



2024-2025

Annual Report



**Office of Student Conduct
and Community Standards**



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MEET THE OSCCS TEAM



Rebecca Kjaerbye

Associate Dean for
Peer Leadership &
Student Conduct



Tessa McLain

Senior Associate Dean
Student Conduct &
Community Standards



Katie Rettie Easley

Assistant Dean
Student Conduct
& Investigations



James Reed

Interim Senior Associate
Dean Student Conduct &
Community Standards



Clayton Peck

Assistant Dean
Student Conduct &
Community Standards



Katelyn Hebel

Associate Dean
Student Conduct
& Investigations



Anna Takahama

Program Assistant
Student Conduct &
Community Standards

The Office of Student Conduct and Community Standards (OSCCS) expanded our team to include three new roles including two Assistant Deans and an Associate Dean of Peer Leadership and Student Conduct in 2024-2025.

Tessa McLain's departure at the beginning of 2025 meant our team was beginning national search for our new Senior Associate Dean of OSCCS. Simultaneously, we hired and on-boarded three new positions throughout the spring semester.



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 is made up of a faculty chair, 6 faculty (including the chair), 3 undergraduate students, 3 graduate students and 6 staff representatives appointed by the Vice Chancellor for Student Life and the Vice Chancellor for Graduate and Undergraduate Education.

COD Chair: Professor Tamar Schapiro



I'll start by saying that serving on the Committee on Discipline was one of the most meaningful and formative experiences I've had at MIT.

I loved that the work actively challenged my mind to think about how to fairly handle my peers. It was never as simple as noting which rules were broken; we often had to parse the exact language of the guidelines and debate the spirit of the law. Those moments were the exact kind of experience I was seeking as a peak into my career and the potential meaning of my life, and they directly emboldened my decision to pursue a path in law. Additionally, grappling with questions of precedent (when to follow it and when doing so might not lead to the most just outcome) was one of the most challenging and rewarding aspects for me.

I took each hearing with the utmost seriousness. I wasn't just shaping outcomes for my peers but also practicing how to understand, persuade, and collaborate with the other committee members, as they are the kinds of colleagues I expect to work alongside in my future career. I'm grateful. I came into COD hoping to have a chance to contribute and learn from the council's work, and I left with so much more.



— Undergraduate Member, Committee on Discipline '24-'25



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.

handbook.mit.edu



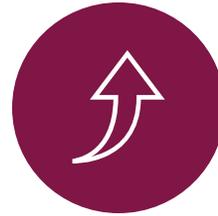


REPORTING AN INCIDENT

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 about discriminatory harassment should be directed to MIT's Institute Discrimination and Harassment Response (IDHR) Office. Complaints against MIT faculty and staff should be directed to MIT's Human Resources.



Use the OSCCS's online form - complete with as much detail as possible



Contact OSCCS directly by emailing osccs@mit.edu



Set up a meeting with an OSCCS staff member



Call OSCCS at 617-258-8423



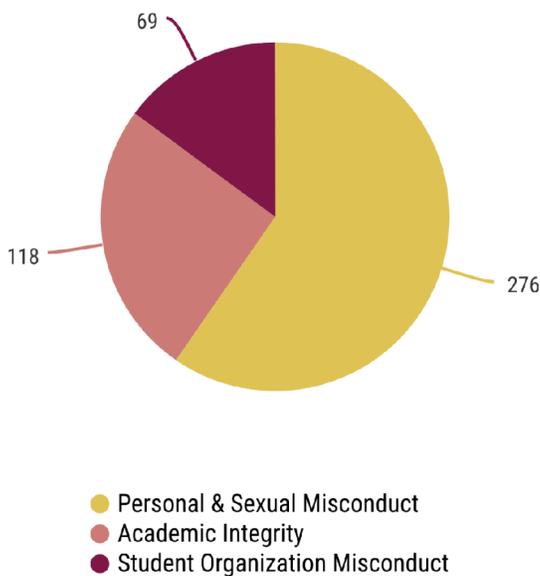
INCIDENT DATA

The OSCCS received 463 total reports in the 2024-2025 academic year. These reports are broken down into three broad categories:

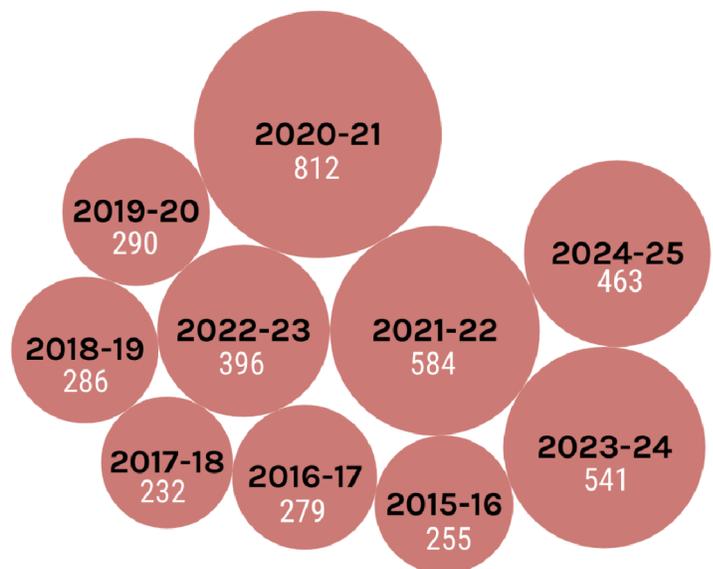
Academic Integrity ● Personal & Sexual Misconduct ● Student Organization Misconduct

