

Disorderly conduct is behavior that unreasonably interferes with the ability of others to sleep, study, or participate in the activities of the University.

10. **Disruption or Obstruction of University Activities.** The [Statement on Expression](#) affirms the University's position on expression. This policy describes conduct which does not meet these expectations.

Disruptive conduct is speech or other forms of expression which: prevents or substantially impedes the normal operations of the University or a University function or activity, such as lectures, meetings, interviews, ceremonies, and public events; blocks the legitimate activities of any person on the campus or in any University building or facility; or violates other policies in the Code of Conduct.

11. **Failure to Comply with the Directions of University Officials.** Failure to comply with the directives of University officials or law enforcement officers during the performance of their duties and/or failure to identify oneself to these persons when requested to do so. Such conduct may include the failure to provide proper ID and disrespectful, uncooperative, abusive or threatening behavior.

12. **Fire Safety.** Violation of applicable local, state, federal or campus fire laws, codes and policies including, but not limited to:

- a. Intentionally or recklessly causing a fire which damages University or personal property or which causes injury;
- b. Failure to evacuate University premises during a fire alarm;
- c. Use of University fire safety equipment for an improper purpose; or
- d. Tampering with or improperly engaging a fire alarm or fire detection/control equipment while on University property.

13. **Harassment.** The [Statement on Expression](#) affirms the University's position on expression. This policy describes conduct which does not meet these expectations.

Harassment is any unwelcome and persistent or pervasive conduct directed toward an individual or against a group that is based on that person's or group's actual or perceived race, color, age, ethnicity, national origin, immigration status, socioeconomic status, political affiliation, veteran status, pregnancy status, genetic information, or religion. Behavior by an individual based on an individual's or group's gender, sexual orientation, gender identity, or disability is addressed under the University's Student Sexual Misconduct Policy or Student Disability Grievance Procedures. Behavior by a Student Organization based on an individual's or group's gender, sexual orientation, gender identity, or disability is addressed through the procedures in this Code of Conduct. The conduct may be verbal, nonverbal, written, electronic, or physical behavior and/or communication.

To constitute harassment, the unwelcome behavior or communication must have the purpose or effect of being sufficiently serious as to:

- a. create an intimidating, hostile, or demeaning educational, living, or work environment, or
- b. deny or limit a person's work performance or a student's ability to participate in or benefit from an educational program.

In addition, to constitute harassment, the conduct must include something beyond the mere expression of views, words, symbols, or thoughts that some person may find offensive. The conduct will be viewed from both a subjective (the complainant's) and an objective (reasonable person's) viewpoint, and take into consideration all surrounding circumstances. Such conduct does not need to be directed at or to a specific individual in order to constitute harassment, but may consist of generalized unwelcome and inappropriate behaviors or communications based on one or more of