

- 2) **Academic Dishonesty.** Acts of academic dishonesty such as cheating, plagiarism, and/or misrepresentation will be addressed as outlined in the Academic Honesty Policy;
- 3) **Unauthorized Access.** Unauthorized access to any UNA building (i.e., keys, cards, etc.) or unauthorized possession, duplication or use of means of access to any University building or failing to timely report a lost UNA identification card or key;
- 4) **Collusion.** Action or inaction with another or others to violate the Code of Student Conduct;
- 5) **Trust.** Violations of positions of trust within the community;
- 6) **Taking of Property.** Intentional and unauthorized taking of UNA property or the personal property of another, including goods, services and other valuables;
- 7) **Stolen Property.** Knowingly taking or maintaining possession of stolen property;

***Community:*** *UNA students embrace the diversity of cultural backgrounds, personal characteristics, and life situations represented in this community. Behavior that violates this value includes, but is not limited to:*

- 8) **Disruptive Behavior.** Substantial disruption of UNA operations including obstruction of teaching, research, administration, other UNA activities, and/or other authorized non-UNA activities which occur on campus;
- 9) **Rioting.** Causing, inciting or participating in any disturbance that presents a clear and present danger to self or others, causes physical harm to others, or damage and/or destruction of property;
- 10) **Unauthorized Entry.** Misuse of access privileges to UNA premises or unauthorized entry to or use of buildings, including trespassing, propping or unauthorized use of alarmed doors for entry into or exit from a UNA building;
- 11) **Damage and Destruction.** Intentional, reckless and/or unauthorized damage to or destruction of UNA property or the personal property of another;
- 12) **IT and Acceptable Use.** Violating the University Acceptable Use and Computing Policy, found online at [una.edu/its/una-it-policy](http://una.edu/its/una-it-policy)
- 13) **Gambling.** Gambling as prohibited by the laws of the State of Alabama. (Gambling may include lotteries, sports pools and online betting activities);
- 14) **Weapons.** Illegal or unauthorized possession of firearms, explosives, other weapons, or dangerous chemicals on University premises or use of any such item, even if legally possessed, in a manner that harms, threatens or causes fear to others, including the storage of any item that falls within the category of a weapon in a vehicle parked on UNA property<sup>2</sup> (for more information, see Weapons Statement at [una.edu/student-conduct/policies/weapons-statement.html](http://una.edu/student-conduct/policies/weapons-statement.html));
- 15) **Fire Safety.** Violation of local, state, federal or campus fire policies including, but not limited to:
  - a) Intentionally or recklessly causing a fire which damages UNA or personal property or which causes injury.
  - b) Failure to evacuate a UNA-controlled building during a fire alarm;
  - c) Improper use of UNA fire safety equipment; or
  - d) Tampering with or improperly engaging a fire alarm or fire detection/ control equipment while on UNA property. Such action may result in a local fine in addition to UNA sanctions;

***Social Justice:*** *UNA students value an environment for the free expression of ideas, opinions, thoughts, and differences in people. They understand and appreciate how their decisions and actions impact others and are just and equitable in their treatment of all members of the community. They act to discourage and challenge those whose actions may be harmful to and/or diminish the worth of others. Conduct that violates this value includes, but is not limited to:*

- 16) **Discrimination.** Any act or failure to act that is based upon an individual or group's actual or perceived status (**sex, gender, race, color, age, creed, national or ethnic origin, physical or mental disability, veteran status, pregnancy status, religion, sexual orientation, or other protected status**) that is sufficiently severe that it limits or denies the ability to participate in or benefit from the University's educational program or activities.
- 17) **[Unwelcome] Harassment.** Any unwelcome conduct based on actual or perceived status including: **[sex, gender, race, color, age, creed, national or ethnic origin, physical or mental disability, veteran status, pregnancy status, religion, sexual orientation or other protected status]**. Any unwelcome conduct should be reported to campus officials, who will act to remedy and resolve reported incidents on behalf of the reporting party and community.
  - a) **Hostile Environment.** Sanctions can and will be imposed for the creation of a hostile environment only when [unwelcome] harassment is sufficiently severe, pervasive (or persistent) and objectively

offensive that it unreasonably interferes with, limits or denies the ability to participate in or benefit from the University's educational or employment program or activities<sup>3</sup>.