Of those 463 complaints, 85% were complaints alleging individual personal or sexual misconduct, 36% were complaints alleging academic misconduct, and 15% were complaints alleging student organization misconduct.

Total Reported Cases from 2024-2025



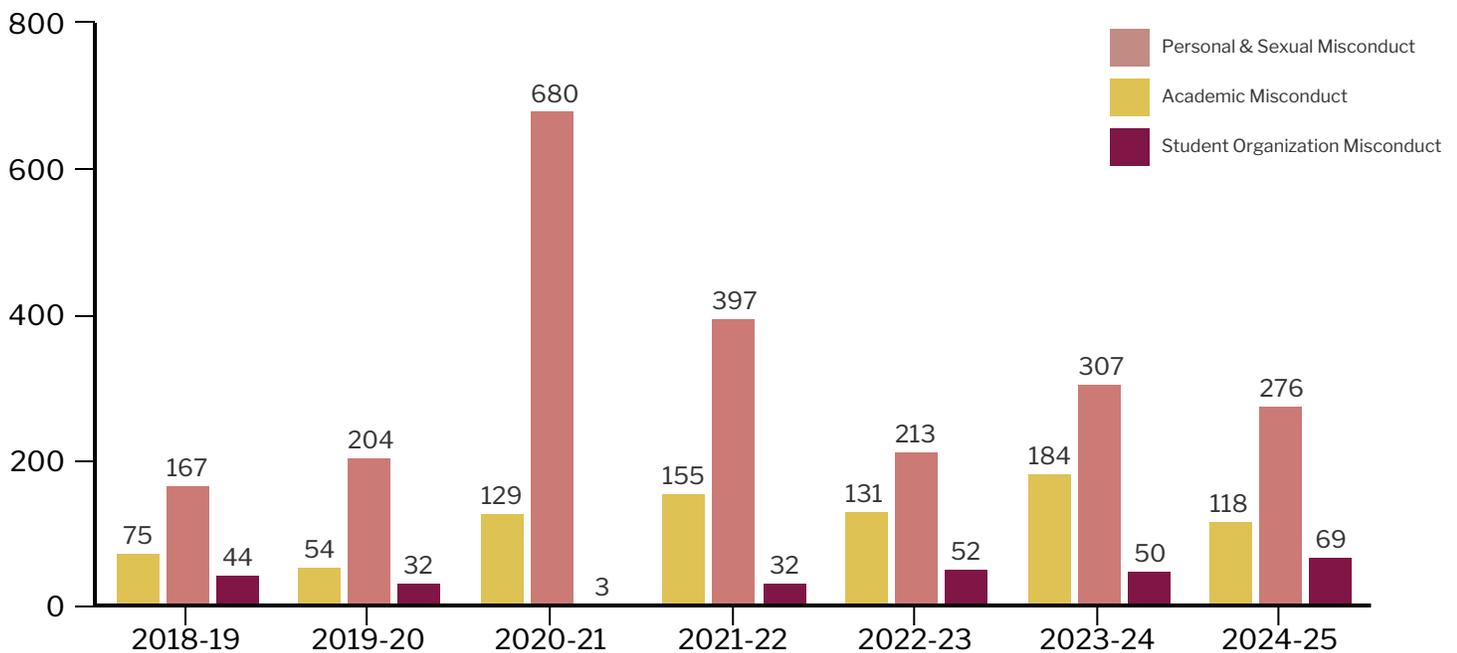
Case Numbers from June 2015 to June 2025





2024-2025 INCIDENT DATA

The total reported number of cases decreased by 14% from the prior year. Reports of academic misconduct decreased by 36%. Student organizational misconduct reports increased by 38%.



