

recreational areas for the establishment of order, maintenance, or other emergency reasons. Residents with special questions or concerns are encouraged to talk with an administrator in the Residential Life Office.

Mildew: All mildew related issues are to be reported using FIXX.

Pest Control: The Residential Life Office has a contract with an off-campus vendor for pest control. If you have any pest control problems, please contact the Residential Life Office immediately.

Room Modifications and Painting: Students are not allowed to paint and/or make modification in their rooms. Tacks, picture nails, and command strips are the approved techniques to hang items on the walls. For more, see Appendix D for a listing of allowed and prohibited items.

Damage Billing: Residential Student Staff is responsible for following up on damages that are caused due to malicious or negligent actions by students. All students should be charged using the Notice of Residence Hall Charge slip. Refusing to sign a charge form does not exonerate a student from charges. Any resident refusing to sign a hall charge form must appeal the charge within three (3) business days of the incident to the Director of Residential Life or the charge remains as written.

Harassment

The students of the residence halls at the University of Louisiana Monroe are a diverse community of individuals. We are of diverse racial, ethnic, class backgrounds and national origins. Our views encompass a broad spectrum of religious and political beliefs, and our sexual orientations differ. We are unique in that we strive to work and live together, and in the process, we can learn from one another in an atmosphere of positive contact and mutual respect.

Bigotry has no place within our community, nor does the right to minimize another human being on the basis of age, disability, identity as a veteran with a disability, or other protected veteran, national origin, sexual orientation, race, color, gender, or religious affiliation. We will not tolerate verbal or written threats, intimidation, violence, or other forms of harassment against any member of our community. Likewise, we will not accept ignorance, anger, alcohol, or substance abuse as an excuse, reason, or rationale for such behavior. All of us who work and live in the residence hall community must be committed to these principals, which are an integral part of our purpose, values and daily activities.

Harassment on Basis of Personal Attributes: Members of the University community and visitors, under the First Amendment, have a right to hold, vigorously defend, and promote their opinions. We maintain that while the freedom of thought and expression is the lifeblood of our learning community, the maintenance of civility is important to a meaningful exchange of ideas. Therefore, the Department of Residential Life is committed to maintaining an educational, residential, and employment environment free from hostility, intimidation, or harassment based on, but not limited to such personal attributes as race, color, religion, national origin, age, disability, gender, and/or sexual orientation.

Sexual Harassment: Sexual Harassment is defined as unfavorable or unwelcome treatment, made without consent, and based on a person's gender or sex that is so severe, pervasive, and objectively offensive and that so undermines and detracts from the victims' educational experience, that the victim-students are effectively denied equal access to an institution's resources and opportunities. Sexual harassment includes, but is not limited to the following, when they are part of a pattern of conduct that meets the standard for harassment set forth above:

- Verbal and/or physical behavior including, but not limited to: sexually explicit jokes, insults, and taunts; obscene gestures, pictorial, written, and electronic communications; and unwelcome touching.
- Sexual Misconduct. Any intentional sexual touching, however slight, with any body part or object, by either a man or a woman upon either a man or a woman, that is without consent. Intentionally passing a sexually transmitted infection or disease through sexual contact without consent.
- Sexual Exploitation. Taking non-consensual or abusive sexual advantage of another for one's own advantage or benefit, or to benefit or advantage anyone other than the one being exploited, if that behavior does not otherwise constitute another sexual misconduct offense.
- Submission to or rejection of any of the above conduct by an individual implicitly or explicitly used as

the basis for employment, administrative, or academic decisions.

See the Sexual Misconduct Complaint Policy, located in the ULM Student Policy guide for more information. Occurrences of sexual harassment should be reported to the Title IX Coordinator at 318-342-1004. If the incident or situation is criminal in nature, immediately contact University Police Department.

Telephone Harassment: Telephone harassment is defined as repeated, unwanted verbal telephone communication. Harassment over the telephone is considered a misdemeanor under the Louisiana Revised Code, Section 14:285 and will not be tolerated within the University community. If the victim requests the caller to stop all telephone communication and this does not occur, the victim is encouraged to keep a telephone log with all times, dates, and lengths of calls received. Information should be given to the University Telephone office and to UPD and a police report filed.

Computer-Related Harassment (e.g. texting, instant messages, email, social media, letters, screen shots): Computer-related harassment is becoming more prevalent in our country. It is our expectation that all students will engage in responsible computer use. If a student chooses to engage in computer related harassment (i.e. sending threatening messages, etc.), the student will be held accountable for their actions. Persons who are a victim of harassment need to save their communication and file an Incident Reporting Form for Online Security Threats, Internet Fraud, Cyber Stalking/Harassment with the Office of Student Advocacy & Accountability at ulm.edu/reportit.

Hazing

ULM students as individuals or members of registered student organizations are expressly prohibited from engaging in hazing. Under the Louisiana Revised Code, Section 17:183, B.(1), "hazing" is defined as "any knowing behavior, whether by commission or omission, of any student to encourage, direct, order, or participate in any activity which subjects another student to potential physical, mental, or psychological harm for the purpose of initiation or admission into, affiliation with, continued membership in, or acceptance by existing members of any organization or extracurricular activity... whether such behavior is planned or occurs on or off school property." Groups and organizations, as well as individuals, can be held responsible for any act of hazing. Incidents should be reported to the Office of Student Advocacy & Accountability at ulm.edu/reportit and the University Police Department if there is an immediate situation.

Rationale: In accordance with the purpose and philosophy of the University of Louisiana System and the laws of the State of Louisiana, the Department of Residential Life and its employees are committed to behaving and expecting others to behave in ways that demonstrate our beliefs about the respectful treatment of each member of our community. We believe that we are individually and collectively responsible for our behavior and are fully accountable for our actions. We must take initiative and responsibility for our own learning and awareness of the differences that exist in our community and avoid all actions that diminish others.

Health and Safety Checks

Policy: All residence hall rooms will be checked every other week by Residential Life staff and dirty rooms will be checked again on the off weeks. This method rewards those residents who are generally compliant and maintains contact with those who may need more surveillance. This check is mainly for health and maintenance purposes. Residents who fail to keep their rooms orderly may be subject to the appropriate cleaning charge and/or eviction from the university housing system. The University reserves the right to enter and inspect any student's room at any time when cause prevails.

Rationale: To maintain proper health and safety standards set forth by the state, the university, and the department, residents are expected to keep their rooms and bathrooms reasonably neat and clean. We assume that all rooms are in good repair, complete with proper furnishings, and clean when students move into them at the beginning of the year. The desire is not to charge students for normal wear and tear of a room, but to hold them responsible for major damage, loss, or unsafe living conditions that have been created.

Because it is the student's room from the time the key is checked out to them, it is also the student's responsibility to account for damage and the condition resulting from failure to comply with the terms of this guide. The staff