

Slippery Rock University  
of Pennsylvania  
Student Code of Conduct  
8.12.2020

Approved by Slippery Rock University Cabinet August 12, 2020

## **Contact Information**

For questions or information regarding the Student Code of Conduct or process and procedures please contact:

Office of Student Conduct  
004 Patterson Hall  
724-738-4985

For questions regarding infractions in residence halls, please contact:

Residence Life  
Watson Hall  
724-738-2082

For questions or information regarding Title IX (involving discrimination based on gender, including cases involving sexual harassment, sexual assault, dating violence, domestic violence, or stalking), please contact:

Title IX Office, part of Diversity and Compliance  
008 Old Main  
724-738-2016

For questions regarding criminal involvement, please contact:

University Police  
Kiestler Road  
724-738-3333

For questions or resources regarding bias or discrimination, please contact:

Diversity and Compliance  
008 Old Main  
724-738-2016

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## **Notice**

Students are required to abide by the current version of the Student Code of Conduct, which is always available online at <http://www.sru.edu/offices/student-conduct/code-of-conduct>. The information contained herein supersedes all previously published Student Codes of Conduct and is subject to change at the discretion of the University. University policies, practices, guidelines, and procedures, which may be updated and approved subsequent to the publication of this document, will in some instances take precedence over the contents of this handbook. To ensure that you have the most current information, you may contact the Office of Student Conduct at 724-738-4985. Print copies of the Student Code of Conduct are available for students to pick-up in the Office of Student Conduct, 004 Patterson Hall, Slippery Rock University, Slippery Rock, PA 16057.

The Slippery Rock University email system is recognized as the official communication medium for receiving related Student Conduct correspondence. Students are responsible for checking all email including any mail from Slippery Rock University that ends up in your “junk/clutter/spam” email filter. This includes information sent during an academic recess.

## **Slippery Rock University Mission and Vision**

The fundamental educational mission of Slippery Rock University (SRU) is to transform the intellectual, social, physical, and leadership capacities of students in order to prepare them for life and career success. Complementary missions are to engage in scholarly activity and professional service.

SRU is committed to serving a diverse student body and empowering anyone regionally, nationally, and internationally who can benefit from its programs and lifelong learning opportunities. Thereby SRU addresses the educationally-related economic, health, environmental, social, cultural, and recreational needs of the communities served by the University.

## **Notice of Non-Discrimination:**

Slippery Rock University of Pennsylvania does not discriminate on the basis of race, color, sex, sexual orientation, gender identity, gender expression, national origin, religion, age, disability, age/or veteran status in its programs or activities in accordance with Title IX of the Educational Amendments of 1972, the Americans with Disabilities Act of 1990, Section 504 of the Rehabilitation Act of 1973, Title VII of the Civil Rights Act of 1964, and other applicable statutes and University policies. Available at <https://www.sru.edu/offices/diversity-and-equal-opportunity/notice-of-non-discrimination>

The following person has been designated to handle inquiries regarding the non-discrimination policies:

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Assistant Vice President of Diversity and Equal Opportunity/ Title IX Coordinator  
008 Old Main  
104 Maltby Avenue  
Slippery Rock University  
Slippery Rock, PA 16057  
724.738.2016

## **SRU Student Conduct Philosophy**

Members of the Slippery Rock University community have developed a set of expectations for student behavior.

These expectations are contained in the Student Code of Conduct. The Student Code of Conduct outlines the rights and responsibilities of all students, and it provides a fair process to evaluate and respond to allegations of misconduct. SRU Student Conduct strives to educate students and to assist students in becoming successful, and has an educational process. The educational process is designed to assist the students in identifying problematic behaviors, construct a developmentally appropriate consequence, and connect the student to resources that support positive decision making.

## **Application and Scope of the Student Code of Conduct**

**All students are responsible for familiarizing themselves with the provisions of the Student Code of Conduct (Code).**

The Student Code of Conduct shall be the responsibility of the Council of Trustees and the President or their designee(s).

The Code shall apply to all undergraduate, graduate, and professional students that have matriculated at any of the physical or online campuses of Slippery Rock University ("student"). Students shall also be subject to other university regulations and policies. Students shall be responsible for their conduct from the time of confirmation of acceptance for admission through the actual awarding of degree, even though conduct may occur before classes begin or after classes end, as well as during the academic year and during periods between terms of actual enrollment (including if their conduct is not discovered until after their degree is awarded). "Guest" will include and refer to any person visiting the University.

## **Jurisdiction**

Students are expected to conduct themselves as responsible members of the University community. A student whose conduct violates the law, the rights of others, or jeopardizes the health, welfare, and safety of members of the University community will be subject to disciplinary action by the University. This includes, but is not limited to, international academic programs, study abroad, or sporting events and academic programs sponsored by or held at

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locations other than Slippery Rock University, or if such conduct otherwise results directly from membership in the University community.

The University expects students to conduct themselves in accordance with the law. Student behavior that may have violated any local, state, or federal law is subject to review by the University and may result in Student Conduct charges being filed against a student by the Office of Student Conduct. When students are found responsible for behavior off-campus that violates the Student Code of Conduct, sanctions will be applied. When the University has been made aware of off-campus misconduct, the Student Code of Conduct may be applied by the University simultaneous to any criminal action taken by civil authorities. However, in some instances final action may be deferred at the discretion of the University until all external processes have been completed or until such time when the on-campus procedure may proceed without encumbrance. Student Conduct committed off-campus which affects a university interest is Student Conduct that includes one or more of the following:

1. Constitutes a violation of local, state or federal law. Included (but not limited to) violations of any local, state or federal law.
2. Indicates that the student may present a clear and present danger or threat to the health or safety of others.
3. Significantly infringes upon the rights, property, or achievements of self or others, or significantly breaches the peace and/or causes social disorder.
4. Is detrimental to the educational interests of the University.

Any off-campus student behavior that affects a university interest violates the Student Code of Conduct and is subject to disciplinary action following standard university procedures.

The SRU conduct process on campus runs parallel to the criminal justice process through the court system. They are two separate processes. Therefore, a student may face charges through the criminal justice system, and at the same time be called in by SRU's Student Conduct office or Residence Life (if the alleged incident happened in the residence halls) to address the alleged violations of the Student Code of Conduct for the same incident. Please note that the Office of Student Conduct receives reports from the University Police, Borough Police, and PA State Police, and calls students in via SRU email to address the alleged violations of the Student Code of Conduct.

This Code does not create, alter, or detract from any rights otherwise afforded under federal or state law.

## **Violations**

In most circumstances, the University will treat attempts to commit any of the violations listed in the Student Code of Conduct as if those attempts had been completed.

1. **Academic Integrity Policy Violations (includes cheating, plagiarism, forging signatures, and other violations included in the Academic Integrity Policy):** See Academic Integrity Policy (Appendix B)

- 2. Computer/Technology Misuse Policy Violations (includes downloading movies or music without permission, unauthorized use of Information Technology (IT) resources, and other violations included in the IT Acceptable Use Policy):** See IT Acceptable Use Policy (Appendix C)
- 3. Hazing Policy Violations (includes requiring activities such as illegal activity, sleep deprivation, scavenger hunts, and other activities included in the Hazing Policy):** See Hazing Policy (Appendix D)
- 4. Hoverboard/Self-Balancing Scooter Policy Violations (includes riding and storing hoverboards on campus):** See Hoverboard/Self-Balancing Scooter Policy (Appendix E)
- 5. Smoking Policy Violations (includes smoking on campus in unauthorized areas):** See Smoking Policy (Appendix F)
- 6. Sexual Misconduct: See Sexual Misconduct Violations (includes sexual assault, rape, stalking, and other offenses included in the Sexual Misconduct Procedures)**
- 7. Weapons Policy Violations (includes unauthorized use of any weapons included in the Weapons Policy):** See Weapons Policy (Appendix I)
- 8. Harm to Others Violations Include:**
  - a. Physical violence including but not limited to: physical abuse; assault; threats of violence; striking, shoving, or subjecting another person to unwanted physical contact.
  - b. Intentionally or recklessly endangering, threatening, or causing physical harm to any person and/or their property.
  - c. Harassment, or a pattern of behavior that involves verbal abuse or harassment, threats, intimidation, bullying, coercion, stalking, and/or other conduct which threatens or endangers the health and safety of another person(s) or another person's property.
  - d. Stalking, or the repetitive and/or menacing pursuit, following, harassment, and/or interference with the peace and safety of another person that has the effect of intimidating another person.
  - e. Bullying, or the repeated and intentional harassment that has the effect of intimidating another person.
  - f. Retaliation, or any adverse action, threat of adverse action and/or the harassment of an individual who makes a good faith report of misconduct, is the subject of a report of misconduct, and/or who is reasonably participating in the Student Conduct process that has the effect of intimidating another person.
  - g. Use of the Internet (including social media, email, text messaging, etc.) interactive, and/or digital technologies to harass, bully, retaliate and/or stalk another person that has the effect of intimidating another person.
- 9. Property Violations Include:**

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- a. Attempted or actual theft of and/or damage to property of the University or property of a member of the University community, or other personal or public property.
- b. Attempted or actual theft of university services.
- c. Possession and/or receipt of stolen property.
- d. Tampering, discharging or causing to be inoperable any firefighting/lifesaving apparatus, alarm devices, fire safety devices, and emergency equipment for no legitimate purpose.
- e. Initiating bomb threats or false alarms to any university official, facility, program, or event on university premises.
- f. Failure to evacuate a facility or designated area in a timely manner or to comply with the directions of a university official during a fire drill or other health and safety emergency.
- g. Setting or attempting to set a fire or creating/causing a fire on campus with the intent of causing damage.
- h. Trespassing in areas that are posted, off-limits and/or restricted including but not limited to water towers, electrical substations, areas under construction or repair, areas cordoned off by university officials, rooftops, and buildings that are closed.
- i. The willful obstruction of a passageway, entrance, exit, or any portion of a university building or premises which restricts the freedom to utilize the facility for its stated and intended purpose.
- j. Misappropriation of a university resource including the act or the attempt to remove a university resource designated for general student or university usage or consumption from a designated area.
- k. Actions that cause disruption to university networks and/or telecommunications systems, equipment and/or resources.
- l. Use of university resources, facilities or services to commit a violation of University policy or the law.

**10. Expectations of Cooperation Violations Include:**

- a. Failure to comply with directions of university officials or law enforcement officers acting in the reasonable performance of their duties.

**11. Unauthorized Access Violations Include:**

- a. Unauthorized possession, duplication or use of keys, key access cards, computer system or network passwords, access systems, or codes to any premises or unauthorized entry to or use of university premises.

**12. Alcohol Violations Include:**

- a. Use, possession, manufacturing, or distribution of alcoholic beverages or alcoholic products.
- b. Constructive possession of alcoholic beverages or products whereby possession is defined as the presence of alcoholic beverages or products in an area under one's control such as a residence hall room in which the student is assigned or a vehicle.



- c. Public intoxication on university premises or at official university student activities/functions on or off campus.
- d. Underage use of alcohol including the purchase or attempt to purchase alcohol by a minor.
- e. Excessive use of alcohol resulting in a state of intoxication. Excessive use may include use resulting in a need for medical attention, inability to function without assistance, unconsciousness, incoherent or disoriented behavior, and/or loss of control of bodily functions.
- f. Selling or furnishing (including the attempt to sell, furnish, or provide a place for people under the age of 21 to consume) alcoholic beverages or products without a license to a minor on or off campus.
- g. Driving while intoxicated.

**13. Drug Violations Include:**

- a. Use, possession, purchasing (including the attempt to purchase), manufacturing, or distribution of marijuana, heroin, narcotics, or other controlled substances, except as expressly permitted by law.
- b. Constructive possession of marijuana, heroin, narcotics or other controlled substances whereby possession is defined as the presence of contraband in an area under one's control, except as expressly permitted by law. This includes campus and off campus residences, or a vehicle.
- c. Being under the influence of illegal drugs or other controlled substances on university premises or at official university student activities/functions on or off campus.
- d. Selling (including the attempt to sell), delivering, transporting or furnishing any illegal drugs or controlled substances.
- e. Hosting or organizing a party where marijuana, heroin, narcotics or other controlled substances are present. Students found responsible for violation of this specific provision are subject to loss of university housing.
- f. Possession of drug paraphernalia including but not limited to pipes, bongs, grinders and other devices.
- g. Use of substances or synthetic substances, legal or illegal, in a fashion designed to alter one's mental or physical state.
- h. Use of a prescription medication in a way not intended by the prescribing doctor.
- i. Impaired driving as a result of the use of drugs or other substances.
- j. Drugging another person via their food or drink, or by any other means, with or without their knowledge or consent.

**14. Disorderly Conduct Violations Include:**

- a. Conduct that is disruptive and/or serves no legitimate purpose.
- b. Breach of peace or aiding, assisting, or procuring another person to breach the peace on university premises or at functions sponsored by, or participated in by, the University or the community.
- c. Disruption or obstruction of teaching, research, administration, disciplinary proceedings, pedestrian or vehicular traffic, other university activities or of other

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authorized non-university activities when the conduct occurs on university premises.

- d. Unauthorized use of electronic or other devices to make a picture, an audio, or a video recording of any person while on university premises without his/her prior knowledge, or without his/her expressed consent when such a recording is likely to cause injury, distress, or breach a reasonable expectation for privacy. This includes, but is not limited to, surreptitiously taking pictures or videos of another person in an athletic/recreation facility, locker room, or restroom.
- e. Protests that disrupt the university's daily functions (see Appendix J Right to Student Assembly for additional information)

**15. Bias/Intimidation Violations Include:**

- a. Any violation of law, Student Code of Conduct, or policy based on the actual or perceived age, ancestry, color, national origin, race, religion, disability, gender expression, gender identity, sexual orientation of an individual or group of individuals, any other provision as indicated in federal, state or local ordinances or laws.

**16. Abuse of the Student Conduct Process Violations Include:**

- a. Failure to obey the notice from a hearing authority or university official to appear for a meeting as part of the Student Conduct process.
- b. Falsification, distortion, or misrepresentation of information before an appropriate hearing authority, or other student conduct process meeting/hearing.
- c. Disruption or interference with the orderly conduct of a hearing or other student conduct meeting or hearing.
- d. Falsifying a Student Conduct incident report.
- e. Attempting to discourage an individual's participation in, or use of, the Student Conduct system.
- f. Attempting to influence the impartiality of a member of a hearing board prior to, and/or during the course of the Student Conduct process.
- g. Harassment and/or intimidation of any party, witness or hearing board member involved in a Student Conduct case with the intent of influencing outcomes or for the purposes of retaliation prior to, during and/or after a Student Conduct proceeding.
- h. Failure to comply with the sanction(s) imposed as a result of a Student Code of Conduct violation.
- i. Falsifying data, plagiarism, receiving unauthorized assistance, and/or the misrepresentation of service in attempt to fulfill the requirements of an assigned Student Conduct sanction; completing part or all of an assigned sanction for another student.

**17. Complicity Violations Include:**

- a. Conspiring with or knowingly aiding or encouraging another student in the commission of a Student Code of Conduct violation, violations of law and/or other official policies of the University.

**18. Guest Violations Include:**

- a. Allowing and/or failing to prevent violations of law or university policy by a non-student guest. Students are responsible for the behavior of their non-student guests at all times and in all places. The student host is responsible to make guests aware of rules and regulations of the residence halls and the campus in general.

**19. Falsification/Forgery Violations Include:**

- a. Falsifying, omitting or forging Slippery Rock University, federal or state forms, documents, applications, reports, identification, parking permits, meal cards, and/or the attempt to misrepresent himself/herself as another person or university official.
- b. Falsifying a report to Slippery Rock University Police.
- c. Providing false information to a Slippery Rock University official who is acting in the reasonable performance of their duties.

