

ETHICS & GRIEVANCE COMMITTEE GRIEVANCE PROCEDURE REGULATION

Definitions

1. Business Days shall include any days which are not considered non-business days as defined below. For the purposes of this Regulation, Business days shall also include the weekends which have been resolved by the Armenian Government to be business days.

2. Committee shall mean the Ethics and Grievance Committee of the Faculty Senate of the American University of Armenia (AUA) comprising at least 5 and at most 7 members (including the member chairing the Committee (the “Chairperson”). Committee shall be composed of both faculty and staff members of the AUA. There shall be 2 (in case of a 5 or 6-member Committee) and 3 (in case of a 7-member Committee) staff members in the Committee, who shall be nominated by the Chair of the AUA Staff Assembly.

3. Dean shall mean a Dean of any college or program of the AUA.

4. Designee shall mean any person who has a written authorization to represent a President, Provost, Dean, a Program Chair or Chairperson of the Panel (as prescribed in point 4 of Rule 3 of this Regulation). Students cannot serve as “Designees” within the meaning of this definition.

5. Faculty Member shall mean any member of the faculty teaching at a degree awarding program, the General Education (“Gen Ed”) and the Acopian Center for the Environment of the American University of Armenia.

6. Non-Business Days shall include but shall not be limited to weekends, national holidays, memorial days, and any other day resolved by the American University of Armenia policies to be a non-working day.

7. Party shall mean a person who is involved in Grievance procedure as a complainant or a respondent. The complainant and respondent are collectively referred to as Parties.

8. Program Chair shall mean a Program Chair of any program of the American University of Armenia.

9. Supreme Decision-Making Body shall mean the University President except for those cases when the Grievance or the appeal is against the University President or the Provost and in cases prescribed in Rule 30 of this Regulation. In those exceptional cases, the Supreme Decision-Making Body shall be the Executive Committee of the University Faculty Senate.

10. University shall mean the American University of Armenia (“AUA”).

11. University Community Member shall mean any AUA staff or faculty member.

I. Competence of the Committee

Rule 1.

(Violation of AUA Policies)

1. The Committee shall have the competence to hear any non-anonymous written complaint (“**Grievance**”) brought by any individual, who believes that the AUA Faculty Code of Conduct, Staff Conduct, AUA Statement on Academic Freedom, AUA Policy on Equal Opportunity and Affirmative Action, AUA Policy on Sexual Harassment, AUA Policy on Substance Abuse, AUA Policy on Main Rights, Duties, and Responsibilities of the Employees, and/or AUA Policy on Main Rights, and Responsibilities of the Employer has been violated by any University Community Member, provided that the complainant has been affected by the violation.
2. The Committee shall have the competence to hear any appeal filed by any AUA student against whom a disciplinary measure has been imposed by a Faculty member, Program Chair, a Dean or Dean’s designee, pursuant to the AUA Student Code of Ethics for a violation of academic integrity or misconduct, provided that such measure was manifestly erroneous or grossly unfair.

II. Grievance Procedure: General Considerations

Rule 2.

(Accepting the Grievance)

The Chairperson of the Committee or a Designee from the Committee members is responsible for accepting the grievance or appeal. On the same day after receiving the grievance or appeal, the Chairperson shall inform (by email) all Committee members on its acceptance status. If the grievance or appeal is lacking the basic information necessary for acceptance and review (for example: name of the applicant, name of the respondent against whom the grievance is submitted, the grounds/reference to the policy violated with facts including but not limited to the date and place as well as information stated in Rule 17), the Chairperson shall return the submission with the notification on insufficient information for the grievance. The applicant has a right to resubmit the grievance or appeal within three (3) days after receiving the notification from the Chairperson or until the completion of the original deadline for grievance submission established in this Regulation.

Rule 3.

(Establishment and Composition of the Panel)

1. Within three (3) Business Days after accepting the grievance or appeal, a Committee member who believes that his/her inclusion on the Panel would raise an appearance of bias must notify the Committee Chairperson of the circumstances for the Committee’s consideration. Such bias includes, but is not limited to circumstances where:

- the Committee member, as an individual, has witnessed the events which are being argued in frames of the grievance,
- the Committee member is a Party;
- the relative of the nominee is or reasonably can be expected to be a party to the grievance,
- the nominee is the direct superior or subordinate to any Party,
- the nominee has any official, personal or business relationship with any Party.

