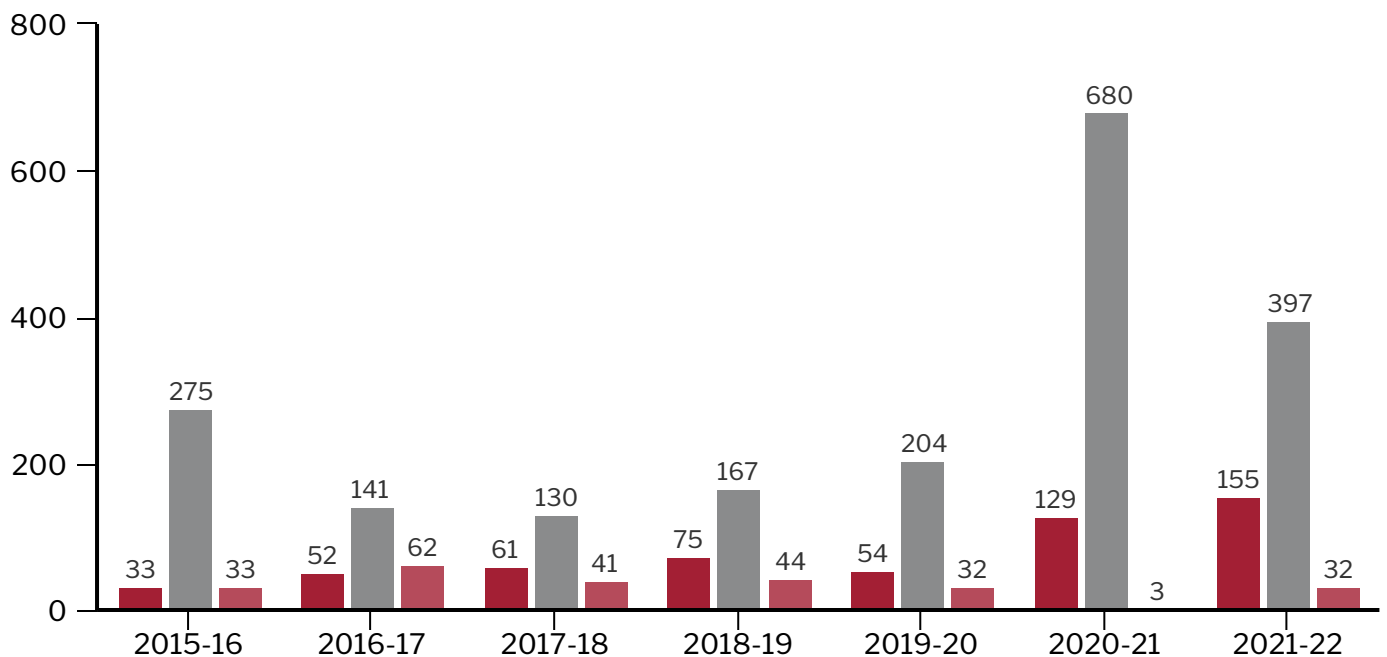




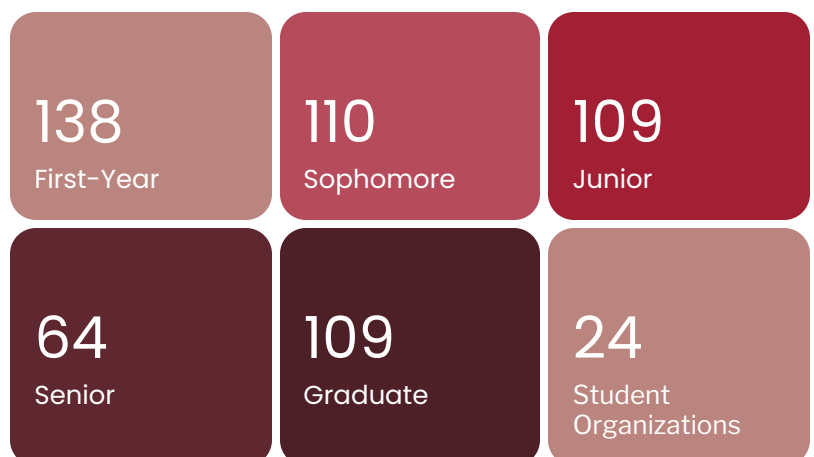
# 2021-2022

## INCIDENT DATA

While our total numbers decreased this year due to the change in Covid-19 policies, reports of individual misconduct (excluding Covid-19 policies) increased by 170% from the prior year and reports of academic misconduct increased by 20%.