**20. Student Identification Violations Include:**

- a. Failure to submit a Slippery Rock University Student Identification Card (ID) card to a university official who is acting in the reasonable performance of their duties for the purposes of identification.
- b. Failing to promptly report the loss of a student ID card to the Student ID Office.
- c. Transferring a student ID card or passcodes to any other person for any purpose.

**21. Law Violations Include:**

- a. Violation of any local, state or federal law on or off campus. Criminal or civil decision is not a necessary prerequisite for a disciplinary decision nor is it necessary that criminal or civil charges be lodged against the student either before or after a university decision. Therefore, action taken in a civil or criminal court does not free the student of responsibility for the same conduct in a university proceeding. A student participating in the Accelerated Rehabilitative Disposition (ARD) program or any similar alternative diversionary program applied by the courts is still considered to be in violation of this standard and accountable for a conduct violation. Non-university issued sanctions does not satisfy university sanctions.

**22. University Policy Violations Include:**

- a. Violation of any university policy, rule, or regulation published in hard copy or electronically available on the University website.
- b. Violation of policies issued pursuant to a specific University function, including but not limited to Residence Life policies, food services policies, policies related to student activities, social event policies, library policies, health center policies, and parking policies.
- c. Failure to fill out University records and documents honestly and accurately, including, but not limited to Admissions applications and other officially submitted documents.

## **Filing Procedures**

Any member of the University community who believes that a violation of the Student Code of Conduct has occurred may file a conduct referral with the Office of Student Conduct. The conduct referral can be found online: [https://sru-advocate.symplicity.com/public\\_report/](https://sru-advocate.symplicity.com/public_report/) (the term “public report” indicates that a report is being made from a member of the public. Reports are not open for public view.)

As necessary, the University reserves the right to initiate a report, to serve as the complainant, and to initiate Student Conduct proceedings without a formal report by the complainant of misconduct.

The Office of Student Conduct receives information from the University Police, Borough Police and State Police, and public referrals. Upon receipt of the report, the Office of Student Conduct may begin their information gathering process to determine if a student is in violation of the Student Code of Conduct.

Reports involving allegations of sexual misconduct are investigated under the direction of the Title IX Coordinator (see Sexual Misconduct Procedures Appendix G).

Members of the University community are urged to report an incident immediately after it occurs. There is no specific statute of limitation on reporting a violation, but university response to reports received after a significant period of time has elapsed may be limited given the availability of witnesses, evidence or involved parties.

## **Non-Sexual Misconduct Case Processing & Procedures**

\*For cases involving Sexual Misconduct, please refer to the Sexual Misconduct Procedures for Students.

1. Upon receiving a conduct referral, university personnel will notify the respondent by SRU email that they have allegedly violated the University Code of Conduct and invite the student in for a meeting. At an appropriate time in the hearing process as determined by the director of Student Conduct or designee, notice of alleged violations against an organization will be sent to the organization’s president or their designee and advisor as listed on university registration documents. It is the responsibility of each organization to register with the University each year and to keep officer and advisor records current.
2. At the meeting, university personnel will review the information that has been gathered with the respondent.
  - a. If the respondent accepts responsibility for the violation(s) of the Student Code of Conduct and agrees to the sanction (consequence) assigned, an administrative waiver is completed and the case is resolved. Once such a waiver of a hearing is

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signed by the respondent, it may not be rescinded nor may a hearing or appeal be requested.

- b. If the respondent does not take responsibility for the violation, but there is sufficient evidence that the conduct violation occurred, the case is moved forward to a hearing.
  - c. After gathering information, if it is determined that disciplinary action is not warranted, the respondent will be notified (in writing via SRU email address) that all alleged violations have been withdrawn.
  - d. If the alleged offenses are severe in nature and could result in separation from the University, they will be reviewed at the initial meeting, but resolution will be determined by a hearing board at a future date. (Hearing Procedures identified below).
  - e. Failure to appear at a requested meeting will result in University personnel determining a resolution for the case, including rendering a decision and applying sanctions.
3. Automatic sanctions may be assigned by the University when sufficient evidence is presented, for any reports not involving suspension or expulsion from the University. For any incident involving suspension or expulsion from the university, a hearing opportunity will be provided for the respondent.
  4. Respondents who have not signed a waiver will be afforded a five-business day appeal opportunity. Appeals should be submitted in writing to the Appeal Office specified in the sanction letter.

## **Non-Sexual Misconduct Cases Moved to Hearing**

If the alleged violation(s) could result in suspension or expulsion from the University, or if the respondent disagrees with the violation(s) or the sanction(s) (consequences), a hearing board composed of a chairperson, one student, and one faculty/staff member will determine if the respondent is found responsible. If a student hearing board member is not available, the director of the Office of Student Conduct or their designee may substitute a faculty/staff member on the hearing board. The hearing board also determines the sanction(s).

\*For cases involving Sexual Misconduct, please see the Sexual Misconduct Procedures for Students.

The Hearing Process includes the following:

1. The Director of Student Conduct or their designee will:
  - a. Notify the respondent of the alleged violations filed
  - b. Share who filed the alleged violations
  - c. Identify time, date, and place of the alleged violation
  - d. Provide sufficient details of the alleged violations to enable the student to respond
  - e. Notify the respondent of the possible sanctions (consequences) which will be applied if they are found in violation
  - f. Provide the time, date, and location of the hearing

- g. Administer a No Contact Order /No Trespass Order in cases where a respondent is a threat to the community. Respondents issued a No Trespass Order will need to contact University Police for a police escort to the hearing
2. Prior to the hearing date, the respondent will be permitted to review information obtained during the information gathering process. To review information, the respondent must contact the Director of Student Conduct or their designee. Information will be reviewed in the Office of Student Conduct upon request.
3. Prior to the day of the hearing, the respondent may provide a list of witnesses to the Director of Student Conduct, or their designee.
4. The respondent or Director of Student Conduct or their designee may request postponement of a scheduled hearing in writing prior to the start of the hearing. If a respondent is requesting postponement, this request must be written and must include the reason(s) that a postponement is being requested. Requests should be emailed to the Director of Student Conduct or designee. These requests will be decided on a case-by-case basis and only granted in the most mitigating circumstances.
5. Hearings are not public, and the only individuals permitted to participate in the hearing are as follows:
  - 1) The Decision Maker(s) including The Hearing Chair
  - 2) Hearing facilitators
  - 3) Conduct administrator or designee
  - 4) Respondent
  - 5) Adviser of choice
  - 6) Any individuals necessary to provide interpretation or other support services associated with reasonable accommodations to facilitate participation in the hearing.
6. Once the hearing has begun, the hearing board reviews information presented by the Director of Student Conduct or designee, the respondent, and any witnesses and determines, based on a preponderance of evidence, whether the student violated the Student Code of Conduct.
7. Disruptive individuals may be asked by the hearing chairperson to leave the hearing. Advisors to the respondent do not have a speaking role in the proceedings, students must speak for themselves.
8. Reasonable accommodations will be made, as requested for all participants based on need and safety.
9. The hearing board deliberates, and decides based on preponderance of the evidence if the violations occurred. The decision is based on a majority vote in hearing board deliberation.
10. The respondent is notified of the hearing decision in writing within five (5) business days of the receipt of the statement of findings (provided by the hearing chairperson).
11. The respondent may appeal the hearing decision within five business days by submitting a written appeal to the Director of Student Conduct. An appeal does not provide for a second hearing of the case, but addresses one or more issues as outlined below under Grounds for Appeal.

## **Appeal Grounds for All Cases, including Sexual Misconduct Cases:**

Upon the specific request of the respondent, or upon the specific request of the complainant in cases of sexual assault, sexual harassment, dating violence, domestic violence, and stalking (See Sexual Misconduct Procedures for Students for additional information), as indicated in the appeal document, the Appeal Authority shall review the decision of the Hearing Board or Administrative Hearing Officer to determine if at least one of the following appeal criteria are met.

In Sexual Misconduct cases, the Complainant and/or Respondent may appeal the dismissal of a Formal Complaint or any included allegations or a determination of responsibility on the following grounds (See Sexual Misconduct Procedures for Students for additional information). In Non-Sexual Misconduct Cases, the Respondent may appeal a determination of responsibility on the following grounds.

- 1) New information that could affect the outcome of the matter that was not reasonably available through the exercise of due diligence at the time of the hearing or dismissal of the Formal Complaint (in cases of Sexual Misconduct).
- 2) A deviation from the University policy or procedures that affected the hearing or outcome.
- 3) The Title IX Coordinator (in Title IX/Sexual Misconduct cases), Investigator(s), or Decision Maker(s) had a conflict of interest or bias for or against an individual party, or for or against complainants or respondents in general, that affected the outcome of the matter.
- 4) The sanction imposed was inappropriate.

In cases not involving suspension or expulsion from the University, the written appeal is reviewed by the Chief Student Affairs Officer, Student Affairs, or their designee. The decision of the Chief Student Affairs Officer, Student Affairs or their designee is final.

The Chief Student Affairs Officer, Student Affairs or their designee will review the decision and may affirm the Hearing Board decision, reduce the sanction determined by the Hearing Board, dismiss some or all of the alleged violations, remand the case to the Hearing Board to consider new evidence, or remand the case for a new hearing.

Note: If the respondent or complainant fails to appear at a hearing, the hearing will proceed and sanctions (consequences) will be determined.

Note: A record will be made of the proceedings. The respondent (or complainant in cases of sexual harassment, sexual assault, dating violence, domestic violence, or stalking) may request to hear the electronic copy of the hearing in coordination with the director of the Office of Student Conduct during regular business hours.

## **Sanctions (Consequences)**

Each incident report is processed and decided based upon the unique circumstances of that particular referral. Although there will be usual and customary sanctions (consequences) administered for similar violations of university regulations, there may be aggravating or mitigating circumstances that could alter the response. Sanctions (consequences) may be applied singularly or in combination. Sanctions (consequences) may be applied to individual respondents and/or responding organizations. When possible, the university administers educational sanctions that will contribute to student success. Some examples of educational sanctions include the Alcohol and Other Drug Program (an educational program run through the Counseling Center), educational reflections, and educational conversations about decision making. In addition, the Office of Student Conduct refers students to on and off campus resources as a part of the educational conduct process, to assist the student in making connections and addressing the behaviors that are in violation of the Student Code of Conduct.

Sanctions (consequences) are progressive in nature throughout the course of the student's entire academic career at Slippery Rock University (this includes online semesters, continuation from undergraduate to graduate or doctoral programs).

A complainant or alleged victim of any crime of violence or a non-forcible sex offense may request the results of any disciplinary proceeding conducted by SRU against a student who is the alleged perpetrator of such crime or offense by emailing a request to the director of the Office of Student Conduct or designee. For cases involving alleged sexual or gender-based misconduct, the complainant will be informed if there were findings made that the policy was or was not violated and of actions taken to resolve the complaint, if any, that are directly related to the complainant, such as an order that the respondent not contact the complainant.

The University may impose a wide range of sanctions (consequences) for violation of this Student Code of Conduct, including, but not limited to:

**Educational Sanction** - Attendance at educational or counseling programs, researching and writing a paper, completion of special projects, community service or participation in other relevant activities may be assigned in lieu of, or in addition to, other sanctions (consequences). There may be a fee for some of these activities (it will be the student's responsibility to cover fees). The student is responsible for completing and obtaining documentation regarding the completion of any educational sanction.

**Emergency Removal for Students** – (see Sexual Misconduct Procedures for Students for more information on Emergency Removal for Students)

**MyStudentBody** – a series of online tutorials designed to educate students on alcohol/drug use/abuse and sexual misconduct.

**Case Management** – A directive to meet with a student affairs case manager to co-construct a behavior plan for success.



**Documentation of Counseling** – Required documentation of attendance at counseling from a licensed counselor.

**Restitution** –A written directive to replace, repair, or make specific compensation for property of the University or another person which was damaged, destroyed, or misused. Failure to make restitution by a designated date may result in a hold on a student’s registration and/or additional disciplinary action.

**No Contact Order** — A directive to cease and desist from any intentional contact, direct or indirect, with one or more designated persons or group(s) through any means, including personal contact, email, telephone, texting, or through third parties. Should the student fail to cease contact, they will be subject to additional action, up to and including suspension and/or arrest. An Interim No Contact Order can be put in place at the discretion of the director of the Office of Student Conduct or designee.

**No Trespass Order (to campus)** — an exclusion from campus for a specified period of time. During the period the student is excluded from a specified facility or area of the University, and/or the entire campus, they may not enter or participate in any function within the confines of the area or facility of the University. They will not be permitted to enter or use the University property for visitation, meals, employment, or any other purpose. This status also includes exclusion from the property’s lobbies, patios, and adjacent university property. Should the student reappear in any of the areas heretofore mentioned, they will be subject to arrest. Interim Campus No Trespass can be put in place at the discretion of the director of the Office of Student Conduct or their designee; a hearing will be scheduled to address the alleged violations

**Censure** – a written statement from the Office of Student Conduct expressing disapproval of the conduct and a warning indicating future violations could result in more severe consequences.

**Disciplinary Probation** - is an encumbrance on the student’s/organization’s good standing at the University. Any subsequent violation or additional referrals of violation of University regulations during the probationary period may result in separation from the University. A term of probation not less than one semester in length may be specified. If no additional violations or referrals of additional violations of University regulations occur, the student/organization is returned to good standing at the conclusion of the probationary period.

**Permanent Disciplinary Probation** – A term of probation as defined lasting until the student graduates from the University. Any additional incident of violation during the probationary period is likely to result in separation from the University. The student will remain on probation until the disciplinary record is purged in accordance with the provisions of the Student Code of Conduct.

**Loss of Privilege** - The withdrawal of a privilege, use of a service, or participation in an activity for a specific period of time. This includes, but is not limited to, restriction of participation in Intercollegiate, Club, or Intramural Athletics, student organizations, Student Government, food services, other university services, programs, and academic trips or activities. Loss of privilege

Slippery Rock University Student Code of Conduct Approved by SRU Cabinet 8/12/2020 may be imposed separately or in addition to any other sanction and relates to the violations determined.

**Disciplinary Hold** – A restriction placed on a respondent’s account which would prevent a student from registering for classes, issuance of a housing contract and access to athletic facilities. A disciplinary hold may also place a restriction on obtaining transcripts depending on the circumstances of the alleged violation.

**Deferred Suspension** - Establishes a fixed period of time, not less than two semesters in which the respondent is not in good standing with the University. While permitted to remain enrolled or recognized the respondent is not permitted to represent the University nor participate in any extracurricular activities. The specifics of the deferred suspension will vary based upon the violation and the individual student’s/organization’s circumstances. The respondent may be restricted and only participate in activities directly related to academic pursuits and only be permitted to enter buildings necessary for the completion of academic requirements. Additional conditions, restrictions and/or educational sanction may occur during the deferred suspension. Any additional violations of University regulations or failure to complete the conditions or educational sanctions will result in the immediate suspension of the respondent for the duration of the deferred suspension or longer. Additional sanctions may be applied as a result of the new violations. Respondents on deferred suspension who are academically suspended from the University are not eligible for early readmission. Appeals of a deferred suspension will be reviewed administratively by the Chief Student Affairs Officer, Student Affairs or their designee.

**Disciplinary Suspension (1 semester to 8 semesters)** - Establishes a fixed period of time, not less than one semester (not including summer or winter terms), during which the student/organization may not participate in academic or other activities of the University. After the established time period has elapsed, and the respondent has completed all other sanctions (consequences), the respondent may re-enroll. Student organizations who wish to seek re-recognition by the university must contact the Center for Service, Involvement and Leadership. Because the fixed term will vary according to the individual case and readmission may be contingent upon individually assigned conditions, the respondent will be prohibited from entering onto the campus (the respondent is issued a No Trespass for the entirety of the suspension period), and the transcript will note the disciplinary suspension for the duration of the suspension.

