

Model Notices Regarding Temporary Measures When Allegations Implicate Safety or Significant Disruption

1. Notice of temporary safety or non-disruption measures to the accused, any identified target, and any other known person who would be uniquely subject to a restriction under (or need protection of) the temporary measures. Such notice should include the following statement:
 - ✓ ***“No determination (one way or the other) has been made about the allegation leading to this notice. In determining and implementing the temporary safety or non-disruption measure(s), and giving this notice, the Society is not making a judgment of any kind against any individual who would be restricted by the intended action. Any statement or action to the contrary is not authorized by the Society. In these circumstances, before a determination is made of whether a violation of the [Cite to the Policy] occurred, the Society prioritizes preventative safety and non-disruption measures in the interest of the Society’s mission and the many it serves, over the interests of one or a few, if the two must be weighed.”***

2. Notice of an alleged conduct concern and temporary safety or non-disruption measures to accused’s home institution (or any other institution where the accused has an affiliation). Such notice, if and in circumstances when a Society’s policy provides that it may be given prior to a finding of responsibility, should include the following statement:
 - ✓ ***“The [Society name] received an allegation that [name] violated the Society’s [Cite to Policy] by [Insert a brief, purely factual summary of the allegation—no opinions or embellishment]. The Society has implemented temporary safety or non-disruption measure(s) [specify]. No determination (one way or the other) has been made about the allegation. In taking that action and giving this notice, the Society is not making a judgment that the accused violated the Policy. Any statement or action to the contrary is not authorized by the Society. In these circumstances, before a determination is made, the Society prioritizes preventative safety and non-disruption measures based on the nature of an allegation in the interest of the Society’s mission and the many it serves, over the interests of one or a few, if the two must be weighed.”***

(Note: The circumstances for notice of an allegation would generally be those in which a credible question of misconduct has been raised that poses significant safety concerns/issues or it is necessary to explain why an individual cannot participate on a temporarily based on significant disruption concerns/issues.)