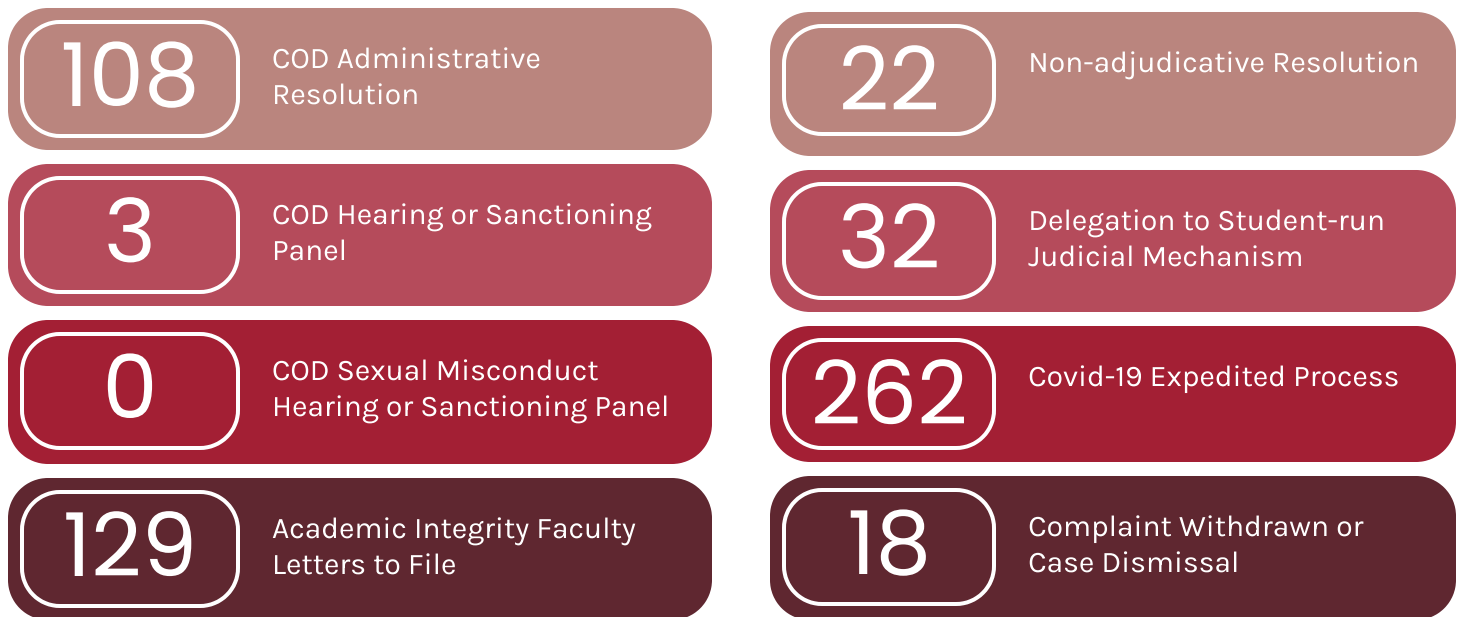
The figure to the right outlines the MIT affiliation of the "Respondent" (or responding party) in complaints against students at MIT.