**Expulsion** - Establishes a permanent ban against the respondent and prohibits any further involvement by the respondent in academic or other activities of the University. The respondent is prohibited from entering onto the campus with a No Trespass to all university property and the notation of the expulsion will be permanently placed on the respondent’s academic transcript.

**Revocation of Degree** - Allegations of academic dishonesty may be filed against a respondent who has already received a diploma. The former student shall be afforded all protection and due process required by the Student Code of Conduct, as if they were still a student. Upon a

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finding of violation, the Hearing Board may recommend to the Provost that degree revocation proceedings be initiated in addition to the application of other sanctions.

**Interim Disciplinary Suspension** - If the director of Student Conduct (or designee) determines that the presence of a respondent constitutes an immediate threat of harm themselves, other students, university personnel, or university property, the director of Student Conduct (or designee), may immediately suspend that respondent. Within ten business days of the interim suspension, a hearing will be convened. Extenuating circumstances may warrant an extension, in which case the hearing will be convened at the earliest possible date. The respondent will be notified of the date, time, and location of the hearing. At the hearing, the respondent will have the opportunity to present a defense and a determination will be made as to whether the suspension should be removed or made permanent or whether any other sanction should be imposed.

## **Minimum Sanctions Related to Drug and Alcohol Offenses**

### **1) Underage possession or consumption of alcohol**

- a. 1st violation: Censure and an Alcohol and Other Drug Program First Referral
- b. 2nd violation: Disciplinary Probation and an Alcohol and Other Drug Program Second Referral
- c. 3rd violation: Minimum of one semester suspension from the University

### **2) Possession/utilization of illegal controlled substances**

- a. 1st violation: Disciplinary Probation and an Alcohol and Other Drug Program First Referral
- b. 2nd violation: Disciplinary Probation and an Alcohol and Other Drug Program Second Referral
- c. 3rd violation: Minimum of one semester suspension from the University

### **3) Possession/consumption of alcohol on campus by an individual 21 or older (does not include campus events for which an SRU alcohol permit has been secured)**

- a. 1st violation: Censure (written warning) and an Alcohol and Other Drug Program First Referral or alternative sanction
- b. 2nd violation: Disciplinary Probation and an Alcohol and Other Drug Program Second Referral
- c. 3rd violation: Minimum of one semester suspension from the University

### **4) Behavioral problems as a result of the use of drugs or alcohol intoxication**

- a. 1st violation: Disciplinary Probation and an Alcohol and Other Drug Program First Referral to a maximum of expulsion from the University
- b. 2nd violation: Minimum of Permanent Probation from the University to a maximum of expulsion from the University

**5) Furnishing alcohol to minors**

- a. 1st violation: Minimum of deferred suspension, an Alcohol and Other Drug Program First Referral, and \$200.00 fine
- b. 2nd violation: Minimum of one-year suspension from the University to a maximum of expulsion

**6) Illegal sales of alcohol, prescription drugs or other controlled substances** - Minimum of a one-year suspension from the University to a maximum of expulsion

## **Residence Hall Disciplinary Action**

Residence Life disciplinary action occurs when a student has been found responsible for violating the Student Code of Conduct and/or the Residence Hall Agreement issued each year to all on-campus residents.

**Emergency Removal for Students** – (see Sexual Misconduct Procedures for Students for more information on Emergency Removal for Students)

**Residence Life Censure** - A written statement from the Department of Residence Life condemning the behavior and warning indicating future violation(s) could result in more severe consequences.

**Residence Life Probation** — A conditional encumbrance on the student’s disciplinary status with Residence Life. During the probationary period, a resident is excluded from participation in extracurricular university owned housing activities, and may not hold any appointed or elected position within the university owned housing community.

**Residence Life Suspension** — A termination of residence for a specified period of time from university owned housing. A No Trespass order will be issued to the respondent for all university owned housing during the period of suspension. This status means they will not be permitted to enter or use university owned housing for visitation, meals, employment, or any other purpose. This status also includes exclusion from lobbies, patios, and adjacent university property. Should the respondent reappear in any of the areas heretofore mentioned they would be subject to arrest. At the conclusion of the period of suspension, the respondent will be allowed to return to university owned housing on a probationary basis for a period of one year unless otherwise specified.

**Residence Life Expulsion** — A termination of residence and permanent exclusion from university owned housing. If the respondent reapplies for residence, they will not be allowed to return to university owned housing. A record of Residence Life Expulsion is maintained as a permanent record in the conduct file. Additionally, the student will receive a No Trespass Order from all university owned housing. This status means they will not be permitted to enter or use university owned housing for visitation, meals, employment, or for any other purpose. This status also includes exclusion from lobbies, patios, and adjacent university property. Should the respondent reappear in any of the areas heretofore mentioned, they will be subject to arrest.

**Interim Residence Life Suspension** — An immediate exclusion from university owned housing and all related privileges and activities which is imposed by the Director of Residence Life or their designee, pending adjudication. Interim Residence Life Suspension is imposed only to help ensure the safety and well-being of members of the University community. During the period of Interim Residence Life Suspension, a No Trespass order will be issued to the student for all university owned housing, visitation, meals, employment, or for any other purpose. This status also includes exclusion from lobbies, patios, and adjacent university property. Should the student reappear in any of the areas heretofore mentioned, they will be subject to arrest.

**Involuntary Change of Residence Life Room Assignment** — A written directive to relocate a resident to an alternative housing accommodation within a specified period of time which is imposed by the Director of Residence Life or their designee. Involuntary Change of Residence Life Room Assignment is imposed to help ensure the safety and well-being of a member of the University community, or university property, the student's own physical or emotional safety and well-being, or to help ensure that a building/floor has a community environment that is conducive to academic success.

## **Record Retention Policy**

Adjudicated discipline records are maintained for a period of seven (7) years from the date of the offense. Files will be maintained permanently for all pending incidents and incidents resulting in disciplinary suspension or disciplinary expulsion.

## **Parental Notification Statement**

Parents or legal guardians of dependent students under the age of 21 found responsible for violations of conduct standards on alcohol and/or drugs will be informed, in writing, following an infraction and finding of responsibility. At the time of a first incident, students will be strongly advised to consult parents or guardians regarding their behavior and to seek advice on any criminal or disciplinary processes which may transpire as well as any intervention strategies related to use or abuse of substances.

Parents or legal guardians of dependent students will be notified in situations where their student is placed on disciplinary probation or has been separated from the University.

## **Good Samaritan Protection**

The Pennsylvania's Good Samaritan Law (Act 139 of 2014) for Alcohol & Other Drug Incidents provides conditions for amnesty from criminal prosecution related to the reporting of alcohol and drug related medical emergencies.

The Sexual Misconduct Procedures encourages reporting of sexual misconduct violations and crimes by victims and witnesses and provides for circumstances for amnesty from secondary offenses (e.g. alcohol violations) related to the reporting of sexual violence, dating violence,

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domestic violence and stalking incidents. See Sexual Misconduct Procedures for more  
information.

Pennsylvania's Anti-Hazing Law, known as Act 80 of 2018, which was signed into PA law on  
10/19/18, provides criminal safe harbor (amnesty) from criminal prosecution for individuals in  
need of medical assistance as a result of hazing or underage alcohol consumption, as well as for  
those who seek help for others.

PA Anti-Hazing Law Safe Harbor Provisions:

Section 2810. Safe harbor.

- a) Immunity for the individual seeking medical attention for another. – An individual shall  
not be prosecuted for an offense under this chapter if the individual can establish all of  
the following:
- 1) A law enforcement officer first became aware of the individual's violation of this  
chapter because the individual placed a 911 call or contacted campus security,  
police or emergency services, based on a reasonable belief THAT another individual  
was in need of immediate medical attention to prevent death or serious bodily  
injury.
  - 2) The individual reasonably believed the individual was the first individual to make a  
911 call or contact campus security, police or emergency services and report that an  
individual needed immediate medical attention to prevent death or serious bodily  
injury.
  - 3) The individual provided the individual's own name to the 911 operator or equivalent  
campus security officer, police or emergency services personnel.
  - 4) The individual remained with the individual needing medical assistance until a  
campus security officer, police or emergency services personnel arrived and the  
need for the individual's presence had ended.

To read the law in its entirety, go to:

<https://www.legis.state.pa.us/cfdocs/legis/li/uconsCheck.cfm?yr=2018&sessInd=0&act=80>

*Good Samaritan Protection reviewed by legal counsel SW 7/8/19, revised by LAG 7 10 19, and reviewed by DW 7 11  
19*

## **APPENDIX A: DEFINITIONS**

**\*Please see Sexual Misconduct Procedures for Sexual Misconduct specific Definitions**

**Adviser:** the person a respondent or complainant chooses to assist in the conduct process and/or hearing. An adviser is permitted to consult, write notes, or whisper to the advisee, but does not have an active speaking role in the hearing. An adviser is optional in the conduct and hearing process.

**Coercion:** compelling a reasonable person to take action that they would not reasonably undertake by physical, moral, or economic force or threat of physical force.

**Complainant:** the person who is alleging a violation of the Student Code of Conduct.

**Furnishing Alcohol to Minors:** any situation where an individual gives alcohol to someone under the age of 21, purchases alcohol for someone under the age of 21, or allows anyone under the age of 21 to possess or consume alcohol on the premises owned or controlled by that person.

**Hearing Authority:** refers to the powers and functions of both the Administrative Hearing Officers and the University Hearing Board.

**Intimidation:** the use of actual physical strength or threatening actual physical violence toward another, or, acting or making some statement to put someone in reasonable fear of some sort of harm.

**Intimidation of Witnesses or Victims:** Contacting a witness or complainant in an effort to obstruct, impede, impair, prevent or interfere with the conduct process, or an attempt to create fear for a witness or victim regarding participation in the conduct process.

**Preponderance of Evidence:** characterizes the burden of proof in a disciplinary hearing. A preponderance of evidence means a greater weight of evidence or more likely than not. Even in cases which make reference to federal, state, or local criminal statutes or ordinances, the burden of proof in University conduct proceedings remains as a preponderance of evidence.

**Respondent:** the person whose actions are alleged to have violated the Student Code of Conduct. In cases involving student organizations, the organization is considered the respondent. The hearing participant will be an officer of that organization.

**Retaliation:** Any action, directly or through others, which is aimed to deter a reasonable person from reporting 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 (A) 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 (B) because the individual has made a report or complaint, testified, assisted, or

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participated or refused to participate in any manner in an investigation, proceeding or hearing.  
A finding of retaliation is not dependent on a finding that the underlying misconduct occurred.

**Sanction:** A consequence or set of consequences that result when a violation of the Student Code of Conduct occurs.

**Student:** Any person: (1) seeking admission to the University through the formal University application process; (2) admitted to the University, (3) eligible to register or schedule for classes, or (4) living in University residence halls even though they are not enrolled at the University. The term "Student" shall include Employees, Volunteers and Officials where the Employee, Volunteer or Official otherwise meets the enrollment criteria set forth in this definition.

Students include all persons taking Slippery Rock University courses, both full-time and part-time. Persons who are not officially enrolled for a particular term, but who have a continuing relationship with the University, are considered students. Persons who participate in face-to-face, on-line/distance learning, and/or hybrid classes through SRU are considered students.

**Student Organization:** any number of persons who have complied with the formal requirements for University recognition; or is any number of persons comprised primarily of students who use University facilities or services; or any organization which identifies itself with the University and presents programs or activities in the University community directed primarily to students.

**Title IX:** Title IX of the Educational Amendments of 1972 prohibits any person in the United States from being discriminated against on the basis of sex in seeking access to any educational program or activity receiving federal financial assistance. The U.S. Department of Education, which enforces Title IX, has long defined the meaning of Title IX's prohibition on sex discrimination broadly to include various forms of sexual harassment and sexual violence that interfere with a student's ability to equally access educational programs and opportunities.

**Title IX Coordinator:** The individual designated by the University to coordinate the University's compliance with Title IX and VAWA and to respond to reports of violations. The Title IX Coordinator may not have a conflict of interest or bias for or against an individual party, or for or against complainants or respondents in general. The Title IX Coordinator may serve as the Investigator of a Formal Complaint assuming there is no conflict of interest. The Title IX Coordinator may not serve as a Decision Maker or Appeals Officer.

**University:** means Slippery Rock University.

**University Community:** refers to the greater Slippery Rock area including the local citizens, businesses, and law enforcement agencies serving the University and region.

**University Official:** applies to faculty members, administrators, Residence Life Assistant Directors, Community Assistants, facility managers, and University police officers or other



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representatives employed by the University performing assigned administrative or professional responsibilities.

**Violation:** conduct and/or attempts to engage in conduct inappropriate to the University community for which disciplinary actions may be instituted. This may include offenses of any federal, state or local law, or of any rule, policy, or Student Code of Conduct provision of Slippery Rock University.

**Waiver:** document signed by student agreeing to violations and sanctions. Signing this document waives the student's right to a disciplinary hearing or appeal.

## **APPENDIX B: ACADEMIC INTEGRITY POLICY**

This policy applies to all Slippery Rock University students. Some graduate programs have expectations above and beyond this policy. In those cases, the program guidelines supersede what follows below. Graduate students in Occupational Therapy, Physical Therapy, and Physician Assistant are encouraged to review their program handbook for more information.

### **Purpose of SRU's Academic Integrity Policy**

The value of education is determined by the quality and character of its students and graduates. Therefore, students, student organizations, management, and faculty are expected to uphold academic integrity.

### **Definition of Academic Integrity**

Academic integrity refers to the adherence to agreed upon moral and ethical principles when engaging in academic or scholarly pursuits. Mastery of subject matter should be demonstrated in an honorable and straightforward manner.

### **The Significance of Course Grades and the SRU Degree**

A course grade certifies both your knowledge of that particular material and a standard of academic integrity. The SRU degree certifies to society both the educational achievement and the fulfillment of our standards, which include ethical and moral behavior.

### **Discipline**

Inherent in the learning process is a commitment to discipline. Discipline is a specific form of training that looks to the future where one learns lessons and makes better choices. The instructor will guide the learning process by identifying unacceptable behavior and work with students to define the problem and guide them to make better choices. This process preserves the value and reputation of the degrees conferred by SRU. There are two types of discipline: pre-emptive and corrective discipline.

#### **1. Pre-emptive Discipline**

Pre-emptive discipline is a means of training which mandates that the student undertake certain appropriate actions in the course of the learning process. It is expected that students engage in the following pre-emptive behaviors:

- a. Because we seek constant new learning in each course, all academic work, including, but not limited to, papers, computer programs, assignments, and tests, must consist of the student's own original work and not that from other coursework (unless the faculty member approves an exception) or from other students or other authorities not cited in full accord with an appropriate citation style (APA, MLA, CBE, etc.) consistent with the academic discipline or the instructor's directions.
- b. Students are expected to be honest in all academic work, refraining from all forms of academic dishonesty.
- c. Students are expected to function as such, including, but not limited to, attending class regularly and completing all assignments and examinations on their own unless the faculty member notes otherwise.

- d. Students are expected to learn, practice and apply standard techniques for accurately citing resource material. It is the student's, not the instructor's, responsibility to ensure that all material is cited.
  - e. Students are expected to know the difference between direct quotations and paraphrases (a common rule of thumb is any three words or more in the same order as the original is quoting, not a paraphrase). No one choice between direct quotations and paraphrases is inherently "better," but if one does choose to paraphrase then the essence of the text should be conveyed FULLY in the student's own words and sentence structure, but citation of the IDEA is required whether a student quotes or paraphrases.
  - f. Students are expected to understand basic principles of respect and compliance with intellectual property law. Particularly important are those aspects of the Copyright Law of the United States that apply to academic work as well as to the use of University computer resources.
2. **Corrective Discipline**

Corrective discipline could be implemented when students engage in dishonest behavior. Corrective discipline activities may include:

- a. Conferring with the instructor to identify inappropriate behaviors
- b. Developing a remediation plan and behavioral goals
- c. Developing a means of assessing the student's accomplishment of the established goals
- d. Identifying student sanctions to be put in place if the student does not meet these behavior goals.
- e. Filing out a conduct referral for the Office of Student Conduct

Graduate programs hold higher expectations for students and academic integrity violations may result in removal from the program. Depending on the graduate student's degree program, additional procedures may be applied and sanctions administered given the expectation of academic integrity at all times.

