

POLICIES AND PROCEDURES

Complaint and Disciplinary Procedures

Students who believe that they have been treated improperly for any reason are encouraged to raise their concerns. Difficulties with other students can be pursued through the living group, department head, other appropriate venues or groups, and the Office of Student Conduct and Community Standards (OSCCS) (<https://studentlife.mit.edu/osc>), which can be contacted at osccs@mit.edu or 617-258-8423. Students may also bring concerns to the attention of an ombudsperson (<http://ombudsoffice.mit.edu>).

It is the Institute's policy that individuals will not be retaliated against for initiating an inquiry or complaint in good faith.

Anyone—including individual students, faculty members, and employees of the Institute—may bring a complaint against a student to the Committee on Discipline (COD) (<http://cod.mit.edu>). The COD reviews cases of academic offenses, violations of Institute regulations and policies, and other infractions alleged to have been committed by students.

A complaint against a student must be submitted to OSCCS or the Institute Discrimination and Harassment Response Office (IDHR) (<https://idhr.mit.edu>). OSCCS meets with involved students and gathers relevant documentation. After a review of the situation, the COD chair determines the appropriate method of resolution. The COD has the authority to impose any sanction it deems appropriate. Possible sanctions include disciplinary warning, probation, suspension, and expulsion. Sanctions may also include educational and/or restorative components meant to address the situation to promote learning. Detailed procedures for resolving complaints alleging that a student has violated MIT policies are available from the OSCCS and from the COD.

For complaints about discrimination and discriminatory harassment, MIT community members should reach out to IDHR. IDHR's procedures also serve as the grievance procedure for students as required by Title IX of the Higher Education Act of 1972 with regard to grievances arising out of alleged discrimination on the basis of sex.

A complaint against anyone employed by MIT may be discussed with the immediate or higher supervisor in the center, lab, department, or school where the concern arose, with a director of administration and finance if applicable, or with the human resources office on campus or at Lincoln Laboratory. A written request for a formal review of a complaint should be made to a human resources officer.