

# STUDENT CODE OF CONDUCT

## INTRODUCTION

**Summary Statement:** The University and its students must maintain appropriate conditions for learning. The pursuit of higher education for the development of knowledge, the pursuit of truth, the well-balanced development of students, and the common good of society are goals we live by at ESU. With that, the University must make provisions for the attainment of these goals. In so doing, the University must accept its social and legal responsibilities to the nation, the Commonwealth, the local community, and to all constituents of the academic community.

Within the university, freedom to learn is the student's most basic freedom and a primary concern of the entire academic community. The student should be encouraged to develop the capacity for critical judgment, to engage in a sustained and independent search for knowledge and truth, and to attain professional competence. The freedom to learn depends upon maintaining appropriate opportunities and conditions not only in the classroom, but also on the campus and in the local community.

The primary purpose of this document is to establish expectations related to conduct of all student members of the University community, as well as the rights that are to be afforded to students and student organizations. As a reminder, East Stroudsburg University seeks cooperation in establishing an academic and work environment that is free from discrimination and harassment against any person because of race, color, national origin, religion, sex, disability, age, sexual orientation, gender identity or veteran's status in accordance with applicable federal and state laws and regulations.

### I. Definition of Terms

**Administrative Hearing Officer, Adjudicator, Hearing Officer, or Conduct Board** shall mean any person or group given the authority to review and adjudicate disciplinary matters. The faculty union (APSCUF) shall appoint a minimum of five faculty members and up to a maximum of ten faculty members to the University Conduct Board.

**Advisor** refers to any one person chosen by the student to assist the student throughout the conduct process. While an advisor may assist a student, the Advisor may not speak on the student's behalf or otherwise take an active role in the conduct process.

**Appeal Outcome Letter** means the letter sent in response to a student's appeal. The letter answers the appeal of the student and either upholds the decision, dismisses the decision, remands the case to another formal hearing, or modifies the sanctions of the decision.

**Charge Letter** means the letter sent to the student that outlines the date of the alleged incident, location of incident and the charges associated with the student's alleged conduct in the incident.

**Charged Student** refers to the person who has received correspondence from the office of Student Conduct and Community Standards stating that there are alleged violations of the student code of conduct pending from the student's alleged conduct.

**Conduct Conference** is a meeting for the student to learn about his/her rights in the Conduct Process; review the Referral and any other applicable information related to the violation/s. In this meeting, the student may enter into a Mutual Resolution accepting responsibility or request a Formal Hearing.

**Conduct Process** refers to the entire process outlined in the Student Code of Conduct (“SCC”), including the Conduct Conference, the Formal Hearing, and the Appeal process. This also includes the Interim Suspension Process.

**Consent** is knowing and voluntary agreement to engage in specific sexual activity at the time of the activity communicated through clear actions and/or words that are mutually understood.

In order to be valid, Consent must be active, present and ongoing.

Consent is not present when it is the result of coercion, intimidation, force, or threat of harm. Consent is not present when an individual is incapacitated due to alcohol, drugs, or sleep, or otherwise without capacity to provide Consent due to intellectual or other disability or other condition. Consent can be withdrawn at any time and consent to one form of sexual activity is not necessarily consent to other forms of sexual activity.

**Day/s** is defined as the normal business day and will not include Saturdays, Sundays, or legal holidays/University administrative holidays or when the campus is closed for business.

**Faculty member** shall mean any person employed by the university who holds academic or administrative rank in the APSCUF Bargaining Unit; i.e., Adjunct, Instructor, Assistant Professor, Associate Professor, or Professor.

**Good Disciplinary Standing** refers to a student who is free of disciplinary probation or disciplinary holds.

**Guest** refers to any individual (student or non-student) who is not assigned to live in a particular room in an on campus residence; is on the premises where the alleged violation occurred; and/or refers to any person visiting the University who is not affiliated with the University. Students may be held responsible for the actions of their guests.

**Intimate Partner** refers to persons who are or who have been dating, cohabitating, married, separated, or divorced, and may be of the same or opposite sex.

**May** is to be deemed permissive, imparting choice.

**Mutual Resolution** is one possible outcome of a Conduct Conference that requires a Charged Student to accept partial or full responsibility and to develop sanctions for voluntary compliance with the Hearing Officer.

**Notice** is the written communication either by mail or E-mail correspondence that provides information to a student. Notice is conclusively presumed to be received by the student when such communication is sent to the student by official University email, and/or mailed to the address appearing on either the student’s current local address or permanent address on record with the University at the discretion of SCCS.