### **Dishonest Behavior**

Dishonest Behavior that would merit corrective discipline is defined as any action that gives the student an unfair advantage. Academic dishonesty may take many forms. **Examples of academic dishonesty include, but are not limited to, the following:**

1. Buying, selling, or trading papers, projects, or other assignments.
2. Using or attempting to use any unauthorized book, notes, or assistance (for example, copying another student's test or homework).
3. Plagiarizing and/or submitting the work of another as your own.
4. Completing class work for another person.
5. Fabricating information or citations.
6. Facilitating dishonest acts of others pertaining to academic work.
7. Possessing unauthorized examinations.
8. Submitting, without instructor permission, work previously used.
9. Tampering with the academic work of another person.
10. Recording an instructor's teaching content and/or distributing a professor's teaching content without permission.

11. Ghost-taking an exam in place of a student or having any person take an exam in your place.
12. Any attempt to falsify an assigned grade on an examination, report, or program or in a grade book, document, or other record.
13. Any attempted, or actual computer program theft, illegal use of software; illegal downloading or streaming of copyrighted media, or inappropriate use of the Internet; such as, but not limited to, illegal or unauthorized transmission; or improper access to any computer system or account.
14. Any attempted, or actual, collusion willfully giving or receiving unauthorized or unacknowledged assistance on any assignment or examination (all parties are considered responsible).
15. Forging a faculty member's or administrator's signature on any document.
16. Copying and pasting digital media including, but not limited to, email correspondence, text, images, or other media from online sources without proper citation, the copyright owner's permission to use the digital media; or, evidence of having performed a favorable fair use analysis.
17. Copying and pasting significant portions of digital media with or without citation.

### **Implications of Dishonest Behavior**

#### **1. Implications to the Student**

- a. The student is deprived of the totality of the learning process and lacks the knowledge and skills needed to succeed.
- b. Ideas are a kind of property (i.e., intellectual property) and to use the ideas of others without proper and full citation is a kind of theft, not unlike unauthorized use of any other property.
- c. The student subsequently misrepresents his/her qualifications to employers; graduate schools etc. and is not as qualified to perform the work as represented.
- d. The student invalidates the assessment tool used to evaluate the class and deprives the faculty from truly evaluating the effectiveness of the assessment instrument and/or the teaching-learning process.
- e. The student is temporarily rewarded by a good grade but induces others, directly or indirectly, to engage in dishonest behavior.
- f. The student will have conditioned himself/herself to take shortcuts when pressured. This behavior will then be repeated when he/she is in the professional world.
- g. The student receives an unfair advantage, relative to other students who conduct themselves in an ethical manner.
- h. The student could be liable for civil or criminal penalties as a result of violating federal intellectual property laws.

#### **2. Implications to the University**

- a. Interns, graduates, etc. will not be qualified to function in their respective professions. Consequently, the SRU degree will be devalued, and SRU will be less attractive as a school for employers recruiting interns or prospective employees.
- b. The perception of the public will be that SRU engages in grade inflation.
- c. Alumni/government funding may decrease.

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- d. SRU will lose qualified students for seats occupied by unqualified students who engaged in dishonest behavior.
  - e. SRU's ability to recruit top performing students will be negatively impacted as its reputation becomes tarnished.
  - f. The University, its faculty and staff could be at risk of penalties as a result of the student's violation of federal intellectual property laws.
3. **Implications to Prospective Employers, including those who provide Internships**
- a. The student will have engaged in resume/transcript fraud; thus, employers will not be hiring a well-educated employee but instead will be gaining one who cannot perform at the level they represent.
  - b. Employers who have bad experiences with SRU graduates will not recruit from the University or provide internship opportunities.
  - c. Employers will have wasted resources on graduates who are not qualified to do the job.
  - d. Students who have legitimately attained a moderate to high GPA may be overlooked.

### **Rights and Responsibilities**

#### **1. Course Instructor**

- a. The instructor has the right to demand academic integrity and authentic authorship in the face-to-face or online classroom.
- b. The instructor has the responsibility to ensure that SRU's academic integrity standards are followed.
- c. The instructor is responsible for communicating to students SRU's Academic Integrity Policy and the minimum penalties for dishonesty in the course syllabus.
- d. The instructor is expected to take steps to minimize the opportunity for students to engage in academic dishonesty.
- e. The instructor clearly communicates course expectations.
- f. The instructor who alleges academic dishonesty is responsible for filing out a conduct referral for the Office of Student Conduct.
- g. The instructor will gather evidence and participate in the resolution of cases that he/she initiates by following set procedures.
- h. The instructor serves as a role model and mentor by instilling, through example, high ethical conduct in his/her own academic endeavors and in the classroom and online learning environment.
- i. The instructor emphasizes to students the importance of honesty and a respect for integrity within the profession.
- j. The instructor, in accordance with the provisions of the Family Educational Rights and Privacy Act of 1974, as amended, will treat as strictly confidential any information relating to an alleged violation of the University's Academic Integrity Policy or the outcome of a conduct hearing.

#### **2. University**

- a. SRU has a right to discipline students who deviate from academic standards. The University is responsible for upholding the minimum standards of academic integrity and achievement on which degrees are based and for certifying that students have attained sufficient academic credit and exhibited acceptable standards of conduct to entitle them to a degree.

- b. SRU has a right and is responsible for maintaining and encouraging high standards of academic integrity by establishing policies and procedures for academic integrity and authentic authorship.
  - c. The University is responsible for monitoring all violations of this policy in order to ensure the integrity and reputation of a degree from SRU.
  - d. The University is responsible for communicating this policy to students in any form deemed appropriate.
3. **Student**
- a. A student accused of academic dishonesty has the right to due process, which means they will be informed of their alleged behavior and they will have an opportunity to have their case heard in a fair and impartial manner.
  - b. The student must read and understand SRU's policy on Academic Integrity since ignorance of this policy is not an acceptable defense by a student if a charge of academic dishonesty is made by the instructor against the student.
  - c. The student must comply with these standards of integrity as part of the academic community.
  - d. A student who fails to meet the procedural deadlines contained in the policy will forfeit his/her rights to a formal hearing for appealing a sanction.
  - e. The student should actively encourage other students to comply with these standards.
  - f. The student is encouraged to report any violations of this policy by other students to SRU faculty, administration or management. Students are encouraged to testify at subsequent formal hearings about such matters.
  - g. A student has the right to be notified in writing within five (5) business days of the report of the alleged violation.
  - h. A student has the right to meet with the faculty member to present his/her own version of the facts.
  - i. A student has the right to accept the faculty member's allegations as true and accept the faculty member's imposed sanction as well as SRU's sanctions.
  - j. A student always maintains the right to formally appeal the decision of the faculty member to an Academic Review Board composed of the Deans of each college (or designated Assistant to the Dean). The decision of this Review Board is final. The appeal must be submitted no later than 15 working days after the beginning of the semester following the issuance of faculty member's sanction. The summer and winter terms do not constitute a semester.

### **How Can Academic Integrity be encouraged?**

#### **1) Faculty**

- a. Spell out expectations for authentic authorship in the course syllabus and attach SRU's Academic Integrity Policy.
- b. Review SRU's academic integrity policy when reviewing the syllabus.
- c. Secure all assessment instruments for which a grade will be assigned.
- d. Create an environment that encourages the prevention of academic dishonesty.
- e. State within the syllabi that if students do not understand whether something is or is not a breach of academic dishonesty, they must consult with the instructor prior to undertaking the activity.

2) **The Student's Role in Academic Integrity**

- a. Taking responsibility for his/her own actions both positive and negative.
- b. Understanding the consequences of both positive and negative behaviors to all stakeholders: oneself, the institution, the faculty and management, the assessment process, and fellow students.
- c. Engaging in actions to change behavior that is negative.
- d. Changing one's thinking at a deep level leading to positive changes in one's actions.
- e. Becoming a positive role model for others by one's actions.

**Presented to Academic Affairs Executive Council, December 7, 2011**

**Presented at Meet and Discuss, April 18, 2012**

**Approved by the Provost, July 27, 2012**

**Amended and approved by the Dean's Council, March 4, 2020**

**Amended and approved by the Dean's Council August 7, 2020**

## **APPENDIX C: IATS INFORMATION TECHNOLOGY**

### **ACCEPTABLE USE POLICY**

#### **Slippery Rock University Information & Administrative Technology Services Information Technology (IT) Acceptable Use Policy**

- 1. Purpose:** This policy addresses the use of information technology resources (IT resources) at Slippery Rock University (“the university”). IT resources are intended to support the university’s instructional, research, and administrative operations.
- 2. Scope:** This policy applies to all users of IT resources owned or operated by Slippery Rock University. Users include students, faculty, staff, contractors, and guest users of computer network resources, equipment or connecting resources.
- 3. Objective:** The objective of this policy is to create a framework to ensure that IT resources are used in an appropriate fashion, and support the university’s mission and institutional goals.
- 4. Policy:** Use of the university’s IT resources is a privilege and signifies agreement to comply with this policy. Users are expected to act responsibly, and follow the university’s policies and any applicable laws related to the use of IT resources. This policy provides regulations to assure IT resources are allocated effectively.

While the university recognizes the role of privacy in an institution of higher learning, and will endeavor to honor that ideal, there should be no expectation of privacy of information stored on or sent through university-owned IT resources, except as required by law. For example, the university may be required to provide information stored in IT resources to someone other than the user as a result of court order, investigatory process, or in response to a request authorized under Pennsylvania’s Right-to-Know statute (65 P.S. §67.101 et seq.). Information stored by the University may also be viewed by technical staff working to resolve technical issues.

**5. Definitions:** Information Technology (IT) resources include, but are not limited to all university owned or operated:

- a. hardware,
- b. software,
- c. computing equipment,
- d. systems,
- e. networks,
- f. programs,
- g. personal data assistants,
- h. cellular phones,
- i. fax,
- j. telephone,
- k. storage devices,
- l. cable television,



- m. input/output, connecting devices via either a physical or wireless connection regardless of the ownership of the device connected to the network,
- n. and any electronic device issued by the university.

IT resources also include all electronic media, voice, video conferencing and video networks, electronic mail, and related mediums such as blogs, wikis, websites, and electronic records stored on University-owned servers and systems.

#### **6. Responsibilities of Users of IT Resources:**

- a. Respect the intellectual property of authors, contributors, and publishers in all media. Downloading and or sharing copyrighted material including, but not limited to songs and movies without the copyright holder's consent is illegal.
- b. Protect user identification, password information, and the system from unauthorized use.
- c. Adhere to the terms of software licenses and other contracts. Persons loading software on any university computer must adhere to all licensing requirements for the software. Except where allowed by university site licenses, the copying of university-licensed software for personal use is a violation of this policy.
- d. Comply with federal, state, and local laws, relevant university personal conduct regulations, and the terms and conditions of applicable collective bargaining agreements. Applicable laws include, but are not limited to, those regulating copyright infringement, copyright fair use, libel, slander, and harassment.
- e. Become acquainted with laws, licensing, contracts, and university policies and regulations applicable to the appropriate use of IT resources. Users are expected to use good judgment and exercise civility at all times when utilizing IT resources, and respect the large, diverse community utilizing these resources in a shared manner.
- f. Understand the appropriate use of assigned IT resources, including the computer network address or port, software and hardware.
- g. Comply with the university's Email Branding and Use Policy as an official means of communication policy. Electronic mail should never be considered an appropriate tool for confidential communication. Messages can be forwarded or printed, and some users permit others to review their e-mail accounts. Message content can be revealed as part of legal proceedings. Finally, messages are sometimes not successfully delivered due to a technical issue requiring authorized IT personnel to review message content as part of the troubleshooting process.

#### **7. Prohibited Uses of IT Resources**

- a. Providing false or misleading information to gain access to a University computing account or other IT resources. For example, you may not use a computer or network ID that was not assigned to you, unless multiple access has been authorized for the ID.
- b. Unauthorized use of another user's account and attempting to capture or guess passwords of another user. Attempting to gain or gaining unauthorized access to

- IT resources, or to the files of another user. Attempting to disguise the identity of the account or machine you are using.
- c. Attempting to access restricted portions of the network, an operating system, remote computers security software or other administrative applications without authorization by the system owner or administrator.
  - d. Deliberately performing an act, which will seriously impact the operation of computers, terminals, peripherals, or networks. This includes, but is not limited to, tampering with components of a local area network (LAN) or the high-speed backbone network, otherwise blocking communication lines, or interfering with the operational readiness of a computer.
  - e. Using IT resources to transmit abusive, threatening, or harassing material or other communications prohibited by law.
  - f. Violating terms of all software licensing agreements and copyright laws. In particular, you must not make copies of copyrighted software, unless the University has a site license specifically allowing the copying of that software. Furthermore, you must not copy site-licensed software for distribution to persons other than Slippery Rock University faculty, staff, and students, nor may you copy site-licensed software for use at locations not covered under the terms of the license agreement.
  - g. Using IT resources in such a way that overburdens or degrades the performance of IT resources to the exclusion of other users. This includes activities which unfairly deprive other users of access to IT resources or which impose a burden on the university, such as sending mass mailings or chain letters, creating unnecessary multiple jobs or processes, obtaining unnecessary output, printing or creating unnecessary network traffic, printing multiple copies of large documents. Users must be considerate when utilizing IT resources. The University reserves the right to set limits on a user through quotas, time limits, and/or other mechanisms.
  - h. Intentionally or knowingly installing, executing, or providing to another, a program or file, on any of the IT resources that could result in the damage to any file, system, or network. This includes, but is not limited to computer viruses, trojan horses, worms, spyware or other malicious programs or files. Nor is it permissible to place on any University-owned computer system that
    - i. infringes upon the rights of another person,
    - b. may injure someone else and/or lead to a lawsuit or criminal charges: such as pirated software, destructive software, pornographic materials, or libelous statements,
    - c. consists of any advertisements for commercial enterprises.
  - j. Utilizing university IT resources for purposes other than university coursework, university research projects, university employment activities or university communications. IT resources cannot be used for personal or financial gain.
  - k. Violating acceptable use policies of the network(s) that is traverses (examples include, but are not limited to: PREPnet, NSFNET, SSHenet, etc.) as well all requirements and restrictions contained within this policy.

- I. Violating guidelines within existing University policies (examples include, but are not limited to: Sexual Harassment Policy, Facilities Use Policy, etc.) as they relate to the violations of this Acceptable Use Policy.

#### **8. Procedures:**

- a. Violations of this policy will be reported to appropriate levels of administrative oversight, depending on the statutes and policies violated. Suspected violations of federal and state statutes and local ordinances shall be reported to the Director of Public Safety (chief of campus police) for official action.
- b. Non-statutory violations of the Acceptable Use Policy, such as “excessive use,” may be reported to the Associate Provost for Information and Administrative Technology Services, the Assistant Vice President for Human Resources, the Office of Student Conduct and/or the Director of Public Safety (chief of campus police).
- c. A university employee or student who violates this policy risks a range of sanctions imposed by relevant university disciplinary processes, including denial of access to any or all IT resources. He or she also risks referral for prosecution under applicable local, state or federal laws.
- d. The University Technology Advisory Committee is responsible for recommending the university’s Acceptable Use Policy. Questions regarding the applicability, violation of the policy or appropriate access to information should be referred to the Associate Provost for Information and Administrative Technology Services.