1.1. Serving in the Committee does not mean official or business relationship within the meaning of this Rule.

1.2. Being a colleague or a co-worker of a Party does not itself qualify for bias within the meaning of this Rule unless they work on the same project or share the same room in the office.

2. Within five (5) Business Days after receiving grievance or an appeal (within the meaning of Rule 24), the Chairperson of the Committee shall establish a Panel composed of at least three (3) elected members of the Committee (“**Panel**”) in the procedure provided by point 3 of this Rule.

3. After accepting grievance or an appeal (“Grievance”) as provided for in point 1 of this Rule, the Committee shall nominate members of the Panel and hold an election whereby the Panel members will be elected by a simple majority vote of the Committee within the terms provided for in this Rule.

4. The Committee’s Chairperson shall serve as ex-officio member of the Panel and shall chair the Panel. If, for any reason, the Chairperson is unable to chair the Panel the Committee shall designate another Committee member to chair the Panel by a voting within one (1) Business Day after notification from the Chairperson. The new Panel Chair shall be elected by a simple majority vote.

5. Non-members of the Committee (staff or faculty) who are the University Community Members upon their consent may be appointed by the Committee as ad hoc members of the Panel, in case if it is not possible to complete at least three-member Panel from the Committee members. The nomination of ad-hoc members shall undergo an election whereby the ad-hoc members will be elected by a simple majority vote of the Committee. Students cannot serve as ad hoc members of the Panel within the meaning of this Rule.

6. The AUA Sexual Harassment Advisor (if there is one) or the Provost (or Advisor’s or Provost’s Designee) shall be appointed by the Committee as the second (2nd), ex-officio member of the Panel in case the Grievance concerns an allegation of sexual harassment.

7. Once the Panel has been formed by the Committee, the Panel’s Chairperson (or Chairperson’s Designee) shall notify Parties in writing of the Panel’s composition within one (1) Business Day after the Panel has been formed.

8. Once being notified of the Panel’s composition, Parties may request the Committee within three (3) business days of the notification, to reconsider the inclusion of a particular member or members

in the Panel based on potential bias. Any Party who believes that the inclusion of a particular person in the Panel would raise an appearance of bias must substantiate the allegations and notify the Committee Chairperson by email (ethics@aua.am) of circumstances of the suspicion of partiality for consideration.

9. Once being notified of the request for removal of a Panel's member due to appearance of bias, the Committee shall, within three (3) business days , inform Parties in writing of whether the request has been approved or not.

10. If after the request for removal is approved, the members of the Panel become less than three (3) in number, the Committee shall appoint a new member to the Panel from the Committee members or ad-hoc members elected in the manner defined by this Regulation within three (3) Business Days by a voting. The new member may be elected by a simple majority vote.

Rule 4.

(Mandate of the Panel)

1. When the Grievance is declared admissible in accordance with Rule 5(4) below, the Panel shall then carry out factual investigation and make the appropriate decision and/or recommendation upon the Grievance, as further specified in this Regulation. The factual investigation may include but is not limited to requesting relevant information about the Grievance from any member of the University Community, including the Parties as the Committee deems appropriate.

2. The Panel should periodically report to the Committee about progress on factual investigation and final decisions.

Rule 5.

(Ruling on admissibility and notifying the Parties)

1. If the Panel determines either

- 1) that the facts alleged in Grievance, if true, would not constitute a violation of University policies mentioned in Rule 1 of this Regulation; or
- 2) that the consideration of the facts alleged in the Grievance would not be in the purview of the competence of the Panel laid down in Rule 1 of this Regulation; or
- 3) that the complainant has not been affected by the violation as required by Rule 1 of this Regulation; or
- 4) that the Grievance was filed beyond the time-limit specified in Rule 14 of this Regulation.

Then, within ten (10) business days of the filing of the grievance, the Panel shall notify in writing the Parties that the Grievance was declared as inadmissible.

2. The Panel's decision shall specify the ground per the Regulation upon which the Grievance was rejected. The Committee shall retain the final decision for its archive but shall destroy the remaining evidence in the file. The final decision shall remain to be confidential.

3. In the absence of inadmissibility ground specified in this Rule, within ten (10) Business Days of the filing of the Grievance, the Panel shall notify the Parties in writing that the Grievance was declared as admissible⁴. The Panel's written notice to the respondent shall include the copy of the Grievance, Panel's composition, and shall provide the respondent with a statement of the respondent's rights and an explanation of the Panel's hearing procedure and include the link to the current Regulation.

