

## STUDENT HANDBOOK 2021–2022

e) **Collusion:** Inciting, inducing, or aiding and abetting others to engage in any conduct or to perform acts prohibited by the Code of Conduct.

*Minimum sanction: Warning, Decision-Making Workshop*

2. **Community:** University members build and enhance their community. Behaviors that violate this value include but are not limited to:

a) **Disruptive behavior:** Obstruction or substantial disruption of University activities or operations such as teaching, research, administration, disciplinary procedures, public service functions, or other authorized non-University activities which occur on University premises.

*Minimum sanction: Probation, Community Service, Decision-Making Workshop*

b) **Weapons:** Possession or use of a firearm, explosive, chemical, or other dangerous weapon, facsimile weapon, or use of an object as a weapon, in contravention of federal, state or local laws, or University policies and procedures. Additional information pertaining to weapons on campus can be found within Policy III-148 Prohibition of Weapons.

*Minimum sanction: (weapons or a facsimile of a weapon – possession) Probation, Community Service, Decision-Making Workshop; (dangerous chemicals or explosives) Probation, Community Service, Decision-Making Workshop, Restitution, Loss of Housing; (use of weapon/facsimile, or object as weapon) Suspension, Community Service, Decision-Making*

c) **Unauthorized use:** Unauthorized use of the University's name, logo, finances, materials, and supplies (including stationery bearing the University's letterhead) or facilities (including computer facilities) or state-owned or state-controlled property, for commercial, personal, or political purposes.

*Minimum sanction: Warning, Decision-Making Workshop*

d) **Tobacco:** Smoking or tobacco use in any area of campus where smoking or tobacco use is prohibited. Smoking is defined as "the burning of, inhaling from, exhaling the smoke from, or the possession of a lighted cigar, cigarette, pipe or any other matter or substance which contains tobacco or any other matter that can be smoked, or the inhaling or exhaling of smoke or vapor from an electronic smoking device."

*Minimum Sanction: Warning, Decision-Making Workshop*

3. **Social Justice:** University members recognize that respecting the dignity of every person is essential to create and to sustain a flourishing environment. 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. Behaviors that violate this value include but are not limited to:

a) **Discrimination:** Conduct that prevents or excludes a member of the institution from engaging in educational programs and activities solely on the basis of the member's protected class status as outlined in the University's non-discrimination policies – Policy VI28 and Policy I-120 – or other characteristics protected by law. In accordance with state and federal law, prohibited conduct includes racial profiling, i.e., any action undertaken for reasons of safety, security or public protection that relies on stereotypes about race, color, ethnicity, ancestry, religion, or place

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of origin rather than on reasonable suspicion, to single out an individual for greater scrutiny or different treatment.

*Minimum sanction: Probation, Community Service, Social Justice Workshop*

b) Harassment: Unwelcome conduct, whether a single act or a series of acts, based on or motivated by actual or perceived 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 unreasonably interferes with, or denies the ability to participate in, or benefit from the University's educational or employment programs or activities.

*Minimum sanction: Probation, Community Service, Social Justice Workshop*

c) Hostile environment: Severe, pervasive, persistent, and objectively offensive conduct that creates an intimidating or offensive environment or other adverse setting that limits, unreasonably interferes with, or denies the ability to participate in or benefit from the University's educational or employment program or activities.

*Minimum sanction: Probation, Community Service; (bias related act/incident) Probation, Community Service, Social Justice Workshop, Housing/Classes/Facility restrictions as applicable*

d) Retaliation: Intentional or materially adverse action against an individual who has made a report or complaint, testified, assisted, or participated or refused to participate in an investigation, proceeding, or hearing by any University student or employee. This does not apply to sanctions for failure to cooperate in an investigation.

*Minimum sanction: Probation, Community Service, Decision-Making Workshop*

4. **Respect:** University members show positive regard for each other and for the community. Behaviors that violate this value include but are not limited to:

a) Harm: Action that intentionally or recklessly causes or threatens bodily harm, presents imminent danger, or endangers the health or safety of any person.

*Minimum sanction: (negligible bodily harm with no/minor injury) Probation, Community Service, Anger Management, Decision-Making Workshop; (bodily harm with physical injury) Suspension, Community Service, Anger Management, Decision-Making Workshop; (threat of harm) Probation, Community Service; (Fire Safety-tampering w/ equipment) Probation, Decision-Making Workshop; (Fire Safety-policy violation) Warning, Decision-Making Workshop; (Fire Safety-setting fire) Suspension, Community Service, Decision-Making Workshop; (DWI/DUI) Probation, Community Service, Alcohol and Drug Course*

b) Bullying and Cyberbullying: Repeated and/or severe aggressive conduct that intimidates or intentionally harms or controls another person physically or emotionally, or has the effect of insulting or demeaning any individual or group as to cause disruption in, or interference with, the orderly operation of the University; or infringes on the rights of a student or employee by interfering with the individual's education or employment opportunities or by severely or pervasively causing physical or emotional harm, and is not protected by law.

*Minimum sanction: Probation, Community Service, Decision-Making Workshop*

c) Hazing: Endangering mental or physical health or safety of a student, or destroys or removes public or private property, for the purpose of initiation, admission into, affiliation with, or as a