#### **9. Rescission**

- a. Computing Resources Policy
- b. Computer Software Policy
- c. E-mail Privacy Policy

#### **10. Publications Statement: This policy should be published in the following publications:**

- a. Administrative Manual
- b. Student Handbook
- c. Slippery Rock University Course Catalog
- d. Slippery Rock University Website

#### **11. Distribution**

- a. All Employees
- b. All Students
- c. All affiliates with access to IT resources at Slippery Rock University

Approved by AAEC and President’s Cabinet – Spring 2011  
<http://rockpride.sru.edu/policies/> as of 8/14/2020

## **APPENDIX D: HAZING POLICY**

### **UNIVERSITY POLICY**

#### **HAZING POLICY**

Hazing Policy approved by Cabinet 12/10/2018

#### **POLICY**

Slippery Rock University believes in promoting healthy, safe, and balanced lifestyles. Student organizations and athletic teams can play a vital role in this process, and can provide transformative opportunities for friendship, leadership, and personal growth and discovery. Hazing of any kind is antithetical to these goals; therefore, Slippery Rock University prohibits hazing activities, whether by an individual or an organization.

Organizations are defined as: A team, fraternity, sorority, association, corporation, order, society, corps, club or service, social or similar group, whose members are primarily minors, students or alumni of the organization, or the university.

#### **HAZING ACTIVITIES**

This policy prohibits the hazing of applicants for membership in student organizations; persons who are already members of organizations; or any other student for any other purpose. Slippery Rock University recognizes that the list below constitutes a non-exclusive list of activities that are considered hazing:

1. Psychological hazing, which is defined as any act which is likely to: (a) compromise the dignity of another; (b) cause embarrassment or shame to another; (c) cause another to be the object of malicious amusement or ridicule; (d) or cause psychological harm or substantial emotional strain.
2. Humiliation in front of non-members by reference to "pledgeship."
3. Line-ups of new members/recruits, or grilling individuals or groups with questions of any kind.
4. Deception prior to the end of an initiation process to convince a new member that he or she will not complete initiation/training.
5. (Non)Members told to do anything exclusively for the entertainment of the organization members.
6. Forcing, coercing, or permitting students to disrupt scheduled classes, public forums, or other facets of the University's academic programs such as creating activities that are so time consuming that students cannot go to class, do homework, sleep, etc.
7. Any form of obtaining signatures of members or alumni (i.e. lists, on paddles, on balloons, etc...) or obtaining handshakes/greetings/phone calls.
8. All forms of physical activity not a part of an organized athletic contest and not specifically directed toward constructive work (push-ups, sit-ups, morning walks, calisthenics, etc.). No one truly knows the physical limitations of individuals and the safety of our students must always come first.
9. The application of foreign substances to the body, such as throwing food, spraying water of any temperature, etc.
10. Quests, treasure hunts, or scavenger hunts that involve violations of the law, indecent or salacious activities, or public humiliation.
11. Activities which result in illegal activity, new member ditches, kidnaps, unity walks, blindfolding, etc.

12. Forcing, coercing, or permitting students to be deprived of sufficient sleep. (Eight consecutive hours per day is the required standard.)
13. Any paddling, swatting, or individual or collective spanking.
14. Personal errands run by new members for returning organization members.
15. Assigning pranks such as stealing, painting objects, or harassing another team/organization. Depriving students access to their residence hall rooms such as taking their keys, making them spend the night in another's rooms or at a house, etc.
16. Not providing decent and edible food (i.e. no unusual combinations or preparation, colored foods, raw food, strange combination shakes, etc.).
17. Depriving student access to means of maintaining a normal schedule of bodily cleanliness (including a minimum of one shower per day).
18. Forcing, coercing or permitting students to eat or drink foreign or unusual substances such as raw meat, salt water, onion, hot peppers, baby food, etc.
19. Forced nudity and/or forcing, allowing or suggesting that students dress in an embarrassing and/or degrading manner.
20. Forcing, coercing, allowing, suggesting, or permitting students to drink excessive amounts of alcohol.
21. Coerced branding/Tattooing any part of the body, whether voluntary or involuntary.
22. Forcing, coercing or permitting students to disrupt the operation of University Facilities.
23. Any form of punishment/and or demerit system is prohibited.
24. Any activity or ritual that involves the abuse or mistreatment of a human or animal.

## **RATIONALE**

Consistent with the Pennsylvania Crimes Code, 18 Pa.C.S. § 2801 et seq., hazing is defined as follows:

A person commits the offense of hazing if the person intentionally, knowingly or recklessly, for the purpose of initiating, admitting or affiliating a student, applicant or admitted individual into or with an organization, or for the purpose of continuing or enhancing the membership or status of a student, applicant or admitted individual in an organization, causes, coerces or forces a student, applicant or admitted individual to do any of the following:

- 1) Violate federal or state criminal law;
- 2) Consume any food, drink, alcoholic liquid, drug or other substance that subjects the student, applicant or admitted individual to a risk of emotional or physical harm;
- 3) Endure brutality of a physical nature, including whipping, beating, branding, calisthenics or exposure to the elements;
- 4) Endure brutality of a mental nature, including activity adversely affecting the mental health or dignity of the individual, sleep deprivation, exclusion from social contact or conduct that could result in extreme embarrassment;
- 5) Endure brutality of a sexual nature; and
- 6) Endure any other activity that creates a reasonable likelihood of bodily injury to the student, applicant or admitted individual.

The definition of hazing does not include reasonable and customary athletic, law enforcement or military training, contests, competitions or events.

Hazing is also a crime and constitutes a summary offense. If the hazing results in or creates a reasonable likelihood of bodily injury to a student, applicant or admitted individual, it is a misdemeanor of the third degree. Hazing that results in serious bodily injury or death to a

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student, applicant or admitted individual where a person acts with reckless indifference to the health and safety of a student, applicant or admitted individual or the person causes, coerces or forces the consumption of an alcoholic liquid or drug by the student, applicant or admitted individual is considered aggravated hazing and is a felony of the third degree.

The university and organizations are subject to criminal penalties for intentionally, knowingly and recklessly promoting or facilitating hazing or aggravated hazing.

Consent is not a defense to a criminal charge of hazing or a charge under the university's conduct code. The sanctioning or approval of the conduct by the university is not a defense to a criminal charge of hazing or a charge under the university's conduct code.

## **PROCEDURE**

Any University staff member, faculty, or student observing a violation of this policy should inform University Police and/or the Office of Student Conduct.

## **SANCTIONS (CONSEQUENCES)**

Students violating this policy may face sanctions including fines, the withholding of a diploma or transcript pending compliance with rules or pending compliance with rules or payment of fines, probation, suspension, dismissal or expulsion. Organizations violating this policy may face fines, rescission of permission to operate on campus or other school property and rescission of permission to operate under the sanction or recognition of the university. Organizations found responsible for hazing through the judicial process will be published on the University website for a period of no more than five years.

Hazing is also a criminal penalty. Any student who participates in hazing may be arrested and prosecuted. Conviction may result in jail term of one year in addition to any other applicable penalty under the Pennsylvania Crimes Code.

## **SCOPE**

This policy applies to all students, faculty, staff and visitors to the campus. For the purposes of this policy, "student" includes enrolled students, applicants, and those who have received admission to the University. This policy prohibits hazing on or off campus.

## **RESPONSIBILITY**

Responsibility for implementation of this policy is a campus wide effort involving the Offices of Student Conduct (724-738-4985), Student Engagement and Leadership (724-738-2092) and the University Police (724-738-3333) where applicable.

<http://rockpride.sru.edu/policies/> as of 8/14/2020

## **APPENDIX E: HOVERBOARDS/SELF-BALANCING SCOOTERS POLICY**

### **POLICY**

To minimize the risk of personal injury and property damage upon the campus, **ALL** self-balancing, personal electronic transportation devices, also referred to as battery-operated scooters or hands-free Segway-like scooters or powerboards, and more popularly known as Hoverboards, are prohibited from use, possession, charging and/or storage on campus. This includes any property owned, leased or controlled by the University.

### **RATIONALE**

Recent safety concerns identified by the Consumer Product Safety Commission and the associated risks of fire, falls and injuries to riders and pedestrians have made it unsafe to allow the storage or use of these devices on campus.

### **PROCEDURE**

1. Any University staff member observing a violation of this policy should immediately inform the violator of this policy. If the person responsible for violating this policy does not cooperate with the staff member, University Police should be notified for assistance.
  - a. Violations of this policy by students should be reported to University Police who will inform the Office of Student Conduct of the infraction.
  - b. Violations of this policy observed in Residence Halls should be reported to a member of the Residence Life Staff.
  - c. Violations of this policy by an employee should be reported to Human Resources.
  - d. Violations of this policy by non-SRU affiliates and members of the general public should be reported to the University Police.
2. In the event that property damage or injury has occurred, University Police should be notified to respond and investigate the incident. Officers shall identify the parties responsible for the property damage and if necessary, shall file the appropriate legal charges for such damage.
3. The Offices of Housing and Residence Life, Commuter Services, University Police and University Communication and Public Affairs shall communicate this policy annually to residents living on campus, commuting students and visitors to campus via various communications and media outlets.
4. The Office of Facilities and Planning shall erect and maintain signs at the primary entrances to the University advising that these devices are prohibited on the property.

### **SANCTIONS (CONSEQUENCES)**

1. SRU students found in violation of this policy are subject to disciplinary action through the Office of Student Conduct or can be subject to criminal charges as deemed appropriate by the SRU Police Department and may result in prosecution under the PA Vehicles Code Title 75 Section, 6109, Subsection (a) 19.

2. SRU employees found in violation of these regulations are subject to disciplinary action through the Office of Human Resources or can be subject to criminal charges as deemed appropriate by the SRU Police Department and may result in prosecution under the PA Vehicles Code Title 75, Section 6109, Subsection (a)19.
3. Non-SRU affiliates and members of the general public found in violation of these regulations may be subject to criminal charges as deemed appropriate by the SRU Police Department and may result in prosecution under the PA Vehicles Code Title 75, Section 6109, Subsection (a)19.

**SCOPE**

This policy applies to all students, faculty, staff and visitors to the campus.

**RESPONSIBILITY**

Responsibility for implementation of this policy is a campus-wide effort involving the Offices of Student Conduct, Residence Life, Human Resources and the University Police where applicable.

Authority for creation and revision:  
University Cabinet: 2.1.2016

<http://rockpride.sru.edu/policies/> as of 8/14/2020



## **APPENDIX F: SMOKING POLICY**

### **UNIVERSITY POLICY**

#### **SMOKING/VAPING**

#### **POLICY**

Slippery Rock University is committed to maintaining a healthy and safe learning, working and living environment for members and guests of our community. As such, it is the policy of Slippery Rock University, in adherence with the Pennsylvania Clean Indoor Air Worker Protection Law, that smoking/vaping is prohibited in all University owned or operated buildings and facilities, including but not limited to all classrooms, residences, laboratories, work areas, common or lounge areas, athletic fields, intramural venues, outdoor academic spaces, conference or meeting rooms, hallways, dining facilities and restrooms. Smoking/vaping is prohibited in any University owned or operated vehicles.

In addition, smoking/vaping is prohibited within 25-feet of any entrance to a University facility, outdoor passageways to any entrance, or any air intake where smoke would affect occupants and those entering or leaving the area. Additionally, smoking/vaping is prohibited in the following area:

- Along the front side (west) of Bailey Library

Except as noted above, smoking/vaping is permitted outdoors. The University will provide outdoor urns for smokers. Such urns will be placed outside designated non-smoking zones. The University will also provide six (6) covered smoking/vaping shelters throughout campus to accommodate smokers'/vapers' needs.

In recognition of the health hazards posed by smoking/vaping and second-hand smoke, the University will provide smoking cessation educational programs to assist smokers in their efforts to quit.

#### **PROCEDURES**

All members and guests of the Slippery Rock University community are expected to comply with this policy and assist with its enforcement. Any person with concerns about the implementation or compliance should first refer the matter to his or her immediate supervisor or the facility manager. If the matter cannot be resolved at this level, the concern should be referred as follows:

- **Employee violations** should be addressed to the Office of Human Resources, 205 Old Main, 724.738.2070. Callers must provide the date, time, location and identity of the alleged violator.
- **Student violations** should be addressed to the Office of Student Conduct, 004 Patterson Hall, 724.738.4985 or via:  
[https://sru-advocate.symplicity.com/public\\_report](https://sru-advocate.symplicity.com/public_report)

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Callers must provide the date, time location and identity of the alleged violator, and must be the complainant for the adjudication.

- **Violations by unknown individuals** should be addressed to the University Police, 724.738.3333. Callers must provide the date, time and location of the alleged violation.

## **SANCTIONS**

Anyone who violates this policy is subject to disciplinary or legal action as set forth in the Student Code of Conduct, SRU employee work rules or Pennsylvania statutes.

## **RESPONSIBILITY FOR IMPLEMENTATION**

All members of the University Community are responsible for administering this policy

## **SCOPE OF THE POLICY**

This policy applies to all University employees, students, guests and contractors.

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Authority for creation and revision  
Approved by University Cabinet: June 23, 2012, Updated Oct. 3, 2019

<http://rockpride.sru.edu/policies/> as of 8/14/2020

# **APPENDIX G: SEXUAL MISCONDUCT PROCEDURES FOR STUDENTS**

## **Slippery Rock University Sexual Misconduct Procedures for Students**

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## **Introduction**

Sexual Misconduct, as defined by these procedures, comprises a broad range of behavior that will not be tolerated in the university community. For the purposes of these procedures, Sexual Misconduct includes sexual harassment, non-consensual sexual contact, non-consensual sexual intercourse (or attempts to commit the same) and/or sexual exploitation, as more fully defined below. Slippery Rock University is committed to fostering a community that promotes prompt reporting of all types of sexual misconduct, and timely and fair resolution of sexual misconduct complaints. Creating a safe environment is the responsibility of all members of the University community, guests, and visitors. These procedures have been developed to reaffirm these principles and to provide recourse for those individuals whose rights have been violated. The intention of these procedures is to define community expectations, encourage individuals to report violations, and to establish a mechanism for responding to violations.

## **Policy Violations**

Violations of this policy can impair or limit the educational and occupational opportunities of any person at Slippery Rock University and have no place in this community. These procedures apply to all Slippery Rock University students, both undergraduate and graduate. The Slippery Rock University of Pennsylvania Sexual Misconduct Policy for employees (faculty, staff, and student employees) can be found at:

<https://www.sru.edu/documents/offices/diversity/Slippery-Rock-University-Sexual-Misconduct-Policy.docx>.

## **Free Expression and Academic Freedom**

Free Expression and Academic Freedom Section comes from the Sexual Misconduct Policy. The Slippery Rock University of Pennsylvania Sexual Misconduct Policy for employees (faculty, staff, and student employees) can be found at:

<https://www.sru.edu/documents/offices/diversity/Slippery-Rock-University-Sexual-Misconduct-Policy.docx>.

## **Free Expression and Academic Freedom:**

The University is firmly committed to free expression and academic freedom and to creating and maintaining a safe, healthy, and harassment-free environment for all members of its community. Sexual misconduct, including retaliation, against members of the University is not protected expression nor the proper exercise of academic freedom. The University will consider principles of free expression and academic freedom in the investigation of reports of sexual misconduct or retaliation that involve an individual's statements or speech.

## **Scope of SRU Sexual Misconduct Policy**

Scope of Sexual Misconduct Policy section comes from the Sexual Misconduct Policy. The Slippery Rock University of Pennsylvania Sexual Misconduct Policy for employees (faculty, staff,

Slippery Rock University Student Code of Conduct Approved by SRU Cabinet 8/12/2020 and student employees) can be found at:

<https://www.sru.edu/documents/offices/diversity/Slippery-Rock-University-Sexual-Misconduct-Policy.docx>.

### **Scope of SRU Sexual Misconduct Policy:**

This policy applies to all on campus and off-campus conduct that is likely to have a substantial adverse effect on any member of the University community. There is no time limit for reporting allegations of sexual misconduct, however, the University strongly encourages the prompt reporting of sexual misconduct to allow the University to respond promptly and effectively. If the reported Respondent is not a member of the University community or is no longer associated with the University at the time of the report or at the time a resolution process is initiated, the University may be unable to investigate or take disciplinary action and may be required to dismiss the Formal Complaint for a lack of jurisdiction. See the **Jurisdiction and Dismissals** section.

