Jeffrey Lamoureaux Highlights the Importance of Accountability Following Campus Misconduct Findings

Title IX and civil rights investigator Jeffrey Lamoureaux encourages university leaders to consider the impact on complainants, campus culture, and institutional accountability when responding to substantiated misconduct.

Auburn, Alabama Nov 20, 2026 (Issuewire.com) - Universities must ensure disciplinary consequences reflect the seriousness of substantiated misconduct, according to Title IX and civil rights investigator Jeffrey Lamoureaux. He is calling attention to the importance of meaningful accountability following campus misconduct findings, particularly in cases involving sexual harassment and sexual assault.

Lamoureaux, owner of CIXE Investigations, has conducted more than 1,000 investigations throughout his career. His professional experience includes Title IX investigations, civil rights compliance, hearing officer responsibilities, and training institutional professionals who address allegations of misconduct.

While universities must follow established policies and provide fair procedures to all parties, Lamoureaux believes institutions must also carefully consider whether their disciplinary responses adequately address the seriousness of the conduct and its impact on the campus community.

"When universities discuss disciplinary consequences, there can be a great deal of concern about how suspension or expulsion might affect the respondent's education and future career," Lamoureaux said. "Those consequences are significant, but institutions also need to consider the complainant's future. A student who experienced serious misconduct may be struggling to attend classes, participate in campus activities, or feel comfortable remaining at the university."

Accountability Should Extend Beyond the Investigation

Lamoureaux emphasizes that reaching a finding of responsibility is not the final measure of an institution's response to misconduct.

An investigation may establish what occurred and whether institutional policy was violated, but the resulting disciplinary action also plays an important role in addressing the behavior and maintaining confidence in campus accountability.

In his experience, universities sometimes face difficult conversations about whether imposing substantial disciplinary consequences could negatively affect a respondent's educational or professional opportunities.

He believes those discussions should not overshadow the impact of the underlying misconduct.

"One concern I have encountered is the argument that we should not ruin a student's life by imposing a serious sanction," Lamoureaux explained. "But that conversation needs to include the student who experienced the misconduct. We cannot focus so heavily on protecting one person's future that we minimize what happened to someone else."

Lamoureaux maintains that sanctions should be proportionate to the seriousness of the substantiated violation. While educational assignments, warnings, or counseling may be appropriate responses to

certain lower-level policy violations, he believes serious sexual assault findings generally warrant significantly stronger consequences, potentially including suspension or expulsion.

The appropriate outcome must still be determined through the institution's applicable policies, procedures, and consideration of the individual circumstances.

Inconsistent Responses Can Affect Campus Confidence

Another concern Lamoureaux identifies is the effect that inconsistent disciplinary responses can have on an institution's credibility.

When students observe substantially different consequences for seemingly similar misconduct, questions may arise about whether institutional policies are being applied fairly.

Lamoureaux acknowledges that no two cases are identical. Differences in the severity of the conduct, surrounding circumstances, disciplinary history, and other relevant factors may justify different outcomes.

However, he believes institutions should be able to explain why particular sanctions were selected.

"If one student is suspended for serious misconduct while another receives a warning for conduct that appears equally serious, students are naturally going to question the difference," Lamoureaux said. "There may be legitimate circumstances that explain those decisions, but institutions need a consistent approach to accountability rather than making exceptions based on who is involved."

He encourages university leaders to ensure that decision-makers receive appropriate training and understand how disciplinary outcomes can influence confidence in institutional processes.

Campus Culture Is Shaped by Institutional Responses

According to Lamoureaux, disciplinary decisions can have implications beyond the individuals directly involved in a complaint.

Students and employees pay attention to how institutions respond to misconduct, particularly when allegations involve serious violations of community standards.

An institution's response can influence whether members of the campus community believe complaints will be taken seriously and whether established expectations apply consistently.

"Students hear about how universities respond to misconduct, even when they do not know every detail of a case," Lamoureaux said. "When serious violations appear to result in minimal consequences, it can create concerns about whether the institution is genuinely committed to accountability."

He notes that universities must balance privacy obligations with the need to communicate their general expectations and commitment to enforcing institutional policies.

Clear policies, consistent practices, and appropriate training can help institutions demonstrate that misconduct findings are followed by meaningful consideration of the consequences.

University Leaders Must Consider the Broader Impact

Lamoureaux encourages university administrators to examine whether their disciplinary practices adequately consider the people affected by misconduct and the institution's responsibility to prevent future violations

He believes the impact on complainants should remain an important consideration, alongside the circumstances of the violation, the respondent's disciplinary history, and other factors required by institutional policy.

This does not mean every case should result in the same sanction. Rather, Lamoureaux advocates for decisions that are carefully considered, proportionate, and supported by clear reasoning.

"Accountability is not about imposing the harshest possible punishment in every situation," Lamoureaux said. "It is about recognizing the seriousness of what occurred and determining a response that is appropriate. A warning may be reasonable for one type of violation, but it should not be treated as an adequate substitute for meaningful consequences when the misconduct is substantially more serious."

He also emphasizes that institutions should avoid allowing concerns about reputation, public attention, or the status of an individual student to influence disciplinary outcomes.

For Lamoureaux, maintaining fairness requires considering the rights of all parties while remaining focused on the conduct established through the institutional process.

"Universities have an obligation to be fair to everyone involved, but fairness does not mean avoiding difficult decisions," Lamoureaux said. "When serious misconduct has been substantiated, the institution needs to be prepared to respond in a way that reflects its policies, its responsibilities, and the impact of that conduct."

About Jeffrey Lamoureaux

Jeffrey Lamoureaux is the owner of CIXE Investigations and a nationally recognized Title IX and civil rights investigator, hearing officer, trainer, and consultant. With more than 1,000 investigations conducted throughout his career, Lamoureaux provides investigative, consulting, and training services involving Title IX, civil rights compliance, workplace misconduct, and institutional accountability. His work includes training investigators, hearing officers, Title IX coordinators, and other professionals responsible for maintaining fair and effective institutional processes.

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