**Organization** and/or **Group** shall mean a number of persons who have complied with the formal requirements for official university recognition.

**Outcome Letter** is the letter sent to the student that describes the outcome of the Conduct Conference or the Formal Hearing. This letter lists the violations of the Student Code of Conduct that the student is responsible for and the accompanying educational sanctions.

**Preponderance of the Evidence** means that information, considered as a whole, shows that the fact sought to be proved is more probable than not. This is the standard used in adjudicating all disciplinary cases through the SCC.

**Referral** means the written documentation provided to SCCS alleging that a violation of the Student Code of Conduct may have occurred.

**Request to Meet Letter** is a letter asking a student or ESU community member to make an appointment with SCCS. This letter is used when it is believed the recipient/s has information pertaining to a specific incident or series of incidents.

**SAA, Inc.** or **SAA** shall mean the Student Activity Association or any person employed by the East Stroudsburg University Student Activity Association, Inc. and acting in that capacity.

**Shall** and **Will** are to be used in the imperative sense, not imparting choice.

**Staff Member** or **Administrator** shall mean any person employed by the university or SAA who is not a faculty member.

**Student**, for the purposes of the SCC, a student is an individual admitted, enrolled, or registered for any University course or program, regardless of the medium of the course or program, or degree-seeking status, or when not enrolled or registered for a particular term, who is eligible to enroll in future terms without seeking readmission. A student who withdraws, is academically dismissed after allegedly violating the Student Code of Conduct, or has a continuing relationship with the University is still considered a student.

**Transcript Overlay** means a notation on a student's University transcript that states the student is not in Good Disciplinary Standing due to certain disciplinary actions.

**University** shall refer to East Stroudsburg University of Pennsylvania.

**University Activity** shall mean any activity on or off campus that is initiated, aided, funded, authorized, or supervised by the university.

**University Official** for the purposes of the SCC, means any representative of ESU direct service organization, ESU board, committee, office, or member of the ESU faculty, administration, or staff. According to the Student Code of Conduct, this definition includes student staff acting in accordance with their assigned duties.

**Witness** is used to define an individual who is in the proximity of an incident and viewed the actions of said incident or who has relevant information about a given incident or actions related to a specific incident.

SCCS is the acronym used to describe the office of Student Conduct and Community Standards.

## **II. General Statement**

**Summary:** *This code of conduct has been established for the benefit of students and the entire East Stroudsburg University community to create an atmosphere that is conducive for living and learning.*

- a) A representative committee of students, faculty, and administrators of East Stroudsburg University developed the following Student Code of Conduct: to ensure all students are aware of the policies that govern them; to provide a community free from harassment and physical violence; and to maintain civility by the proper application of the code of conduct and due process.
- b) This Student Code of Conduct is established pursuant to 24 P.S. §20-2010-A (4) (Powers and Duties of Institution Presidents) and regulations of The Board of Governors of the State System of Higher Education, Board of Governors Policy 1984-13-A, Student Disciplinary Due Process Requirements and 22 Pa Code Chapter 505. Should any part of this Student Code of Conduct be determined to be in violation of any federal, state or local law, then only that portion that is in contravention of the law will be voided and the other provision of this Code of Conduct shall remain in effect.

## **III. Jurisdiction**

The Office of Student Conduct and Community Standards / Designee and the University Conduct Board have been given the authority to review alleged violations of the Student Code of Conduct. Jurisdiction for the student conduct process extends to the conduct of any student, student organization, or athletic team both on and off campus. Such conduct includes but is not limited to: actions which adversely affect the University community and/or the pursuit of its mission; the integrity of the educational process; the safety and welfare of the University community; and/or the conduct violates local, state or federal law.

## **IV. Rights to Due Process**

East Stroudsburg University shall guarantee procedural due process through the Student Code of Conduct. These guarantees include:

- a) Notice in writing through the student's university issued email of the charge(s) violating the Student Code of Conduct;
- b) An opportunity to be heard, whether through Conduct Conference or Formal Hearing, where the student is given the opportunity to have the charge(s) discussed and addressed; and
- c) The opportunity for the student to appeal a conduct decision(s) if rendered in a formal hearing.

## **V. Standard of Proof**

The standard of proof in all disciplinary proceedings will be decided by the “preponderance of the evidence” standard, which is commonly known as “more likely so than not” meaning that the fact to be proven is more likely than not. This is the standard of proof used in most civil actions. The criminal standard of evidence, “beyond a reasonable doubt,” will not be applied in any campus disciplinary procedure.