### **Criminal Offenses**

These procedures also define behavior and identify resources for persons who have experienced a sexual offense. Sexual offenses are prohibited under Commonwealth of Pennsylvania statutes and federal laws and may be prosecuted in the criminal justice system. Legal definitions may vary from definitions used by the Slippery Rock University community as outlined in these procedures. Pursuing a campus resolution through this policy does not preclude one from pursuing legal action now or in the future, and vice versa. (These procedures do not address civil law remedies that also may be available – through a privately-filed lawsuit against a perpetrator of a sexual offense – to those who have been the victim of a sexual offense.)

### **Information and Assistance**

The Title IX Coordinator's role is to oversee University compliance with Title IX regulations.

The Title IX Coordinator will:

1. Serve as a resource for students wishing to report any acts of sexual misconduct or gender-based discrimination, i.e. violations of Title IX.
2. Provide oversight for all Title IX complaints and identify patterns, issues or problems regarding those same complaints.
3. Review and support the informational initiatives enabling students, staff and faculty to fully understand sexual misconduct and further educate the community about University policy and procedures.

Contact the Title IX Coordinator:

**Holly McCoy, JD**

Assistant Vice President  
Diversity and Compliance  
Phone: 724-738-2650  
[holly.mccoy@sru.edu](mailto:holly.mccoy@sru.edu)

If you have experienced sexual misconduct and would like to talk, you may contact the following:

**Student Support** (non-confidential)

Office of the Chief Student Affairs Officer, Student Affairs  
Open 8am-4:30pm during the academic year/ open 8am-4pm in the summer and breaks  
008 Patterson Hall  
Slippery Rock, PA 16057  
(724) 738-2121

**Health Services** (confidential)

McLachlan Student Health Center  
Open 24 hours a day, 7 days a week during the academic year  
Slippery Rock, PA 16057  
(724) 738-2052

**Counseling Center** (confidential)

Open 8am-4:30pm during the academic year/ closed summer and breaks  
Rhoads Hall  
Slippery Rock, PA 16057  
(724) 738-2034

**VOICe** (confidential)

Victim Outreach Intervention Center (VOICe)  
111 S. Cliff St., Suite 1-A, Butler, PA, 16001  
VOICe's 24-Hour Hotline is 1-800-400-8551

If you believe that you have experienced sexual harassment and/or sexual misconduct, you are encouraged to file a complaint with the University or with police. To file a complaint, you may contact the following:

**University Police** (not confidential):

145 Kiester Road  
Slippery Rock, PA 16057  
Phone: 724-738-3333



**Office of Student Conduct** (not confidential):

004 Patterson Hall

Slippery Rock University

Slippery Rock, PA 16057

Phone: 724-738-4985

Student Conduct referral: [https://sru-advocate.symplicity.com/public\\_report](https://sru-advocate.symplicity.com/public_report) (Conduct referrals are checked during normal university business hours; in an emergency contact University Police 24/7 at 724-738-3333)

**Title IX Coordinator** (not confidential):

Holly McCoy, JD

Assistant Vice President

Diversity and Compliance

[holly.mccoy@sru.edu](mailto:holly.mccoy@sru.edu)

Phone: 724-738-2650

All university employees (including faculty and staff) with the exception of Student Health Services staff, Student Counseling Services faculty, who become aware of an incident of sexual harassment or sexual misconduct are required to notify the Title IX Coordinator, who will initiate a campus investigation into the matter. The University is required to report incidents of sexual misconduct or sexual assault that constitute a violent felony under Pennsylvania law (18 Pa. C.S. § 3124.1), to the Slippery Rock University Police Department.

**All members of the Slippery Rock University of Pennsylvania community are encouraged to promptly report any information they have pertaining to gender-based discrimination, sexual harassment or sexual misconduct offenses against any member of the University community, guests and visitors so that the matter may be addressed in a timely manner.**

## Policy

It is the policy of Slippery Rock University of Pennsylvania to comply with Title IX of the Education Amendments of 1972, which prohibits discrimination (including sexual harassment and sexual violence) based on sex in the University's educational programs and activities. Title IX also prohibits retaliation for asserting claims of sex discrimination. Sexual misconduct as defined in this policy is a form of sex discrimination prohibited by Title IX.

The Slippery Rock University of Pennsylvania Sexual Misconduct Policy for employees (faculty, staff, and student employees) can be found at:

<https://www.sru.edu/documents/offices/diversity/Slippery-Rock-University-Sexual-Misconduct-Policy.docx>.

This policy applies to all on campus and off-campus conduct that is likely to have a substantial adverse effect on any member of the University community. There is no time limit for reporting allegations of sexual misconduct, however, the University strongly encourages the prompt reporting of sexual misconduct to allow the University to respond promptly and effectively. If the reported Respondent is not a member of the University community or is no longer associated with the University at the time of the report or at the time a resolution process is

Slippery Rock University Student Code of Conduct Approved by SRU Cabinet 8/12/2020 initiated, the University may be unable to investigate or take disciplinary action and may be required to dismiss the Formal Complaint for a lack of jurisdiction.

## **Sexual Misconduct Definitions**

Sexual Misconduct Definitions come from the Sexual Misconduct Policy. The Slippery Rock University of Pennsylvania Sexual Misconduct Policy for employees (faculty, staff, and student employees) can be found at: <https://www.sru.edu/documents/offices/diversity/Slippery-Rock-University-Sexual-Misconduct-Policy.docx>.

**1. Dating Violence** – (as defined in the Violence Against Women Act (VAWA) amendments to the Clery Act) 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.

Dating Violence is 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, Dating Violence will be categorized as Non-Regulatory.

**2. Domestic Violence** – (as defined in the VAWA amendments to the Clery Act), 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.

Domestic Violence is 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, Domestic Violence will be categorized as Non-Regulatory.

**3. Retaliation** – 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 (A) 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 (B) because the individual has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation,

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proceeding or hearing under this Policy. A finding of retaliation under this Policy is not dependent on a finding that the underlying sexual misconduct occurred.

**4. Sexual Assault** – (As defined in the Clery Act) – This includes any sexual act directed against another person, without the Consent of the Complainant, including instances where the Complainant is incapable of giving Consent. Sexual Assault may be one of the following categories:

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.

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.

Statutory Sexual Assault – 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<sup>[1]</sup>.

Sexual Assault is 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

will be categorized as Non-Regulatory.

**5. Sexual Exploitation** – Engaging in sexual behaviors directed toward or involving another person or use of another person’s sexuality for purposes of sexual gratification, financial gain, personal gain or personal advantage 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:

Sexual voyeurism or permitting others to witness or observe the sexual or intimate activity of another person without that person’s Consent;

Indecent exposure or inducing others to expose private or intimate parts of the body when Consent is not present;

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;

Prostituting another individual; or

Knowingly exposing another individual to a sexually transmitted disease or virus without that individual's knowledge; and

Inducing incapacitation for the purpose of making another person vulnerable to non-consensual sexual activity.

**Regulatory Prohibited Conduct** – For purposes of this Policy, the term includes the defined violations of Regulatory Quid Pro Quo, Regulatory or Hostile Environment Sexual Harassment, Regulatory Dating Violence, Regulatory or Domestic Violence, Regulatory Sexual Assault and Regulatory Stalking.

**6. Regulatory Quid Pro Quo Sexual Harassment** – An Employee conditioning the provision of aid, benefit or service of the University on an individual's participation in unwelcome sexual conduct.

**7. 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.

**8. Regulatory Hostile Environment Sexual Harassment** 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.;

**9. Non-Regulatory Hostile Environment Sexual Harassment** – 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.

**10. Stalking** – (as defined in the VAWA amendments to the Clery Act) means engaging in a course of conduct directed at a specific person that would cause a reasonable person to—

fear for their 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,

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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.

Stalking is 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, Stalking will be categorized as Non-Regulatory.

## **OTHER DEFINITIONS**

Other Definitions come from the Sexual Misconduct Policy. The Slippery Rock University of Pennsylvania Sexual Misconduct Policy can be found at:

<https://www.sru.edu/documents/offices/diversity/Slippery-Rock-University-Sexual-Misconduct-Policy.docx>.

1. **Advisor** – An individual who may be present to provide support to a Party throughout an investigation and/or hearing.
  - A. Advisors may accompany a Party to any meeting or hearing they are required or eligible to attend, but may not speak for the Party, except for the purposes of cross-examination.
  - B. Each party is responsible for coordinating and scheduling with their choice of Advisor.
  - C. The Advisor may be an attorney or a union representative when applicable.
  - D. If a party does not have an Advisor of choice present for a hearing, the University will appoint an Advisor for the limited purposes of conducting cross-examination.
  - E. If a Party does not attend the hearing, the Party’s Advisor may appear and conduct cross-examination on the Party’s behalf.
  - F. If neither a Party nor their Advisor appear at the hearing, the University will provide an Advisor to appear on behalf of the non-appearing Party for the limited purposes of conducting cross-examination.
  - G. The Advisor is not prohibited from having a conflict of interest or bias in favor of or against a Party, nor is the Advisor prohibited from being a Witness in the Sexual Misconduct Resolution Process.
  
2. **Appeals Officer** – The individual or individuals with the authority under law or otherwise appointed by the University to decide appeals. The Appeals Officer will be free of conflict of interest and bias, and will not serve as the Investigator, Title IX Coordinator, Advisor to any Party or a Decision Maker in the same matter.
  
3. **Complainant** – An individual who has reported being or is alleged to be subjected to conduct that could constitute covered sexual misconduct as defined under this Policy.
  
4. **Consent** – A 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

Slippery Rock University Student Code of Conduct Approved by SRU Cabinet 8/12/2020 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.

When alcohol is involved, incapacitation is a state beyond drunkenness or intoxication. When drug use is involved, incapacitation is a state beyond being under the influence of or impaired by the use of the drug. Alcohol and other drugs impact each individual differently. Determining whether an individual is incapacitated requires an individualized determination. When determining whether a person has the capacity to provide Consent, the University will consider whether a sober, reasonable person in the same position knew or should have known that the other party could or could not consent to the sexual activity.

When determining whether Consent has been provided, all the circumstances of the relationship between the parties will be considered.

**5. Decision Maker** – The individual or individuals appointed by the University to render a decision on a Formal Complaint that goes to a hearing. The Decision Maker(s) will be free of conflict of interest and bias, and will not serve as the Investigator, Title IX Coordinator, an Advisor to any Party or Appeals Officer in the same matter.

**6. Disciplinary Sanction** – The penalty imposed on an individual for violating this Policy. For Students, Disciplinary Sanctions are subject to applicable University/System policies, up to and including expulsion from the University.

**7. Education Program or Activity** – For purposes of this Policy, the term “Education Program or Activity” includes any activity that occurs in, on or within:

Any on-campus premises;

Any off-campus premises the University has substantial control over. This includes buildings or property owned or controlled by a recognized student organization or a recognized affiliated entity.

Computer and internet networks, digital platforms, and computer hardware or software owned or operated by, or used in the operations of the University’s programs and activities over which the University has substantial control.

**8. Employee** – An individual who is employed by the State System (either at a State System University or in the Office of the Chancellor) including, but not limited to, faculty members, coaches, staff, managers and student employees.

**9. Final Rule** – The Final Rule issued on May 19, 2020 by the U.S. Department of Education under Title IX of the Education Amendments of 1972

- 10. Formal Complaint** – means a document, including an electronic submission, filed by a Complainant with a signature or other indication that the Complainant is the person filing the Formal Complaint, or signed by the Title IX Coordinator, alleging sexual misconduct against a Respondent and requesting initiation of the process set forth in this Policy to investigate the allegation of sexual misconduct.
- 11. Hearing Officer** – A University employee or graduate student who is trained and authorized to weigh the information presented in a conduct meeting or University hearing to determine an appropriate outcome.
- 12. Investigator** – The Title IX Coordinator or the individual designated by the Title IX Coordinator to perform an investigation under this Policy. The Investigator may not have a conflict of interest or bias for or against an individual party, or for or against complainants or respondents in general. The Investigator may not serve as a Decision Maker, Appeals Officer or Advisor to any Party in the same matter.
- 13. Notice of Allegations** – The written notice the Title IX Coordinator or designee is required to provide to the Parties following receipt of a Formal Complaint. See Notice of Allegations section below.
- 14. Notice of Hearing** – The written notice the Title IX Coordinator or designee or Director of Student Conduct is required to provide the Parties prior to the hearing. See Notice of Hearing section below.
- 15. Official** – A member of a Council of Trustees or of the Board of Governors or their respective designees.
- 16. Parties or Party** – A term that refers to the Complainant and the Respondent collectively or the Complainant or Respondent individually.
- 17. Respondent** – Any individual who has been reported to be the perpetrator of conduct that could constitute sexual misconduct as defined under this Policy.
- 18. Student** – Any person: (1) seeking admission to the University through the formal University application process; (2) admitted to the University, (3) eligible to register or schedule for classes, or (4) living in University residence halls even though they are not enrolled at the University. The term “Student” shall include Employees, Volunteers and Officials where the Employee, Volunteer or Official otherwise meets the enrollment criteria set forth in this definition.
- 19. Supportive Measures** – Non-disciplinary and non-punitive individualized services designed to restore or preserve access to the University’s Education Programs or Activities without unduly burdening the other Party. Supportive Measures will be offered, as appropriate, to the Complainant or the Respondent, regardless of whether a Formal Complaint is filed. Supportive Measures may include, but are not limited to counseling, extensions of deadlines or other

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course-related adjustments, modifications of work or class schedules, campus escort services, restrictions on contact between the parties (no contact orders), changes in work or housing locations, leaves of absence, and increased security and monitoring of certain areas of the campus.

**20. Title IX Coordinator** – The individual designated by the University to coordinate the University’s compliance with Title IX and VAWA and to respond to reports of violations. The Title IX Coordinator may not have a conflict of interest or bias for or against an individual party, or for or against complainants or respondents in general. The Title IX Coordinator may serve as the Investigator of a Formal Complaint . The Title IX Coordinator may serve as the Investigator of a Formal Complaint for Formal Complaints against Respondents who are Employees. The Title IX Coordinator may not serve as a Decision Maker or Appeals Officer.

**21. Volunteer** – A recognized volunteer or any individual who represents or acts on behalf of the university or whose actions may bind the university, regardless of whether the individual receives monetary or other compensation. For purposes of this Policy, employees and officials of recognized affiliated entities, ROTC instructors, visiting professors and unpaid camps and conference personnel will be considered volunteers.

**22. Witness** – A person who has knowledge related to specific aspects of a case and may have reported such aspects to the institution.

### **Statement on Privacy and Confidentiality**

The Statement on Privacy and Confidentiality comes from The Slippery Rock University of Pennsylvania Sexual Misconduct Policy can be found at:

<https://www.sru.edu/documents/offices/diversity/Slippery-Rock-University-Sexual-Misconduct-Policy.docx>.

### **Statement on Privacy and Confidentiality:**

The University is committed to protecting the privacy of all individuals involved in a report of sexual misconduct. Every effort will be made to protect the privacy interests of all individuals involved. Privacy, confidentiality and privilege have distinct meanings under this Policy.

Privacy generally means that information related to a report of sexual misconduct will only be shared with a limited circle of individuals, including individuals who “need to know” in order to assist in the review, investigation, or resolution of the report or to deliver resources or support services. While not bound by confidentiality or privilege, these individuals will be discreet and respect the privacy of all individuals involved in the process. All participants in an investigation of sexual misconduct under this Policy, including Advisors and Witnesses, will be informed that privacy helps enhance the integrity of the investigation and protect the privacy interests of the parties, however, nothing in this Policy is intended to impose restraints on a party’s ability to discuss the allegations under investigation or to gather and present evidence as part of the resolution process.