5. No further appeal will be available within University against the Panel's decision.

Rule 6.

(Panel's Decisions and Recommendations)

The Panel has the right to make the following decisions:

For Grievance

- Decision to declare a Grievance admissible or inadmissible.

Decisions on admissible grievances can be of the following type:

- Decision to endorse the friendly settlement reached between Parties;
- Decision on finding a violation whereby the Supreme Decision-Making Body is recommended to call for a disciplinary action pursuant to Rule 22;
- Decision to dismiss the Grievance upon finding no violation.

For Appeals

- Decision to declare the appeal admissible or inadmissible;
- Dismiss the appeal;
- Grant the appeal.

The decision shall be made in writing signed by the chair of the Panel. The Panel shall notify Parties about the decision in writing. For the purposes of this Rule, sending an email to Parties shall be deemed as notification in writing. The Panel shall send such emails to Parties' official AUA email addresses using its official AUA email address.

If the Panel finds that a disciplinary action/sanction should be imposed on a Party, it shall write a recommendation to the Supreme Decision-Making Body regarding the proposed disciplinary action/sanction. The recommendations are made in accordance with Rule 22 provided that no

decision to adjourn the Grievance or not to call for a disciplinary action has been made provided for in this Rule.

Rule 7.

(Panel's tentative ruling)

Within fourteen (14) Business Days of either:

1. the expiration of the time limit mentioned in Rule 18, or
2. the Panel's receipt of the respondent's written response to the Panel's notification of the grievance.

The Panel shall give written notice to the complainant and the respondent of the Panel's tentative ruling.

Rule 8.

(Interviews of parties or witnesses)

1. Whenever the case has been declared admissible, the Panel may conduct interviews of the Parties or witnesses in person, by e-mail, telephone or other similar technology.
2. Interviews shall be held via the most expedient format and shall not be adversarial.
3. The Panel (or at least one member of the Panel) is obliged to interview the Parties (at least once) in person after the Grievance is declared admissible but before the hearing. The interviews shall be held separately with each Party.

Rule 9.

(Selection of Witnesses)

In an effort to maintain confidentiality, while at the same time conducting a fair investigation of the facts of a Grievance, the Panel shall make every effort to limit the number of witnesses it deems necessary to call upon while at the same time ensuring a full investigation of the factual issues raised in the Grievance. Parties may suggest appropriate witnesses to the Panel. The Panel shall decide which witness to interview and shall conduct a thorough assessment of evidence when the witnesses suggested by Parties are interviewed.

Rule 10.

(Hearings)

The Panel, within twenty (20) Business Days after the Grievance is declared admissible, may call for hearing(s) in a special room at the University reserved specifically for the hearing(s), where

the Parties to the Grievance will have the opportunity to present their case and answer the questions of the Panel provided that Party(ies) have requested a hearing in accordance with Rule 19. The Parties shall be notified of the hearing in writing at least five (5) Business Days before the hearing by email. Parties shall have the right for a motion to call a witness to the hearing by giving a written notice by email with expression of the grounds on relevancy to the Panel at least 2 (two) Business Days before the hearing. The Panel shall decide, on its sole discretion, whether the witness(es) called by a Party(ies) should be present at the hearing. No one shall have the right to be present at the hearing but the Panel, the Parties and witnesses (if applicable).

Rule 11.
(Mediation)

The Panel is obliged, at any stage of the proceedings, prior to reaching a final decision or recommendation within the meaning of Rule 6 of this Regulation, to attempt to resolve the dispute through mediation.

Rule 12.
(Recording and Publication of Panel's Final Decisions and/or Recommendations)

1. All the decisions and recommendations of the Panel shall be recorded by the Committee in the form of a written report. The report's content and subsequent disposition of the report by the Panel depend on whether or not the recommendation calls for a disciplinary action.
2. Periodically, the Committee shall provide a brief verbal report to the Faculty Senate. In the report, the Committee shall include, without mentioning names or identifying specifics, the number of claims that have been dismissed or rejected, claims that have been satisfied, the policies that have been violated (if any) and how to avoid common infractions.

Rule 13.
(Voting in the Panel)

The Panel shall make decisions and/or recommendations by a simple majority vote. In the event of a tie vote (if the number of Panel members are even), the Chairperson's vote shall be counted too to break the tie.