## **VI. Statement of Community Standards**

### **Academic Misconduct**

- a. During a test or examination, using anything, such as, but not limited to, any device, document, person or other resource not authorized by the instructor.
- b. Providing or receiving assistance in an examination, test, assignment, paper, or project in a manner not authorized by the instructor.
- c. Buying, selling, stealing, or engaging in unauthorized exchange, or using any tests or examinations in advance of their administration.
- d. Buying, selling, stealing, or engaging in unauthorized exchange, or improperly using any assignments, papers, projects, or course materials.
- e. Presenting as one’s own, the ideas or works of another person(s) scholastic, literary, or artistic—in whole or in part, without proper and customary acknowledgment of sources.
- f. Falsifying or inventing information, data, or research material.
- g. Obtaining information in a way contrary to the stated policies of the course and/or the University as stated herein.
- h. Attempting to bribe or coerce any university employee or student in order to gain academic advantage.
- i. Conspiring with others in order to circumvent academic requirements.
- j. Substituting for another student, arranging for substitution by another student, or misrepresenting oneself as another person for a required class activity.

### **Misuse of Alcohol**

- a. The sale of, or intent to sell, alcohol without a proper license;
- b. Providing alcohol to any person who is not of legal age to possess or consume alcohol;
- c. Possession or consumption of alcoholic beverages by persons not of legal age;
- d. Participation in any conduct that may constitute a crime and/or result in injury to person(s) or property while under the influence of alcohol;
- e. The operation of a motor vehicle, by an individual of any age, under the influence of alcohol.
- f. The consumption or possession of open alcoholic beverage containers in public areas on or off campus that is not in accordance with federal, state and local laws or ordinances.
- g. Attendance in class, at an organizational meeting, or at an educational event that is specific for an educational purpose, such as but not limited to, a lecture or presentation that may be a course requirement, while under the influence of alcohol, as noted in this section, is a violation. Further, if medical assistance is sought for a student in need who has consumed alcohol, the student and the student caller may qualify for Medical

Amnesty as defined under Pennsylvania ACT 66. See also the Drug-Free Schools and Communities Act Amendments of 1989.

- h. Failure to abide by Residential and Dining Services alcohol guidelines.

**Campus Safety** - Tampering with any fire safety equipment and/or emergency call equipment, not abiding by fire alarms, the actual dismantling of any equipment alerting others that danger is in the way. Issuing a bomb threat or other warning of impending disaster without cause. The actual possession and/or detonation of any device that acts like an explosive and may harm persons or property is prohibited.

**Complicity** - Knowingly assisting someone in and/or being associated with a violation of a federal, state or local law or ordinances, applicable regulations and policies, or this code of conduct.

### **Disruptive Conduct**

- a. Behaving in a manner that is disorderly, unruly and/or disturbs the peace.
- b. Actions that impair, interfere with, or obstruct the freedom of passage within or outside of University buildings and grounds.
- c. Willful occupation of any portion of a University building or ground that restrict/s the freedom to utilize the building and/or space in accordance with its intended and regular purpose.
- d. Actions that disrupt, endanger, or disturb the normal functions of the University or the safety of a person or persons.
- e. Actions that disrupt and/or interfere with, in any way, an investigation and/or the student conduct process.

**Failure to Comply** - Failure to follow the directions of University officials made in the performance of their duties. This includes, but is not limited to, failure to complete disciplinary sanctions, failure to accurately identify oneself when requested, and/or failure to respond to requests from Residential and Dining Services staff.

**False Information** - Knowingly providing false or misleading information to university official in the performance of their duties. This includes falsifying, distorting, or misrepresenting the truth during proceedings under the Student Code of Conduct, including knowingly submitting a false complaint.

**Gambling** - Conducting, participating in and/or the organization of any form of games of chance or other activity that is prohibited by applicable federal, state or local law or ordinances.

**Harassment** - Engaging in conduct that is harassing, intimidating or threatening, or engaging in conduct that constitutes unlawful discrimination based on another person's race, color, sex, sexual orientation, gender identity, religion, creed, age, national or ethnic origin, citizenship, or veteran status or disability. This includes conduct involving electronic communication. [Notice of Non-Discrimination and Privacy Policy](#); [Discrimination and Harassment Policy](#)

**Hazing** - Violations of the Hazing Prevention Policy or any local, state, or federal hazing statute or regulation. Please also refer to the ESU Hazing Prevention Policy ESU- 2019-02. [Hazing Prevention Policy](#)

**Information Technology** - Misuse of any university communications equipment, services, or transmissions. Misuse or unauthorized use of university computers, or violating the stipulations of the ESU Computer Policy. Please also refer to the Acceptable Use of Technology Policy ESU-FA-2011-032-A. [Acceptable Use of Technology Policy](#)

**Lewd Acts** - Refers to any act that is sexual in nature, which would be considered indecent or shocking to a reasonable person. This might include the exposing of genitalia in public, fondling oneself in public, and/or urinating in public.