Certain individuals are designated as having confidentiality. For reports made to employees designated with having confidentiality, the University will respect the reporting party's expectations of privacy to the extent permissible by law while still ensuring compliance with other reporting obligations. For example, reports involving minors are subject to mandatory reporting requirements. Individuals designated as having confidentiality are required to report the nature, date, time and general location of an incident to the Title IX coordinator. Individuals designated as having confidentiality will not share other information with the Title IX Coordinator or any other employee of the University without the express permission of the disclosing party. Individuals designated as having confidentiality can provide information about the University and off-campus resources, support services and other options. As noted above, because of the confidential nature of these resources, disclosing information to or seeking advice from a confidential resource does not constitute a report or Formal Complaint to the University and will not result in a response or intervention by the University. A person consulting with a confidential resource may decide to make a report to the University and/or law enforcement. Confidential Resources listed below.

Communication with certain individuals may be privileged by operation of law and reports made to these individuals will not be shared with the University Title IX Coordinator or law enforcement except in very limited situations, such as when failure to disclose the information would result in imminent danger to the individual or to others or as otherwise required by law.

All University proceedings are conducted in compliance with the requirements of the Family Educational Rights and Privacy Act (FERPA), the Clery Act, Title IX of the Education Amendments of 1972 ("Title IX"), Violence Against Women Act (VAWA), state and local law, and University policy. No information will be released from such proceedings, except as required or permitted by law and University policy.

The University may share non-identifying information about reports received in aggregate form, including data about outcomes and Disciplinary Sanctions.

### **Reports to the Title IX Coordinator**

Reports to the Title IX Coordinator section comes from the Sexual Misconduct Policy. The Slippery Rock University of Pennsylvania Sexual Misconduct Policy for employees (faculty, staff, and student employees) can be found at:

<https://www.sru.edu/documents/offices/diversity/Slippery-Rock-University-Sexual-Misconduct-Policy.docx>.

### **Reports to the Title IX Coordinator:**

Any person may report sex discrimination, including sexual misconduct (whether or not the person reporting is the person alleged to be the person subjected to conduct that could constitute sex discrimination or sexual misconduct), in person, by mail, by telephone, or by

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electronic mail, using the contact information listed for the Title IX Coordinator, or by any other means that results in the Title IX Coordinator receiving the person's verbal or written report.

Contact Information for the Title IX Coordinator:

**Title IX Coordinator** (not confidential):

Name: Holly McCoy, JD

Title: Title IX Coordinator/ Assistant Vice President, Diversity and Compliance

Office Address: 008 Old Main

Email Address: [holly.mccoy@sru.edu](mailto:holly.mccoy@sru.edu)

Telephone Number: 724-738-2650

Such a report may be made at any time (including during non-business hours) by using the telephone number or electronic mail address, or by mail to the office address listed for the Title IX Coordinator.

The University's Title IX Coordinator is trained to work with individuals who report sexual misconduct and have knowledge about resources and services, both on and off campus, including the availability of Supportive Measures.

If a report of misconduct discloses a serious or immediate threat to the campus community, the University will issue a timely warning to the community to protect the health or safety of the community. The timely warning will not include any identifying information about the Complainant.

**PLEASE NOTE:** Title IX Coordinators are not a confidential source of support. While they will address matters reported with sensitivity and will keep your information as private as possible, confidentiality cannot be guaranteed. To speak with an individual or individuals designated as having confidentiality, please contact the Confidential Resources listed in the Resources below.

**PLEASE ALSO NOTE:** Making a report is different from filing a Formal Complaint (see the section titled **Filing a Formal Complaint**). A report is defined as notification of an incident of sexual misconduct to the Title IX Coordinator or designee, by any person. A report may be accompanied by a request for (1) Supportive Measures; (2) no further action; (3) filing a Formal Complaint to request to initiate an informal resolution process; and/or (4) a request to initiate an informal resolution process after filing a Formal Complaint. Filing a Formal Complaint initiates the University's formal investigation/disciplinary process. (See **Sexual Misconduct Resolution Process**).

### **Electronic and Anonymous Reporting**

You may also file a report about sexual misconduct using the appropriate links below. While anonymous reports are accepted, the University's ability to address misconduct reported anonymously is significantly limited.

Slippery Rock University Student Code of Conduct Approved by SRU Cabinet 8/12/2020  
Individuals may use this CARE referral link (not confidential)

[https://sru-advocate.symplicity.com/care\\_report/index.php/pid818240?](https://sru-advocate.symplicity.com/care_report/index.php/pid818240?) to electronically file a report of sexual misconduct with the University. You may also file a report anonymously utilizing this link.

Individuals may also file a report of sexual misconduct electronically by email to Holly McCoy, Title IX Coordinator (not confidential) at [holly.mccoy@sru.edu](mailto:holly.mccoy@sru.edu).

### **1. To Report Confidentially**

If one desires that details of the incident be kept confidential, he or she should speak with on-campus mental health counselors, campus health service providers or off-campus rape crisis resources who can maintain confidentiality. Campus counselors are available to help free of charge and can be seen on an emergency basis. Confidential reports may also be made to Student Health Services. Although a legally recognized privilege may not attach to these roles, the University respects the reporter's expectations of privacy to the extent permissible by law while still ensuring compliance with other reporting obligations. Individuals authorized to have confidentiality are required to report the nature, date, time, and general location of an allegation of sexual misconduct to the Title IX Coordinator. Unless the complainant consents to the release of his/her name, the individuals authorized with confidentiality will not release the complainant's personally identifiable information to the Title IX Coordinator. Confidentiality does not apply when the complainant is a minor (under the age of 18).

### **2. Non-Confidential Reporting Options**

Complainants are encouraged to speak to officials of the University to make formal reports of incidents (Title IX Investigators, deans, vice presidents or other administrators with supervisory responsibilities, campus police, human resources, etc.). The University considers these people to be "responsible employees." **Notice to them is official notice to the University. Therefore, when these individuals receive a complaint, they are required to act and cannot keep the matter confidential in the same manner as the individuals listed in section V.A.**

Complainants have the right and can expect to have incidents of sexual misconduct investigated by the University when reported, and to have those incidents addressed through administrative procedures. When a complaint is reported, only people who need to know will be told, and information will be shared only as necessary with investigators, witnesses and the respondent.

### **3. Third-Party Reports**

In cases where the sexual misconduct is reported to the Title IX Coordinator by a third party, that is someone other than the alleged victim, (e.g., faculty member, Residence Life staff member, adviser, dean, student, etc.) an information gathering investigation will be conducted concerning the allegations. Initially, all efforts will be made to meet with the reporter to discuss options and resources available through the University and community.

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At a minimum, all reporters of sexual misconduct will receive a list of university and community resources.

#### **4. Federal Statistical Reporting Obligations (Clery Act)**

Certain campus officials have a duty to report sexual misconduct for federal statistical reporting purposes (Clery Act). All personally identifiable information is kept confidential, but statistical information must be passed along to campus law enforcement regarding the type of incident and its general location (on- or off-campus, in the surrounding area, but no addresses are given) for publication in the annual Campus Security Report. This report helps to provide the community with a clear picture of the extent and nature of campus crime, to ensure greater community safety. Individuals' names or other identifying information are never included in the Security Report.

Mandated federal reporters include: student conduct, student affairs, campus law enforcement, local police, coaches, athletic directors, residence life staff, student activities staff, human resources staff, advisers to student organizations and any other official with significant responsibility for student and campus activities. The information to be shared includes the date, the location of the incident (using Clery location categories) and the Clery crime category. This reporting protects the identity of the complainant and may be done anonymously.

#### **5. Federal Timely Warning Reporting Obligations**

Complainants of sexual misconduct also should be aware that University administrators must issue immediate timely warnings for incidents reported to them that are confirmed to pose a substantial threat of bodily harm or danger to members of the campus community. The University will make every effort to ensure that a complainant's name and other identifying information is not disclosed, while still providing enough information for community members to make safety decisions in light of the danger. The reporters for timely warning purposes are the same as detailed at the end of the paragraph above ("Federal Statistical Reporting Obligations"). Campus security information is provided to members of the Slippery Rock University community through the webpage. When it has been determined that a crime creates a threat of continuing danger to the campus community, a crime alert will be posted throughout the campus, and an e-mail will be sent to the campus community. University Public Relations will be responsible for issuing the timely warnings.

#### **Retaliation Prohibited**

Every person who alleges a violation of the Sexual and Gender Based Misconduct Procedures, or who reports such a violation, or who assists Slippery Rock University in the investigation of a complaint under this policy is protected against retaliatory actions. Retaliation against any such person may result in disciplinary action up to and including termination from employment or expulsion from Slippery Rock University.

Retaliation against any person who is the complainant of sexual misconduct is prohibited as well. No retaliatory action is to be taken against any person seeking advice, filing a complaint or

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serving as a witness or otherwise cooperating in an investigation of harassment or  
discrimination.

### **Sexual Misconduct Resolution Process**

Sexual Misconduct Resolution Process comes from the SRU Sexual Misconduct Policy. The Slippery Rock University of Pennsylvania Sexual Misconduct Policy for employees (faculty, staff, and student employees) can be found at:

<https://www.sru.edu/documents/offices/diversity/Slippery-Rock-University-Sexual-Misconduct-Policy.docx>.

#### **Sexual Misconduct Resolution Process:**

##### **Formal Complaint**

The Sexual Misconduct Resolution Process is initiated by a Complainant providing the Title IX Coordinator a written, signed Formal Complaint describing the facts alleged. See the section titled Filing a Formal Complaint below.

##### **Informal Resolution Options**

The Informal Resolution Process is from the Sexual Misconduct Policy. The Slippery Rock University of Pennsylvania Sexual Misconduct Policy can be found at:

<https://www.sru.edu/documents/offices/diversity/Slippery-Rock-University-Sexual-Misconduct-Policy.docx>.

##### **Informal Resolution Options:**

Informal means of resolution, such as mediation, may be used as an alternative to the formal investigation and hearing procedures. Informal resolution is a voluntary process and may be used only where a Formal Complaint has been filed. Upon written agreement of all parties, informal resolution may be initiated at any time prior to finding of responsibility in a hearing and may be terminated at any time prior to final resolution. If the informal process is terminated, the Sexual Misconduct Resolution Process, which includes an investigation and hearing, will proceed. Once a final resolution has been reached and documented and signed by all parties, the resolution cannot be appealed.

Informal resolution may not be utilized when a Student files a Formal Complaint against a University Employee, Volunteer or Official under this Policy.

##### **Filing a Formal Complaint**

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Filing a Formal Complaint comes from the Sexual Misconduct Policy. The Slippery Rock University of Pennsylvania Sexual Misconduct Policy can be found at:  
<https://www.sru.edu/documents/offices/diversity/Slippery-Rock-University-Sexual-Misconduct-Policy.docx>.

### **Filing a Formal Complaint:**

The timeframe for the Sexual Misconduct Resolution Process under this Policy begins with the filing of a Formal Complaint and will be concluded within a reasonably prompt manner, and usually no longer than **90 days** after the filing of the Formal Complaint, provided that the Process may be extended for a good reason, as set forth more fully in the **Continuances and Granting Extensions** section. Appeals may extend the timeframe for resolution.

To file a Formal Complaint, a Complainant must provide the Title IX Coordinator a written, signed complaint describing the facts alleged.

If a Complainant does not wish to make a Formal Complaint, the Title IX Coordinator may determine a Formal Complaint is necessary. Slippery Rock University will inform the Complainant of this decision in writing, and the Complainant need not participate in the process further, but will receive all notices issued under this Sexual Misconduct Resolution Process. **PLEASE NOTE:** The Title IX Coordinator does not lose impartiality solely due to signing a Formal Complaint.

A Complainant who files a Formal Complaint may elect, at any time, to address the matter through the Informal Resolution Process (see the **Informal Resolution** section below).

### **Criminal Reporting Options**

A Complainant may also seek to initiate a criminal complaint, independent of or parallel with any report made to the University.

Talking with the Police:

- a. Where the incident occurred will impact what police department has jurisdiction over the report.
- b. Local police departments include:
  - i. University Police at 724-738-3333
  - ii. Pennsylvania State Police at 724-284-8100
  - iii. Slippery Rock Borough Police at 724-794-6388
- c. If you are unsure of the jurisdiction please contact University Police at 724-738-3333; they are available 24 hours a day, 7 days a week, 365 days a year.
- d. You may be assisted by campus resources (listed in Sexual and Gender Based Misconduct Resources in notifying law enforcement if you choose to take this action.
- e. You may choose not to notify the police.

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**[PLEASE NOTE:** The University's policy, definitions, and burden of proof may differ from Pennsylvania criminal law. Neither law enforcement's decision whether to prosecute, nor the outcome of any criminal prosecution, is determinative of whether sexual misconduct has occurred under this Policy. In cases where there is a simultaneous law enforcement investigation, there may be circumstances when the University may need to temporarily delay its investigation while law enforcement gathers evidence. However, the University will generally proceed with Formal Complaint even during the time of a pending law enforcement investigation.

The University may not be informed of reports made with law enforcement agencies.

### **External Reporting Options**

External Reporting Options are taken from the Sexual Misconduct Policy. The Slippery Rock University of Pennsylvania Sexual Misconduct Policy can be found at:

<https://www.sru.edu/documents/offices/diversity/Slippery-Rock-University-Sexual-Misconduct-Policy.docx>.

### **External Reporting Options:**

A person may also file a complaint with the U.S. Department of Education's Office for Civil Rights regarding an alleged violation of Title IX by calling 1-800-421-3481; 1-877-521-2172 TTY or emailing [OCR.Philadelphia@ed.gov](mailto:OCR.Philadelphia@ed.gov) or visiting <https://www2.ed.gov/about/offices/list/ocr/complaintintro.html>.

A person may also file a complaint with the Pennsylvania Human Relations Commission by calling 717-787-9780 for the Harrisburg Regional Office; 412-565- 5395 for the Pittsburgh Regional Office; or 215-560-2496 for the Philadelphia Regional Office; or by visiting <https://www.phrc.pa.gov/Pages/default.aspx>.

Employees may also file a charge with the Equal Employment Opportunity Commission regarding an alleged violation of Title VII by calling 1-800-669-4000 or visiting <https://www.eeoc.gov/employees/howtofile.cfm>.

The University may not be informed of reports made with external agencies.

### **Complaints Against Students**

Complaints will be assigned to the Title IX Coordinator. In cases where the complainant chooses to utilize the student conduct process or the university determines that there is a threat to others in the community, the Title IX Coordinator will assign Investigators to investigate the allegation(s) and prepare an investigation report. The investigation report will be reviewed by the Title IX Coordinator.

### **Jurisdiction and Dismissals**

Jurisdiction and Dismissals information comes from The Slippery Rock University of Pennsylvania Sexual Misconduct Policy and can be found at:

### **Jurisdiction and Dismissals:**

In certain circumstances where violations defined under the Final Rule as Regulatory Prohibited Conduct (Regulatory Quid Pro Quo, Regulatory Hostile Environment Sexual Harassment, Regulatory Dating, or Regulatory Domestic Violence, Regulatory Sexual Assault and Regulatory Stalking) do not meet jurisdictional requirements, the University must dismiss those allegations contained in the Formal Complaint.

In certain circumstances the Title IX Coordinator may dismiss a Formal Complaint, or any specific allegations raised in the Formal Complaint at any time during the investigation or hearing.