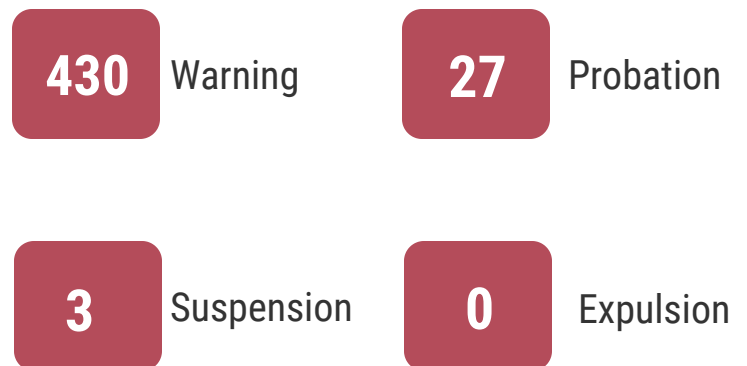
# RESOLUTION INFORMATION

The COD utilizes resolution methods as described in the Rules of the Committee on Discipline. The table below shows the COD's resolution methods in 2021-2022:



Note: as of June 30, 2022 ten cases remained active without resolution and are not reflected above

When a student is found responsible for violating policies, the COD assigns appropriate sanctions as a part of the outcome. The table to the right shows the breakdown assigned status sanctions last year.





# RESOLUTION INFORMATION

As we adapted to changing environments around hybrid meetings, OSCCS gave students the opportunity to choose if they wanted to meet in person or remotely for their Initial Response Meeting when resolving their case.

Student's choice for Initial Response Meeting format:



**100%**

Academic Integrity  
cases were virtual



**100%**

COVID-19 Policy  
cases were virtual



**97%**

Personal Misconduct  
cases were virtual



**1%**

Only 1% of all cases  
were in person



# FACILITATING EDUCATION

The OSCCS facilitates education through intentional sanction design, facilitation, and management. Sanctions are designed to achieve the following learning outcomes:



## Identifying Impact

Student can recognize the impact of their actions to self, others directly related to the incident, as well as the MIT Community.



## Evaluating Self

Student can evaluate changes in their own behavior and understand how to generalize positive behavior change across multiple and diverse contexts.



## Applying Knowledge

Student can use knowledge or insight gained through completion of the essay or project to develop detailed alternatives to past behavior.



## Recognizing Discrepancies

Students can identify potential discrepancies between their previous actions and Institute policies.

The OSCCS also engages in community outreach and education. During the 2021-2022 academic year, OSCCS conducted 19 presentations to students, faculty, and campus partners.



# FACILITATING EDUCATION

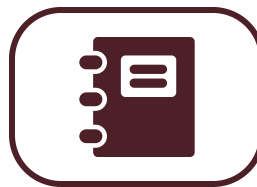
The OSCCS offers several types of educational sanctions:



Mentoring  
Program



Academic  
Integrity  
Workshop



Personal  
Development Plan



Substance Use  
Education



Building Healthy  
Connections  
Workshop



Values Based  
Decision Making  
Workshop

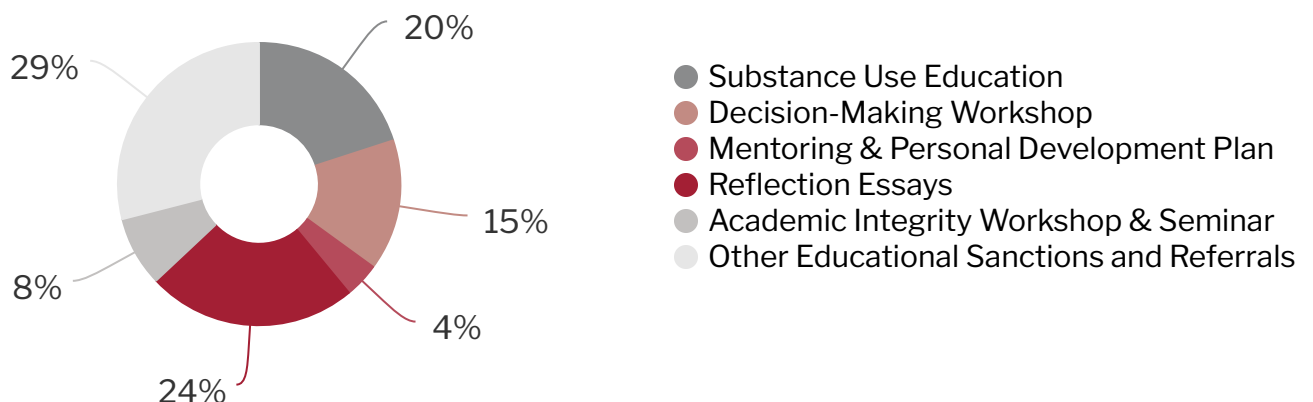


Conflict  
Management  
Project



Reflective Essay  
Assignments

## Frequently Assigned Educational Sanctions







# FACILITATING EDUCATION

Every year, the OSCCS reviews data and student feedback to tailor the educational programming efforts to the needs of the students. In 2021-2022, the following three workshops were created and implemented:

- Academic Integrity Workshop
- Building Healthy Connections with Empathy
- Hacking Decision-Making Workshop

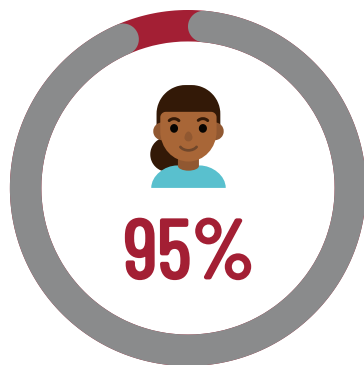
"I am glad that [the Decision Making Workshop] has given me the chance to reflect upon not only my previous actions, but also the important values to consider when I make decisions in the future."

"I enjoyed the personal values assessment [in the Academic Integrity Workshop]. It allowed me to learn a bit more about myself in ways that I might not have been the most aware about."



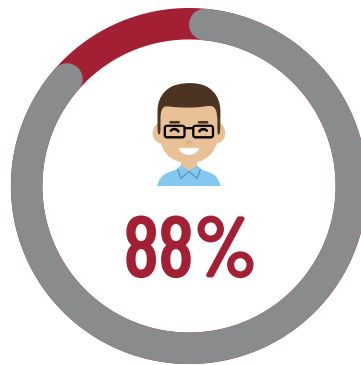
# FACILITATING EDUCATION

The OSCCS continually assesses our policies, processes, and programming by gathering student feedback to best meet the needs of students at the Institute and understand student learning.



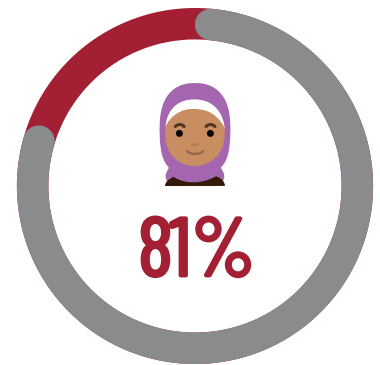
of student  
participants  
Agree/Strongly  
Agree:

**"the Decision Making  
Workshop helped  
me understand how  
my values play a  
role in my life."**



of student  
participants  
Agree/Strongly  
Agree:

**"the DMW helped me  
understand &  
identify my own  
values."**



of student  
participants  
Agree/Strongly  
Agree:

**"the DMW helped me  
see the potential for  
discrepancies  
between my values  
& my decisions that  
violated MIT polices"**



# FACILITATING EDUCATION

The quotes below show a sample of student learning through educational sanctions and the experience of a student representative on COD.

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“ I learned how important it is to incorporate multiple perspectives into a decision. This committee does an exceptionally good job at placing value on all voices in the room. I also learned a lot about how different parts of the Institute come together to support students and all of the resources that are available to students who are struggling. I especially appreciate the thoughtfulness of the OSCCS staff and all the support they provide in what is sometimes a very difficult decision-making process. ”

- COD Student Representative '21



"What I do can greatly impacts what others think, how people feel, and what others do as well, and this is something to take into great consideration while doing anything not only here at MIT, but in the rest of the world as well."

- Student Respondent



# CONTACT US



## Email

[osccs@mit.edu](mailto:osccs@mit.edu)



## Website

<https://studentlife.mit.edu/osc>



## Phone

(617) 258-8423



**Office of Student Conduct  
and Community Standards**