**Misuse of Property** - Deliberate destruction damaging public or private property. The unauthorized access or entry into University property, buildings, structures, facilities, residence facilities or property of any member of the University community.

**Misuse of University Materials** - Forgery, alteration, duplicating, photographing, and/or falsification of University forms, records, either electronic or physical. Using another ESU community member's identification as your own.

**Narcotics and Drugs** - Acts involving the manufacture, distribution, sale, exchange, use, offer to sell or possession of illegal drugs, narcotics, drugs not prescribed for the person in possession of the drug, or drug paraphernalia. Illegal drugs are defined by state and federal statutes. The use of counterfeit or synthetic substances, frequently referred to as "designer drugs" is also prohibited. Medical marijuana is prohibited from being present and/ used on campus as it is still considered a schedule 1 Federal drug. Attending class, an organizational meeting, or educational event that is specific for an educational purpose, such as but not limited to, a lecture or presentation that may be a course requirement, while under the influence of drugs, as noted in this section, is a violation. Further, if medical assistance is sought for a student in need who has consumed drugs, the student and the student caller may qualify for Medical Amnesty as defined under Pennsylvania ACT 66. See also the Drug-Free Schools and Communities Act Amendments of 1989.

**Physical Abuse** - Assault and/or battery upon another person or the threat thereof. Inflicting or attempting to inflict harm to another person while engaging in intentional or reckless behavior.

**Policy or law** - Violations of University Policy and/or federal, state or local law.

**Residence Hall Information and Policies** - Violations of any policy or guideline governing university housing, as well as, the university housing rental agreement. Please also refer to the ESU Housing Agreement or any addendum. [Residential and Dining Services Safety & Policies](#)

**Responsibility for Guest(s)** - Failure to take responsibility for the actions of one's guest. Students may be responsible for violating University policy or this code even if the action is committed by their guest(s).

## **Retaliation**

- a. Adverse action taken against any individual on the basis of a good faith report made by such individual, or on the basis of such individual's participation in an investigation or hearing being conducted at ESU or within the criminal justice system.

- b. Any action, directly or through others, which is aimed to deter a reasonable person from reporting sexual misconduct or participating in an investigation or hearing or action that is done in response to such activities. This includes but is not limited to intimidation, threats, coercion, or discrimination against any individual for the purpose of interfering with any right or privilege secured by Title IX of the Education Amendments of 1972 or its implementing regulations; or because the individual has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding or hearing.

**Sexual Harassment:** includes the following as defined by Federal law, as well as Sexual Misconduct, or Gender Discrimination outlined in ESU policy ESU-2020-01 [Sexual Misconduct \(Title IX\) Policy](#). Sexual Assault, Dating Violence, Domestic Violence and Stalking are categorized as Regulatory when it occurs in the United States, within an Education Program or Activity and when the Complainant is participating or seeking to participate in an Education Program or Activity at the time of the filing of the complaint. Otherwise, Sexual Assault, Dating Violence, Domestic Violence and Stalking will be categorized as Non-Regulatory.

- a. **Regulatory Quid Pro Quo Sexual Harassment:** An Student Employee conditioning the provision of aid, benefit or service of the University on an individual's participation in unwelcome sexual conduct
- b. **Non-Regulatory Quid Pro Quo Sexual Harassment:** An Official, Volunteer or Student conditioning the provision of aid, benefit or service of the University on the individual's participation in unwelcome sexual conduct.
- c. **Regulatory Hostile Environment:** Unwelcome conduct, on the basis of sex, that a reasonable person would determine is so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the University's Education Program or Activity.
- d. **Non-Regulatory Hostile Environment:** Unwelcome conduct, on the basis of sex, that a reasonable person would determine is sufficiently severe, pervasive, and objectively offensive that it unreasonably interferes with, limits, or deprives an individual from participating in or benefitting from any educational, employment, social or residential program in offered connection with the University.
- e. **Sexual Assault - Sexual Penetration Without Consent:** Any penetration of the mouth, sex organs, or anus of another person, however slight by an object or any part of the body, when Consent is not present. This includes performing oral sex on another person when Consent is not present.
- f. **Sexual Assault- Sexual Contact Without Consent:** Knowingly touching or fondling a person's genitals, breasts, buttocks, or anus, or knowingly touching a person with one's own genitals or breasts, when Consent is not present. This includes contact done directly or indirectly through clothing, bodily fluids, or with an object. It also includes causing or inducing a person, when Consent is not present, to similarly touch or fondle oneself or someone else.