B. Procedural Guarantees

Rule 14.
(Due Process)

1. Due process is guaranteed to the Parties in any of the proceedings laid down in this Regulation. This includes the right to be heard, right to call witnesses (subject to the limitations in Rule 9 of

this Regulation), a right to review, and decision by impartial persons or bodies as prescribed herein, and a right to adequate notice.

2. The admitted complaint shall be shared with the Respondent by the Panel within one (1) Business Day of admitting it, to ensure the Parties of the Grievance are equally informed and familiar with the wording of the Grievance.

3. The nature of the proceedings will be fact-finding.

Rule 15.
(Confidentiality)

1. General: Pursuant to other AUA policies, and out of respect for Parties, all Parties to the Grievance or the appeal and all members of the Ethics and Grievance Committee and the Panel are obliged to keep confidential all aspects of any specific Grievance or appeal, especially the names of Parties, the facts of Grievance, and any communications or procedures undertaken by the Panel toward resolution.

2. “Confidentiality Notice”: For clarity, any document, including final decision (printed or electronic) containing substantive information about a grievance or appeal (including the names of the parties) shall be marked “Confidential” to assure against inadvertent circulation of the document to an unauthorized person. For the purposes of this Rule, unauthorized person shall mean any person who is not involved in Grievance or appeal.

3. Witnesses: In order to balance confidentiality concerns with the need to conduct investigation, the obligation to keep confidential all aspects of any grievance or appeal shall be extended to any witness called by the Panel and the witness shall be informed of this obligation by the Panel. The Chairperson or his/her Designee shall

- 1) ensure that the witnesses are informed about the requirement set forth in this rule, and
- 2) require a non-disclosure statement in writing.

4. Breach of Confidentiality: For the protection of all involved individuals and for fairness in general, if Party to Grievance or appeal discloses information about Grievance or appeal to a person outside the circle of confidentiality, then the Committee may take disciplinary action against the disclosing Party. This may include dismissal of the grievance without further proceedings, in the event that the unauthorized disclosure was made by a complainant or a complainant’s witnesses. In the event that a respondent is in breach of confidentiality, the Committee may impose a sanction of an oral or a written warning. In the event that a Committee member is in breach of confidentiality, his/her membership in the Committee will be terminated immediately.

5. Transparency: For the protection of Panel members and in order to maintain an impartial process, any Committee member who discovers a breach of confidentiality must report such breach to the Panel and the Chairperson.

6. All correspondence related to EGC cases should be conducted via EGC official email address (ethics@aua.am). Any other personal or professional emails of the Committee members should not be used for the discussion of the cases.

III. Grievance Procedure for Complaints of Violations of the AUA Faculty Related Policies, AUA Administration Related Policies and/or the AUA Student Code of Ethics

A. Procedure prior the Panel's final decision

Rule 16.

(Time limit for filing a grievance)

Grievances within the meaning of Rule 1 of this Regulation shall be filed to the Committee within twenty-one (21) business days from the day when the complainant became aware of the violation he/she alleges to have been committed.

Rule 17.

(Content of the Grievance)

The Grievance shall include the following information:

- the problem at issue,
- the names of the Parties (complainant and the respondent against whom the Grievance is submitted)
- the rights believed to be violated specifying the policy regulation or the rule(s) that is believed to be violated,
- the reasons for believing so, and
- the relief to which the complainant claims to be entitled.

The statement shall contain factual or other data that the complainant believes to be pertinent to Grievance. The complainant may also include a notice of witnesses he/she intends to call to support his/her position.

If the Grievance does not include any of the above-mentioned points it is subject to be returned to the complainant with a right to revise the Grievance and submit the revised Grievance to the Committee within three (3) Business Days of its return.

If the complainant fails to submit the revised grievance within the specified time frame, the Committee cannot accept the Grievance for review.

Rule 18.

(Time limit and Content of the Response to the Notification)

1. The respondent shall have fourteen (14) Business Days from the date he/she was notified by email from the Panel within which to submit a written response to the Panel.
2. The respondent's reply may include respondent's statement of facts in support of respondent's position, notice of witnesses who the respondent intends to call to support his/her position, reference (or inclusion in the response) to relevant documents in support of his/her position and/or proposal for a friendly settlement of the case.
3. If the respondent fails within the said fourteen (14) Business Days to respond to the original complaint, then the Panel shall reach a tentative ruling based on the evidence produced by the complainant.

Rule 19.

