



Student Resolution Center
Student Conduct Services
501 W. Lake Street, Suite A
Aggie Village, Walnut
Fort Collins, Colorado 80523-8015
(970) 491-7165
Fax: (970) 491-1800
SRCenter@colostate.edu
www.resolutioncenter.colostate.edu

December 9, 2016

Stephanie Bess
Sent electronically to sbess@rams.colostate.edu

PERSONAL AND CONFIDENTIAL

Regarding Case Number: 2016174102

CSU ID: 830251444

Dear Stephanie:

I am writing to update you regarding the outcome of Gian's hearing on December 6, 2016.

Gian was found **RESPONSIBLE** for the following:

- 06 Abusive Conduct
- 07a Harassment - Gender
- 15 Evidence of Violation of Law

As a result, Gian was issued the following sanctions:

- **General Disciplinary Probation:**
You are on General Disciplinary Probation through December 15, 2017. General Disciplinary Probation is for a designated period of time during which you are required to show appropriate changes in attitude and behavior. Specific sanctions or restrictions may be imposed as a part of this discipline but do not result in loss of good standing with the University. A violation of the terms of General Disciplinary Probation, or subsequent misconduct after discipline, is grounds for further disciplinary action, including loss of good standing, suspension or expulsion.
- **No Contact Order:**
You are to have NO CONTACT with Stephanie Bess. If you do make contact via text, phone, email, online, in person, in writing, through a third party, or in any other way you may be cited/arrested for harassment and face additional disciplinary action. Any retaliatory behavior toward the impacted party/complainant, either by yourself or by any third-party, could be a violation of University policy or may result additional disciplinary action. Retaliation includes violation of no contact orders as well as contact with the impacted party/complainant through third parties, such as attorneys or private investigators.
- **Counseling Center:**
Meet with Chris Leck at the CSU Health Network by January 6, 2017 to create a treatment plan to address emotional regulation and coping skills. You are then required to provide a copy of that treatment plan to my office by January 11, 2016 and follow through on your treatment plan. Please call the CSU Health Network at (970) 491-4693 to schedule your appointment. You must complete an information exchange form at your appointment so Chris may verify your attendance to us.

- **Conflict Coaching:**

***Time Commitment:** Minimum of 4 sessions (each session is 1 hour). The total number of sessions will be dependent on the recommendation of the conflict coach.*

***What it is:** Conflict coaching is a powerful one-on-one conversation with a conflict resolution staff member. You'll have the opportunity to talk about your conflict confidentially without being judged or told what to do. Your coach will help you identify your needs and goals, gain increased clarity, and provide you with helpful tools and resources for moving forward.*

***Purpose:** Many people report that conflict causes them to feel confused and anxious. It may be hard to know what to do in conflict situations and it can be very easy to say or do things that make things worse. Conflict coaching is designed to help you effectively navigate a current conflict you have, or help you build the knowledge and skills to manage future conflict better.*

***How to get started:** A staff member from the Student Resolution Center will reach out to you shortly to schedule your first appointment.*

***Due Date:** Your first conflict coaching session must be completed by **December 30, 2016** and the remainder of these sessions must be completed by **February 10, 2017**.*

Both of you and Gian have the right to appeal this decision through our written appeals process. Criteria for appealing a hearing decision are available for review [online](#). Students wishing to appeal must do so within 7 business days following the receipt of the decision letter. Your appeal deadline will be 5:00 PM on December 20, 2016. You may submit this appeal via email to SRCenter@colostate.edu.

You will be notified if Gian appeals this decision. If he does appeal and changes are made to the decision outlined in this letter, I will contact you with that information as well.

I would like to remind you once more of the following information for several resources on campus which you might find helpful at this time

- **The Women and Gender Advocacy Center** offers confidential services to Colorado State University students who have been impacted by sexual assault, relationship violence, and stalking. Additional information can be obtained by calling the 24 hr hot line at 970.492.4242 or by visiting their [website](#).
- **The University Health Network** provides professional counseling services to currently enrolled CSU students free of charge. You may contact the counseling center to make an appointment at (970) 491-6053 or you may visit their [website](#) for additional information
- **Student Case Management** helps support students in crisis situations and connects them with campus and community resources. For additional information contact 970.491.8051 or visit their [website](#).

Sincerely,



Michael Katz

Associate Director, Student Conduct Services at the Student Resolution Center

CC: Women and Gender Advocacy Center
Ashley Vigil, Office of Support and Safety Assessment