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





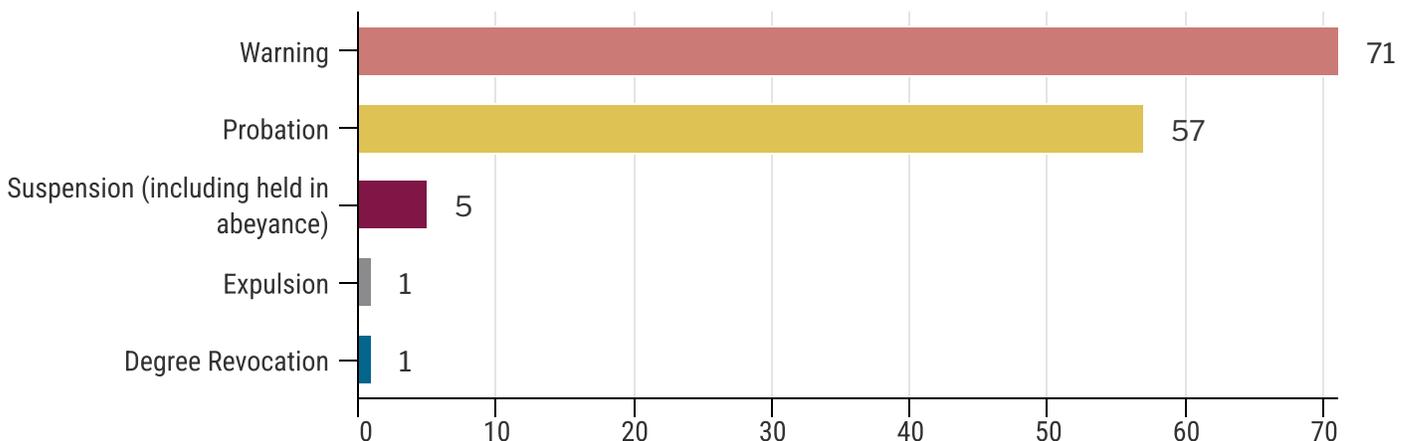
RESOLUTION INFORMATION

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 2024-2025:



Note: as of June 30, 2025 nine 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 pie chart below shows the breakdown of assigned status sanctions last year.

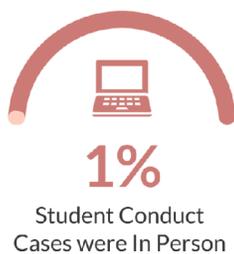




RESOLUTION INFORMATION

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 (IRM) when resolving their case.

Student's choice for Initial Response Meeting (IRM) format:



Actual Count Breakdown of Meetings

Academic Integrity Cases

78 Virtual
0 In Person

Personal Misconduct Cases

321 Virtual
4 In Person

All Cases

411 Virtual
4 In Person



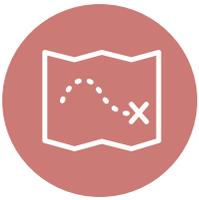
FACILITATING EDUCATION

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 2024-2025 academic year, OSCCS conducted 7 presentations to an estimated total of 308 students, faculty, and campus partners.



FACILITATING EDUCATION

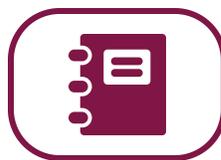
The OSCCS offers several types of educational sanctions:



Mentoring Program



Academic Integrity Workshop



Personal Development Plan



Substance Use Education



Building Healthy Connections Workshop



Values Based Decision Making Workshop

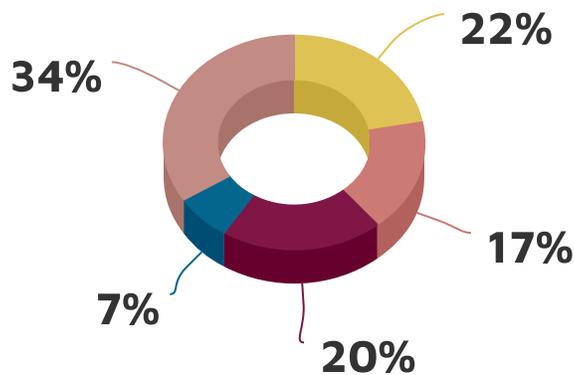


Conflict Management Project



Reflective Essay Assignments

Most Common Educational Sanctions By Type



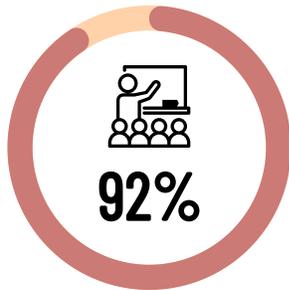
- Substance Use Education
- Decision-Making Workshop
- Reflection Essays
- Academic Integrity Workshop & Seminar
- Other Educational Sanctions & Referrals



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.

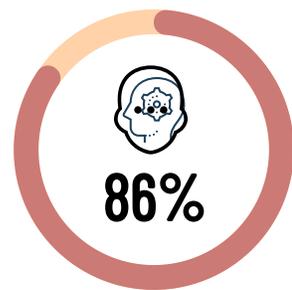
Decision Making Workshop (DMW)



of student participants
Agree/Strongly Agree:
"the Decision Making Workshop (DMW) helped me understand how my personal values."



of student participants
Agree/Strongly Agree:
"the DMW helped me understand how my values play a role in my decision making."



of student participants
Agree/Strongly Agree:
"the DMW helped me build my confidence in my ability to exercise my own values when making future decisions."

"I hadn't thought about [my values] before or really put words to them. Identifying my values will help me make better, more grounded decisions in the future"

- DMW Participant



CONTACT US



Email

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Website

[Office of Student Conduct & Community Standards](#)



Phone

(617) 258-8423



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