18) **Retaliatory Discrimination or Harassment.** Any intentional, adverse action taken by a responding individual or allied third party, absent legitimate nondiscriminatory purposes, against a participant or supporter of a participant in a civil rights grievance proceeding or other protected activity under this Code.

19) **Bystanding.**

- a) Complicity with or failure of any student to appropriately address known or obvious violations of the Code of Student Conduct or law;
- b) Complicity with or failure of any organized group to appropriately address known or obvious violations of the Code of Student Conduct or law by its members.

20) **Abuse of Conduct Process.** Abuse or interference with, or failure to comply in, UNA processes including conduct and academic integrity hearings including, but not limited to:

- a) Falsification, distortion, or misrepresentation of information;
- b) Failure to provide, destroying or concealing information during an investigation of an alleged policy violation;
- c) Attempting to discourage an individual's proper participation in, or use of, the campus conduct system;
- d) Harassment (verbal or physical) and/or intimidation of a member of a campus conduct body prior to, during, and/or following a campus conduct proceeding;
- e) Failure to comply with the sanction(s) imposed by the campus conduct system;
- f) Influencing, or attempting to influence, another person to commit an abuse of the campus conduct system.

**Respect:** *UNA students respect the rights, dignity and property of all. Behavior that violates this value includes, but is not limited to:*

- 21) **Harm to Persons.** Intentionally or recklessly causing physical harm or endangering the health or safety of any person.
- 22) **Threatening Behaviors:**
  - a) *Threat.* Written or verbal conduct that causes a reasonable expectation of injury to the health or safety of any person or damage to any property.
  - b) *Intimidation.* Intimidation defined as implied threats or acts that cause a reasonable fear of harm in another.
- 23) **Bullying and Cyberbullying.** Bullying and cyberbullying are repeated and/or severe aggressive behaviors that intimidate or intentionally harm or control another person physically or emotionally, and are not protected by freedom of expression.
- 24) **Hazing.** Defined as an act that endangers the mental or physical health or safety of a student, or that destroys or removes public or private property, for the purpose of initiation, admission into, affiliation with, or as a condition for continued membership in a group or organization. Participation or cooperation by the person(s) being hazed does not excuse the violation. Failing to intervene to prevent **(and/or)** failing to discourage **(and/or)** failing to report those acts may also violate this policy.
- 25) **Intimate Partner Violence.** Any instance of violence or abuse - verbal, physical, or psychological - that occurs between those who are in or have been in an intimate relationship with each other.
- 26) **Stalking.** A repetitive and menacing pursuit, following, harassing, and/or interfering with the peace and/or safety of another.
- 27) **Sexual Misconduct.** Includes, but is not limited to, sexual harassment, non-consensual sexual contact, non-consensual sexual intercourse, and/or sexual exploitation (See Sexual Misconduct Policy at [una.edu/titleix](http://una.edu/titleix));
- 28) **Public Exposure.** Includes deliberately and publicly exposing one's intimate body parts, public urination, defecation, and public sex acts.

**Responsibility:** *UNA students are given and accept a high level of responsibility to self, to others and to the community. Behavior that violates this value includes, but is not limited to:*

- 29) **Alcohol.** Use, possession, or distribution of alcoholic beverages or paraphernalia (e.g., alcohol containers, bong/funnel/hose, etc.) except as expressly permitted by law and the University's Alcohol Policy (see the University's Statement and Regulations Regarding Alcoholic Beverages at Social Functions; see policies at [una.edu/students/FSL](http://una.edu/students/FSL) and [una.edu/students/FSL/FSL-Policies/Event-Policy.pdf](http://una.edu/students/FSL/FSL-Policies/Event-Policy.pdf));