- g. **Sexual Assault - Statutory:** The age of consent for sexual activity in Pennsylvania is 16. Minors under the age of 13 cannot consent to sexual activity. Minors aged 13-15 years old cannot consent to sexual activity with anyone who is 4 or more years older than they are at the time of the activity. Minors aged 16 years of age or older can legally consent to sexual activity, as long as the other person does not have authority over them as defined in Pennsylvania's institutional sexual assault statute.
- h. **Dating Violence:** includes any violence committed by a person: (A) who is or has been in a social relationship of a romantic or intimate nature with the Complainant; and (B) where the existence of such a relationship shall be determined based on a consideration of the following factors: (i) the length of the relationship; (ii) the type of relationship; and (iii) the frequency of interaction between the persons involved in the relationship. Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse. Dating violence does not include acts covered under the definition of Domestic Violence.
- i. **Domestic Violence:** includes any violence committed by a current or former spouse or intimate partner of the Complainant, by a person with whom the Complainant shares a child in common, by a person who is cohabitating with or has cohabitated with the Complainant as a spouse or intimate partner, by a person similarly situated to a spouse of the Complainant under Pennsylvania's domestic or family violence laws or by any other person against an adult or youth Complainant who is protected from that person's acts under the domestic or family violence laws of Pennsylvania.
- j. **Stalking/cyber-stalking:** means engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for his/her safety or the safety of others; or suffer substantial emotional distress. A course of conduct is when a person engages in two or more acts that include, but are not limited to, acts in which the person directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveys, threatens, or communicates to or about a person in a prohibited way, or interferes with a person's property. Stalking includes the concept of cyberstalking, in which electronic media such as the Internet, social networks, blogs, cell phones, texts, email or other similar devices or forms of contact are used to pursue, harass, or to make unwelcome contact with another person in an unsolicited fashion.
- k. **Sexual Exploitation:** Engaging in sexual behaviors directed toward or involving another person when Consent is not present. This includes, but is not limited to, the following actions, including when they are done via electronic means, methods or devices:
- i. Sexual voyeurism or permitting others to witness or observe the sexual or intimate activity of another person without that person's Consent;
  - ii. Indecent exposure or inducing others to expose private or intimate parts of the body when Consent is not present;
  - iii. Recording or distributing information, images or recordings of any person engaged in sexual or intimate activity in a private space without that person's Consent;
  - iv. Prostituting another individual; or

- v. Knowingly exposing another individual to a sexually transmitted disease or virus without that individual's knowledge; and
- vi. Inducing incapacitation for the purpose of making another person vulnerable to non-consensual sexual activity.

**Smoking/Tobacco Use** - Smoking and/or the use of tobacco is prohibited in all buildings including residence halls, classrooms and laboratories, indoor areas, and in open or partially open space such as sports or recreational facilities, theaters or performance establishments. Tobacco includes nicotine-producing products such as cigars, cigarettes, and pipes. Electronic cigarettes (smokeless) and chewing tobacco are also included. Smoking is not permitted within a 25 foot perimeter of a building, building entrance, air intakes and operable windows. Please also refer to the ESU Tobacco Policy ESU-2011-11-A. [Tobacco Policy](#)

**Theft** - The actual or attempted deprivation of public or private property. This includes but is not limited to shoplifting, deception in electronic banking; credit or debit card fraud/misuse, identity theft, and receiving stolen property.

**University Brand** - Unauthorized use of the university name, logo, or other symbols of the university. Please also refer to [Licensing and Branding](#)

**Weapons or Explosive Devices** - The unlawful possession, storage, use or sale of any weapon (lethal or non-lethal), ammunition, or any incendiary, explosive or destructive device. The following prohibited items include, but is not limited to, firearms, loaded or unloaded; pellet, BB, flare, tranquilizer, stun, spear, or dart gun(s); knives with blades longer than 3 inches; any cutting instrument where the blade is exposed in an automatic way; daggers or swords; striking instruments including clubs, truncheons, and blackjacks; martial arts weapons; bow and arrow combinations; explosive devices; ammunition or components to manufacture ammunition; or any object actually used as weapon to cause or threaten harm. See also [esu.edu/police/publication](http://esu.edu/police/publication).