(Requesting a hearing to challenge the tentative ruling)

1. If either the complainant or the respondent desire to have a hearing before the Panel to challenge the Panel's tentative ruling, the complainant and the respondent shall each have the right, within three (3) Business Days of the date of the Panel's written notice of its tentative ruling, to notify in writing the Panel's Chairperson and the other Party, that they wish to have a hearing before the Panel in order to present his/her case and/or to hear witnesses that they have produced.
2. The failure of either the complainant or the respondent to challenge the Panel's tentative ruling by requesting such hearing within the said three (3) Business Days, shall cause the tentative ruling to become a final decision or recommendation within the meaning of Rules 21 or 22 of this Regulation.

B. Subsequent Procedure

Rule 20.

(Notification of Panel's final decision or recommendation)

1. Within seven (7) Business Days of the hearing after receiving respondent's reply, the Panel shall notify the Parties, in writing, of the Panel's final decision or recommendation within the meaning of Rules 21 or 22 of this Regulation.
2. Within one (1) Business Day of the date of the tentative ruling becoming a final decision or recommendation within the meaning of Rule 19(2) of this Regulation the Panel shall notify the Parties, in writing, of the Panel's final decision or recommendation within the meaning of Rules 21 or 22 of this Regulation.
3. If the Panel, by a recommendation, within the meaning of Rule 22 of this Regulation, calls for a disciplinary action against a Party, then the Panel shall send the written summary of the

recommendation to the Supreme Decision-Making Body within seven (7) Business Days of the date of the hearing or within one (1) Business Day of the date of the tentative ruling becoming a final decision or recommendation within the meaning of Rule 19(2) of this Regulation.

Rule 21.

(No Disciplinary Action)

1. If the Panel by a final decision dismisses the Grievance upon finding no violation, it shall inform so the Parties and indicate that they have a right to appeal against such a decision with the Supreme Decision-Making Body under Rule 23 of this Regulation. If the decision is not appealed, the Panel shall close the case.
2. If the Panel by a final decision endorses the friendly settlement reached between Parties, then the Panel shall close the case.
3. The Chair of the Committee shall retain a copy of the final decision for the EGC email archive but shall destroy the remaining evidence in the file and the relevant correspondence, except the documents mentioned in Rule 23(4).
4. No further appeal will be available within the University against this decision.

Rule 22.

(Disciplinary Actions (Sanctions))

1. If the Panel, by a decision on finding a violation, recommends the Supreme Decision-Making Body to call for a disciplinary action against a Party, the Panel shall prepare a written summary of the recommendation, including the procedural history, essential facts, and the rationale behind the recommendation. The Panel shall also inform Parties that they have a right to appeal against such decision with the Supreme Decision-Making Body under Rule 23 of this Regulation.
2. The following disciplinary actions (sanctions) may be imposed by the Supreme Decision-Making Body, depending on the seriousness of the violation:
 - (a) Warning;
 - (b) Strict warning;
 - (c) Dismissal from the University.
3. The Supreme Decision-Making Body shall have eleven (11) Business Days to decide what disciplinary sanction to impose. If the Supreme Decision-Making body decides to impose a sanction whereby it calls for a warning or strict warning, it shall have three (3) Business Days to inform about the sanctions by sending an email to the disciplined Party. The subsequent process will take place in accordance with the employment agreement with the disciplined Party and Armenian law.

4. If the Supreme Decision-Making Body does not enforce the recommendation, it shall provide reasons for doing so in writing to the Panel within fourteen (14) Business Days of receiving the recommendation. The Panel shall inform both parties about the decision reached by the Supreme Decision-Making Body within two (2) Business Days of receiving the written notice from the Supreme Decision-Making-Body.

Rule 23.

(Appeals against the Panel's decision)

1. There is a right to appeal available to the Parties against the Panel's decision (except cases stated under the Rules 21, 23 and 27). The appeal must be made to the Supreme Decision-Making Body within five (5) Business Days of the notification of the Panel's decision. The appeal must be made in writing and clearly state the grounds for appeal.

2. The required standard of proof of the appeal will be whether the decision of Panel is reasonable under given circumstances.

3. The Supreme Decision-Making Body shall respond to the appeal in reasonable time but no later than within five (5) Business Days of receiving the appeal. The Supreme Decision-Making Body shall have the discretion to confirm, revise or overturn Panel's decision. The document containing the Supreme Decision-Making Body's disposition of the matter shall become the final decision.