## VII. Educational Sanctions

The following are educational sanctions that may be assigned to the student or student organization when there is responsibility for violating the student code of conduct. These sanctions are not progressive in nature. More than one sanction may apply.

*Restitution:* Payment and/or reimbursement for replacement and/or repair of damages to public or private property.

*Campus/ Community Service:* a specified number of hours of service to the campus/community. When possible, the service requested shall be related to the disciplinary infraction.

*Educational Program Referral:* may include but not be limited to alcohol and/or other drug education, time management education, and/or; emotions management education. Other educational sanctions may include writing a paper, presenting a program, designing a bulletin board, checking fire safety equipment, and/or attending an assigned workshop. The student must provide documentation of satisfactory completion of assigned program.

*Alcohol and Illegal Drug Violations:* Parental notification may be rendered for students under 21 years of age when a student is either found, or takes, responsibility for the violation.

*Administrative Hold:* A hold may be placed on a student's record to ensure that the student complies with sanctions or pending the resolution of conduct matters. If a hold is placed on a record, the Registrar may prohibit the student from registering or receiving an official transcript or a diploma until the conditions of the hold have been met. Holds on student records will be initiated and released by the office of Student Conduct and Community Standards.

*Official Warning:* An official notice that indicates to the student that future violations during the period covered by the warning may result in additional sanctions.

*Residence Hall Suspension:* Removal from university housing for a specified amount of time. Students suspended from the residence halls for disciplinary reasons, will not be eligible for a refund of room fees. Students must properly check out of their rooms in accordance with existing university procedures and within the time frame established by the Office of Student Conduct and Community Standards/designee. Students are prohibited from re-entering any University residential area without approval of the Office Student Conduct and Community Standards/designee once they have officially checked out.

*Restriction(s):* Students may be restricted from holding executive roles, leadership positions, living in, and/or visiting university owned or affiliated housing, participating in campus sponsored organizations and/or events.

*Deferred Adjudication:* refers to the process when a student is responsible for a violation but the finding is held so the student can complete certain requirements in an allotted timeframe. In order to receive Deferred Adjudication, the student must begin by accepting responsibility. At the completion of all requirements, the student will be adjudicated "not responsible." This may only be used for specific non-violent first time offenses.

*Disciplinary Probation:* A status indicating that the student or student organization is not in good standing. This sanction may limit the student or student organization in participating in certain roles and/or functions at the university or in representing the university. A student or student organization in disciplinary probation may be subject to further discipline in the event of other misconduct.

*Deferred Suspension:* The student's continued enrollment depends upon the successful maintenance of satisfactory behavior and completion of other mandated sanctions, if applicable, during the specified time of deferred suspension and there are no further policy violations. This status also renders the recipient not in good standing.

*Suspension:* The student is suspended from the University for a definite period of time. When the period of suspension is completed, the student may be allowed to reapply and/or return to the University under stipulation(s) provided by SCCS/designee. Students suspended from the institution for disciplinary reasons, will not be eligible for a refund from classes or residence hall fees. The student may be prohibited from ESU property and events based upon the nature of the misconduct.

*Expulsion:* The student is permanently separated from the University without the ability to return. Students' expelled from the institution for disciplinary reasons, will not be eligible for a refund from classes or residence hall fees. The student may be prohibited from ESU property and events based upon the nature of the misconduct.

**The following are the possible educational sanctions for cases involving Sexual Harassment/Sexual Misconduct/Dating Violence/Domestic Violence/Stalking:**

Official warning for one semester; official warning for two semesters; disciplinary probation for one semester, disciplinary probation for two semesters; deferred suspension for one semester; suspension for one semester, suspension for two semesters; suspension for three semesters; suspension for four semesters; suspension for five semesters, suspension for six semesters; expulsion; educational program referral such as the civility workshop or ethics seminar; outside mental health assessment with a licensed clinician-at the student's own cost; no contact order; trespass from campus; suspension from housing for one semester; suspension from housing for two semesters; suspension from housing indefinitely; restriction of activity for one semester; restriction of activity for two semesters; restriction from activity for three semesters; restriction from activity for four semester; restriction from activity for duration of undergraduate or graduate enrollment; administrative hold on student account.

**VIII. Interim Suspension**

When there is reason to believe that a student or student organization presents an immediate and significant threat to the safety and well-being of other persons and/or property, an interim suspension may be imposed pending the formal disposition of the disciplinary case. A decision to impose an interim suspension is made by the Office of Student Conduct and Community Standards.

The Director for the Office of Student Conduct and Community Standards/designee will meet with the student to discuss the interim suspension and the formal hearing process. The student may choose to have the Director or designee settle the case if possible during the Interim Suspension hearing. This would include the student entering into mutual resolution with SCCS. The student may accept the decision with all sanctions, in writing, at the Interim Suspension hearing or up to the hour before the Formal Hearing. If the student does not attend the Interim Suspension Hearing, a Formal Hearing will be scheduled and the Interim Suspension will remain in place until the results of the Formal Hearing.

**IX. Procedural Due Process/Stages of the Conduct Process**

The conduct process for a student or student organization begins when SCCS receives a referral of a potential violation of the Student Code of Conduct or local, state, or federal law. The referral is reviewed by SCCS and notice is sent to the student/student organization concerning the nature of the violation reported, date and location of incident, and asking the student/student organization to meet with a member of SCCS or designee.

1. Receipt of Referral: SCCS receives a referral that is filed within a reasonable amount of time following the discovery of the alleged violation and no later than three (3) months after the

discovery, except in extraordinary cases or cases involving allegations of serious misconduct. In certain cases, the SCCS may waive the time period for filing charges after making a finding in writing that waives the time period for filing charges in the best interest of the University.

A referral may be initiated by a student, faculty member, University Police personnel, staff member, office personnel, or interested party to the University. The Director of SCCS or designee may request information concerning prior misconduct of the student from the University Police and other appropriate persons or offices.

SCCS will then send the student notice of the referral through either (1) a Charge Letter informing the student of the process, or (2) an Interim Suspension Letter informing the student of the charges and Interim Suspension Process. This notice will be sent to the student's official university email account. For student organizations, this notice will be sent to the official university email account of the presiding officer of the organization (President).

***In Absentia:** If the student does not make an appointment within the timeframe outlined in the letter, the case may be heard in absentia. The student will then receive an Outcome letter and have an option for Formal Hearing. If the student does not request a formal hearing in the timeframe allotted, then it will be understood that the student accepts the outcome as is and an appropriate sanction(s) may be issued.*

2. Conduct Conference: The University conducts meetings for students involved in incidents that may require disciplinary action. A member of the office of Student Conduct & Community Standards or designee will meet with the student for a Conduct Conference to review all charges, pertinent information to the incident and formal hearing options. Unless otherwise specified in this document, the student has the right to choose from the hearing options listed below:

- a. **Option One: Mutual Resolution through Conduct Conference:**  
This is an informal meeting conducted by a member of SCCS/designee. This meeting is intended to apprise the party of the information contained in the referral, discuss the charges, and potential outcomes. Students are given the opportunity to explain their involvement in the incident and admit to some/all responsibility for the violations. If a mutual agreement is reached, the student will sign a form waiving his/her right to a formal hearing and his/her right to an appeal. The hearing, which is not recorded, is adjudicated by the Student Conduct & Community Standards/designee. The student and the adjudicator will review all information concerning the alleged violation and the student will speak on his/her own behalf. After the informal review, the adjudicator may reach one of the following decisions and send the decision in an Outcome Letter:
  1. Student is responsible;
  2. Case dismissed; or
  3. Case continued pending further investigation by the hearing officer.
- b. **Option Two: Formal Hearing with an Administrative Hearing Officer or the University Conduct Board:**

This is a formal hearing before either one Administrative Hearing Officer or the University Conduct Board. The UCB is a panel consisting of students and faculty/staff, but for cases falling within Title IX regulations, the panel will consist of faculty/staff only. Students may bring witnesses, who have knowledge of the incident, to this hearing. Students also have an appeal option after a formal hearing. At the conclusion of the Formal Hearing, the adjudicating body has up to three business days to reach a decision.

When circumstances arise (e.g., staffing constraints or a particularly complex matter), additional time may be required to issue a decision. If additional time is needed, that will be communicated to the charged student(s). In cases of sexual harassment/sexual misconduct or physical violence, the complainant will also be notified of the delay.

Once a decision is reached, the decision will be sent in the form of an Outcome letter to the student's official university email address. If SCCS does not receive an appeal from the student within 5 business days from the date of Outcome letter, it will be understood that the student accepts the decision as final, waives his/her right to appeal, and all sanctions will be effective.