4. The final decision, the original complaint and the written response to it and the minutes of the hearings and/or witness testimonies shall be archived with the Office of Institutional Research and Assessment within ten days after closing the case. All the above-mentioned documents shall remain confidential and after being maintained for three years shall be destroyed, in accordance with Rule 29 of this Regulation. A copy of the final decision shall be placed in the disciplined Party's personnel file and delivered to the disciplined party and the Supreme Decision-Making Body.

5. No further appeal will be available within the University.

IV. Grievance Procedure for Appeals Against Disciplinary Measures Imposed to Students Due to Violations of the AUA Student Code of Ethics

Rule 24.

(Time limit for filing an appeal)

Appeal of a student against a disciplinary measure imposed to him/her by a Faculty member, Program Chair or a Dean (or Dean's designee) within the meaning of Rule 1(2) of this Regulation,

shall be filed to the Committee within ten (10) Business Days from the day when the student had been informed of the measure.

Rule 25.

(Notice and content of the appeal)

1. A copy of the appeal shall be sent to the Dean (or Dean's designee) by the Panel if the appeal is found by the Panel to be admissible.
2. The appeal shall state the reasons for believing that the measure was manifestly erroneous or grossly unfair and the relief to which the student claims to be entitled. The statement shall contain factual or other data that the student believes to be pertinent to appeal.

Rule 26.

(Inadmissibility of the Appeal)

If the Panel determines either:

- 1) that the consideration of the facts alleged in the appeal would not be in the purview of the competence of the Panel specified in Rule 1.2 of this Regulation (i.e. the measure was not manifestly erroneous or grossly unfair or does not relate to violations of rules on academic integrity or misconduct); or
- 2) that the appellant has not been affected by the violation as required by Rule 1.1 of this Regulation; or
- 3) that the appeal was filed beyond the time-limit specified in Rule 24 of this Regulation; then the appeal shall be declared inadmissible.

Rule 27.

(Notification and recording of the final decision)

1. Within ten (10) Business Days of the Committee's receipt of the student's appeal, the Panel shall give a written notice to the complainant and the Dean (and/or the Dean's designee) of the Panel's final decision.
2. If the Panel's final decision is to dismiss the appeal, then the Panel shall close the case and inform the parties of its final decision in writing. The final decision shall remain confidential, be retained in the Committee's archive, together with supporting material, and sealed. A copy of the final decision shall be placed in the student's personnel file and delivered to the student and the Dean.
3. If the Panel's final decision is to uphold the appeal, then the Panel shall terminate the disciplinary measure imposed on the student and notify the Parties, in writing, of its final decision. The Committee shall retain a copy of the final decision for its archive but shall destroy the remaining evidence in the file. The decision shall remain to be confidential.

4. No further appeal will be available within the University against the Panel's decision within the meaning of this Rule of Regulation.

V. Procedure for destroying the files containing confidential information

Rule 28.

1. The Panel shall

- 1) archive all files of the case mentioned in Rule 23(4) to the Office of Institutional Research Assessment,
- 2) delete all electronic files, containing confidential information, from their computers and/or e-mail servers,
- 3) destroy all hard copies, containing confidential information, within 10 (ten) business days after the final decision of the Supreme Decision-Making Body, and
- 4) pass a resolution to the Office of Institutional Research Assessment assuring that aforementioned files (electronic and hard copies) have been destroyed by the Panel.

2. The resolution of the Panel shall be dated and signed by all members of the Panel. It particularly shall assure that all members of the Panel destroyed all files (electronic and hard copies) received by them containing confidential information regarding the dispute, Parties and all participants involved in the dispute. The Committee Chairperson will be responsible to ensure the fulfillment of the requirements of this Rule.

VI. INACTION OF THE SUPREME DECISION-MAKING BODY

Rule 29

(Takeover by the Executive Committee of the University's Faculty Senate)

1. If the Supreme Decision-Making Body, represented by the University President, does not meet the deadlines provided for in Rules 22(3) and 23(3), the Executive Committee of the University's Faculty Senate shall take over the responsibilities of the Supreme Decision-Making Body starting from the first day following the aforementioned deadlines.
2. The Supreme Decision-Making Body represented by the Executive Committee of the University's Faculty Senate shall have the right to impose any one of the sanctions provided for in Rule 22(2) except for dismissal from the University.
3. After the takeover, all the deadlines for the Supreme Decision-Making Body shall be renewed.