Prior to a formal hearing, a student may make an appointment to review any file information related to the charges. At a formal hearing, the student or representative(s) of the organization may be advised and accompanied (but not represented) by a member of the University community or by legal counsel procured at the student's expense. The advisor may only consult and interact privately with the student. The decision rendered by the Administrative Hearing Officer or UCB during a formal hearing shall be based solely upon the evidence/information presented in the hearing. This is a recorded hearing where witnesses may be called to provide information. The student's witness(es) must have pertinent information to the case. (Character witnesses are not permitted.) If during a hearing additional violations are brought to light, new charges may be filed and a new hearing may be scheduled.

3. Conflict Resolution Session/s: When appropriate and agreeable to all students involved, a conflict resolution process may be conducted in lieu of an adjudication of Code of Conduct violations. The of Student Conduct & Community Standards/designee will determine when this process may be an option. At the conclusion of the Conflict Resolution process, an Outcome letter will be sent to both parties.

**Additional procedural requirements for cases Involving Sexual Harassment/Sexual Misconduct/Dating Violence/Domestic Violence/Stalking the following apply (see also ESU Policy ESU-2011-10):**

1. All incidents of sexual misconduct must be reported to the Title IX Coordinator. Follow-up investigation may result in pursuit of the case through the Office of Student Conduct and Community Standards, the University Police and/or local police in both or either jurisdiction.

The complainant has the right not to report sexual misconduct to University Police and/or local police if he, she, or they choose.

2. Formal hearings will be the venue for any incidents involving sexual harassment/sexual misconduct that are not resolved through an informal resolution process within the Title IX office.
3. Retaliation against any individual on the basis of a good faith report made by such individual, and/or on the basis of that individual's participation in an investigation, hearing, and/or final disposition of the sexual misconduct investigation is contrary to the community standards and is strictly prohibited under this code of conduct.
4. Both the respondent and complainant have the right have to one Advisor of their choice present at all steps of the process and at the student's personal expense. The Advisor may include a parent, guardian, or attorney. The Advisor may confer with the respondent or complainant, but may not speak on the respondent's or complainant's behalf. The Advisor is allowed to conduct the cross examination on behalf of the complainant and/or respondent in sexual harassment/sexual misconduct/VAWA related cases in the formal hearing.
5. The respondent(s) may have character witnesses present on his/her/their character for a formal hearing.
6. Both the respondent and complainant have the right to be informed of the outcome of the hearing in writing.
7. Both students, respondent and complainant, have the right to appeal the outcome of a formal hearing. The same basis for an appeal applies as stated below in Section XI. In these cases, if an appeal is filed by either the complainant and/or the respondent, both parties will receive the written appeal and have up to five (5) business days to write a response if they wish.

## **X. Decision**

All decisions of the Administrative Hearing Body are final for all sanctions up to and including expulsion.

## **XI. Appeals of Formal Hearings**

Appeals are decided by the Vice President for Campus Life and Inclusive Excellence/designee for non-academic cases, the Provost/designee for Academic Integrity Cases, or the President/designee in cases that result in Expulsion.

Appeals must be made in writing by the student and submitted/delivered to the Office of Student Conduct and Community Standards within five (5) business days after the decision of the hearing body. Upon receipt of the written appeal, the Office of Student Conduct and Community Standards will submit the appeal to the designated individual and defer the imposition of the sanction(s) pending the decision on the appeal. Appeals must be based on:

- a) Lack of procedural due process;
- b) Lack of substantial evidence to support the decision; or
- c) New evidence that was not previously available that could substantially change the nature of the case;
- d) Severity of sanctions only if the sanction resulted in one or more of the following: loss of eligibility to live in and/or visit University-owned/operated housing, suspension, and/or expulsion.

If the appeal meets one of the categories listed above, it will be reviewed by the designated individual and the following may be recommended:

- a) Uphold the decision;
- b) Alter the decision and/or sanction that has been imposed;
- c) Return the matter to the Office of Student Conduct and Community Standards with instructions for re-adjudication relative to specific issues; or
- d) Overrule the decision and dismiss the case.

Decisions on appeal will be rendered by the Vice President or Provost within ten (10) business days, unless justifiable circumstances make adherence to this time frame infeasible.

The decision of the Vice President or Provost is considered final university action. There is no other appeal process.

## **XII. Provision for Amendments**

A committee of students, faculty and administrators will periodically review this document at least every 3 years. The Vice President for Campus Life and Inclusive Excellence will assist in appointing the chair and members of the review committee. Such a review process, in cooperation with the Vice President, will facilitate making timely changes to better meet the needs of the academic community.

## **XIII. Records Retention**

All disciplinary records are the property of the office of Student Conduct and Community Standards. The office will maintain these records for 7 years from the date of graduation, or the last date of enrollment if the student did not graduate.