- i. Any Party may appeal a dismissal determination. See the Determining Jurisdiction and Mandatory Dismissal for Certain Allegations under the Sexual Misconduct Resolution Process Section in the Sexual Misconduct Policy for more information. Contact the Title IX Coordinator if interested in appealing a dismissal determination.
- ii. If the formal complaint does not meet Title IX jurisdictional requirements, the complaint addressing alleged violations of the Student Conduct will still be addressed and may be forwarded to the Director of Student Conduct. The Director of Student Conduct will then schedule a preliminary meeting with the complainant and the respondent to review the complaint and discuss the conduct process.
- iii. The investigation generally includes interviews with the parties, if available, interviews with other witnesses as needed, and a review of relevant documents as appropriate. Disclosure of facts to parties and witnesses is limited to what is reasonably necessary to conduct a fair and thorough investigation.

### **Truthfulness**

Information about Truthfulness is from the Sexual Misconduct Policy. The Slippery Rock University of Pennsylvania Sexual Misconduct Policy can be found at:

<https://www.sru.edu/documents/offices/diversity/Slippery-Rock-University-Sexual-Misconduct-Policy.docx>.

All participants in the reporting and resolution processes have the responsibility to be truthful with the information they share at all stages of the process. A report of a violation under this Policy is not considered a bad faith report merely because the evidence does not ultimately support the allegation. Individuals are prohibited from knowingly making a false report, filing a false Formal Complaint or making misrepresentations. If an investigation results in a finding that a person has willfully filed a bad faith report, filed a false Formal Complaint or made



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misrepresentations as part of the reporting or resolution process, the person may be subject to appropriate Disciplinary Sanctions under the Code of Conduct in the case of Students or other relevant University policy and collective bargaining agreements in the case of Officials, Employees or Volunteers.

The respondent is provided written notification of the request for a formal investigation or otherwise given a written statement of the allegations and a copy of the Sexual Misconduct Procedures.

Upon request, the complainant(s) and respondent(s) may each have a representative present when he or she is required by applicable University policy or collective bargaining agreement to be interviewed.

At any time during the investigation, the investigator(s) may recommend to Slippery Rock University administrators that interim protections or remedies be provided to the complainant, respondent, or witnesses. Violations of these protections may be considered a separate violation of the Sexual Misconduct Policy.

The investigation shall be completed as promptly as possible and, in most cases, within sixty (90) working days of the date the formal complaint was filed.

For investigations involving a student as a respondent, evidence is presented to a three-person hearing board. The board determines if the student is in violation and a sanction(s) if found in violation. The hearing board process is outlined in the Student Code of Conduct. This report may also be used as evidence in other related procedures, such as subsequent complaints, grievances and/or disciplinary actions.

### **Formal Resolution Procedures for Complaints Against Faculty and Non-Faculty Employees**

Title IX complaints filed by students against employees of Slippery Rock University of Pennsylvania will follow the procedures outlined in the Slippery Rock University of Pennsylvania's Sexual Misconduct Policy. A copy of this policy can be found online at <https://www.sru.edu/documents/offices/diversity/Slippery-Rock-University-Sexual-Misconduct-Policy.docx>.  
or a hard copy can be obtained from the Office of Diversity and Compliance/Title IX Coordinator, 008 Old Main.

### **Formal Resolution Procedures for Complaints Against Students**

Information about the Formal Resolution Procedures for Complaints Against Students is from the Sexual Misconduct Policy. The Slippery Rock University of Pennsylvania Sexual Misconduct Policy can be found at: <https://www.sru.edu/documents/offices/diversity/Slippery-Rock-University-Sexual-Misconduct-Policy.docx>.

### **Formal Resolution Procedures for Complaints Against Students:**

## Notice of Allegations

The Title IX Coordinator will draft and provide a written Notice of Allegations to any Party alleged to have violated this Policy. Such notice will occur as soon as practicable, but no more than 10 days, after the University receives a Formal Complaint of the allegations, if there are no extenuating circumstances.

The Notice of Allegations will include the following:

- A. Notice of the University's Sexual Misconduct Resolution Process including any Informal Resolution process and a hyperlink to a copy of the process.
- B. Notice of the allegations potentially constituting violation(s) of any University policy, and sufficient details known at the time the Notice of Allegations is issued, such as the identities of the parties involved in the incident, if known, including the Complainant; the conduct allegedly constituting a policy violation; and the date and location of the alleged incident, if known.
- C. A statement that the Respondent is presumed not responsible for the alleged conduct and that a determination regarding responsibility is made at the conclusion of the hearing.
- D. A statement that the Parties may have an Advisor of their choice.
- E. A statement that before the conclusion of the investigation, the Parties may inspect and review evidence obtained as part of the investigation that is directly related to the allegations raised in the Formal Complaint, including the evidence upon which the University does not intend to rely in reaching a determination regarding responsibility, and evidence that both tends to prove or disprove the allegations, whether obtained from a Party or other source.
- F. Individuals are prohibited from knowingly filing a false report or making misrepresentations. If, following an investigation and hearing as appropriate under applicable policy, an investigation results in a finding that a person is found to have willfully filed a bad faith report or made misrepresentations as part of a resolution process, the party may be subject to appropriate Disciplinary Sanctions under the Code of Conduct.

The Parties will be notified by their University email accounts if they are a Student or Employee, and by other reasonable means if they are neither.

The University will provide sufficient time for the Parties to review the Notice of Allegations and prepare a response before any initial interview.

### **Determining Jurisdiction and Mandatory Dismissal for Certain Allegations**

For alleged violations of Regulatory Prohibited Conduct (Regulatory Quid Pro Quo, Regulatory Hostile Environment Sexual Harassment, Regulatory Dating Violence, Regulatory Domestic Violence, Regulatory Sexual Assault and Regulatory Stalking) the following elements will be determined in the reasonable determination of the Title IX Coordinator:

- A. The conduct is alleged to have occurred in the United States;
- B. The conduct is alleged to have occurred in the University's Education Program or Activity; and
- C. The alleged conduct, if true, would constitute covered Regulatory Prohibited Conduct, as defined in the SRU Sexual Misconduct Policy (<https://www.sru.edu/documents/offices/diversity/Slippery-Rock-University-Sexual-Misconduct-Policy.docx>) .

If all of the elements are met, the University will investigate the allegations under the processes set forth in this Policy. If any one of these elements is not met, the Title IX Coordinator will notify the parties the specific allegation contained in the Formal Complaint does not meet the required jurisdictional requirements under the Final Rule and is being dismissed. Any Party may appeal a dismissal using the process set forth in the Appeals section below. Dismissal of any violations constituting Regulatory Prohibited Conduct will not affect the University's ability to proceed with an investigation of charges categorized as Non-Regulatory or other charges under this Policy or any other University Policy.

### **Discretionary Dismissals for All Allegations**

The Title IX Coordinator may dismiss a Formal Complaint brought under this Policy, or any specific allegations raised within that Formal Complaint, at any time during the investigation or hearing, if:

- A. A Complainant notifies the Title IX Coordinator in writing that they would like to withdraw the Formal Complaint or any allegations raised in the Formal Complaint;
- B. The Respondent is no longer enrolled in, associated with or employed by the University; or,

- C. If specific circumstances prevent the University from gathering evidence sufficient to reach a determination regarding the Formal Complaint or allegations within the Formal Complaint.

Any Party may appeal a dismissal using the process set forth in the Appeals section below.

### **Allegations Potentially Falling Under Two Policies**

If a Formal Complaint against a Respondent who is a Student contains allegations of a violation of any of the listed Sexual Misconduct Violations in this Policy, as well as any other violation in the SRU Student Code of Conduct, the Sexual Misconduct Resolution Process set forth in this Policy will be applied in the investigation and adjudication of all of the allegations. If all of the alleged Sexual Misconduct Violations of this Policy are dismissed, and the remaining underlying allegations, if true, would violate another University policy or the University's Student Code of Conduct, the matter may be referred for further action by the University's Office of Student Conduct, as appropriate.

If a Formal Complaint against a Respondent who is an Employee contains allegations of violations of Regulatory Prohibited Conduct (Regulatory Quid Pro Quo, Regulatory Hostile Environment Sexual Harassment, Regulatory Dating Violence, Regulatory Domestic Violence, Regulatory Sexual Assault and Regulatory Stalking), the Sexual Misconduct Resolution Process set forth in this Policy will be applied in the investigation and adjudication of those allegations. For all other allegations, the University will follow applicable requirements in University policies and relevant collective bargaining agreements for resolution of the other allegations contained in the Formal Complaint.

### **Notice of Dismissal**

Upon reaching a decision that any specific allegation contained in the Formal Complaint will be dismissed, the University will promptly send written notice of the dismissal and the reason for the dismissal, simultaneously to the parties through their institutional or other provided email account. It is the responsibility of parties to maintain and regularly check their email accounts.

### **Investigation**

Information about Investigation is from the Sexual Misconduct Policy. The Slippery Rock University of Pennsylvania Sexual Misconduct Policy can be found at:

<https://www.sru.edu/documents/offices/diversity/Slippery-Rock-University-Sexual-Misconduct-Policy.docx>.

### **Investigation:**

### **General Rules of Investigations**

The Title IX Coordinator and/or an Investigator designated by the Title IX Coordinator will perform an investigation of the conduct alleged under a reasonably prompt timeframe, following issuance of the Notice of Allegations.

Slippery Rock University, and not the Parties, has the burden of proof and the burden of gathering evidence, i.e., the responsibility of showing a violation of this Policy has occurred. Either party may decide not to share their account of what occurred or may decide not to participate in an investigation or hearing. This does not shift the burden of proof away from Slippery Rock University, and does not indicate responsibility.

Slippery Rock University cannot access, consider, or disclose medical records without a waiver from the party (or parent, if applicable) to whom the records belong or of whom the records include information. Slippery Rock University will provide an equal opportunity for the parties to present witnesses, including fact and expert witnesses, and other inculpatory and exculpatory evidence, (i.e., evidence that tends to prove and disprove the allegations). See **Inspection and Review of Evidence** section below.

#### **Inspection and Review of Evidence:**

Prior to the completion of the investigation, the parties will have an equal opportunity to inspect and review the evidence obtained through the investigation. The purpose of the inspection and review process is to allow each party the equal opportunity to meaningfully respond to the evidence prior to issuance of the investigation report.

Evidence that will be available for inspection and review by the parties will be any evidence that is directly related to the allegations raised in the Formal Complaint. It will include any:

1. Evidence that is relevant, even if that evidence does not end up being relied upon by the Decision Maker(s) in making a determination regarding responsibility;
2. inculpatory or exculpatory evidence (i.e., evidence that tends to prove or disprove the allegations) that is directly related to the allegations, whether obtained from a Party or other source.

The University will send the evidence to each Party and each Party's Advisor, if any, to inspect and review through an electronic format. The University is not under an obligation to use any specific process or technology to provide the evidence and shall have the sole discretion in terms of determining format and any restrictions or limitations on access.

The Parties will have **10 days** to inspect and review the evidence and submit a written response by email to the Investigator. This response should include any new or additional evidence the Party would like the Investigator to consider. The University will provide copies of the Parties' written responses, and any new or additional evidence provided, to the other Party and their

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Advisor. The other Party will have **5 days** to inspect, review, and respond to the new or additional evidence through a written response to the Investigator. The University will provide copies of the Party's supplemental written response to the other Party and their Advisor.

The Investigator will consider the parties' written responses before completing the Investigative Report. Parties may request a reasonable extension of the time to submit a written response, which may be denied in the sole discretion of the Investigator, in consultation with the Title IX Coordinator.

The Investigator has **10 days** to generate a report or after the responses to additional evidence are due or, alternatively, may provide the Parties and their Advisors with written notice extending the investigation and explaining the reason for the extension.

The parties and their Advisors are encouraged not to disseminate the Investigative Report or photograph or otherwise copy any of the evidence subject to inspection and review or use such evidence for any purpose unrelated to the Sexual Misconduct Resolution Process.

Any evidence subject to inspection and review will be available at any hearing, including for purposes of cross-examination.

### **Investigative Report**

The Investigator will create an Investigative Report that fairly summarizes relevant evidence.

The Investigative Report is not intended to catalog all evidence obtained by the Investigator, but only to provide a fair summary of that evidence.

Only relevant evidence (including both inculpatory and exculpatory – i.e., tending to prove and disprove the allegations - relevant evidence) will be referenced in the Investigative Report.

Evidence obtained in the investigation that is determined in the reasoned judgment of the Investigator not to be directly related to the allegations in the Formal Complaint will be included in the appendices to the investigative report.

### **Ongoing Notice**

If, in the course of an investigation, the University decides to investigate allegations about either Party that are not included in the Notice of Allegations and are otherwise covered Sexual Misconduct Violations falling within this Policy or other violations of the University's Student Code of Conduct, the University will notify the Parties of the additional allegations by their University email accounts or other reasonable means.

The Parties will be provided sufficient time to review the additional allegations to prepare a response before any initial interview regarding those additional charges.

If a respondent fails to attend a preliminary meeting after reasonable attempts by the University to provide notification, the University reserves the right to adjudicate the complaint based on the information available through an administrative hearing. The respondent will be notified of the hearing details and given an opportunity to participate in a hearing to address the alleged violations.

Respondents and complainants shall be provided written notification of the time, place and date of a hearing board hearing at least five (5) working days in advance, following a preliminary meeting. The notice shall include the alleged violations to be adjudicated and other pertinent information about the hearing. The respondent or complainant can request a postponement of the hearing, and such a request will be reviewed and decided on by the Director of the Office of Student Conduct.

Complainants and respondents have the right to have an adviser of their choice present at an administrative or board hearing.

Hearings, both administrative and hearing board, will be closed to the public. All information presented during conduct proceedings is confidential and will only be released if required by law or subject to the agreement of the complainant and respondent, except for final results of non-consensual sexual intercourse or other violent acts, which will be released to the complainant.

Witnesses may only be present during the time that they are presenting information.

Oral and/or written statements may be considered at the discretion of the chair or hearing officer and will be weighed as deemed appropriate by the hearing authority. Complainants and respondents are responsible for ensuring witnesses or documents are available at the time of the hearing.

Respondents will be afforded an opportunity to hear and respond to all information presented against them.

Board members with a conflict of interest or bias shall disclose such matters during the hearing if they intend to participate or may excuse themselves from a hearing based on such a conflict or bias. A hearing officer may request a case be assigned to another hearing officer due to a conflict of interest or bias.

All participants are expected to act with integrity by providing honest answers, following established procedures, and maintaining confidentiality.

Hearings will be conducted in a civil manner. Any participant disrupting the conduct process will be excluded from the remainder of the hearing. The chair is responsible for ensuring civility during a hearing.

Pending resolution of a complaint, student status may only be altered to protect University interests and/or the safety and security of individual members of the University community.

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Such actions may include emergency removals, restriction of privileges including access to certain areas of campus, and No Contact Orders. The Director of the Office of Student Conduct is responsible for determining if such actions are necessary, seeking approval if necessary.

Determination of responsibility for violating this policy will be based on the standard of preponderance of the evidence board hearings. This means that the individual or group will make findings of fact that are more likely than not, based on the entire body of evidence presented.

Written notification of the outcome of a hearing, including the reasons for the decision, findings of fact, and an explanation of the sanctions, will be sent within a reasonable timeframe from the conclusion of the conduct proceedings by either the hearing officer or the chair of a conduct board. Notifications will be sent to the complainant and respondent. Other notifications may be sent in order for the university to comply with applicable victim notification laws for reporting the results of disciplinary proceedings.

The complainant will be informed if there were findings made that the policy was or was not violated and of actions taken to resolve the complaint, if any, that are directly related to the complainant, such as an order that the respondent not contact the complainant.

The appropriate SRU administrator shall provide written notification to the Title IX Coordinator of what action, if any, has been taken, including the results of any appeals.

### **Hearing Procedures**

Hearing Procedures are taken from the Sexual Misconduct Policy. The Slippery Rock University of Pennsylvania Sexual Misconduct Policy can be found at

<https://www.sru.edu/documents/offices/diversity/Slippery-Rock-University-Sexual-Misconduct-Policy.docx>.

### **Hearing Procedures:**

For all hearings conducted under this Policy, the procedure will be as follows:

1. The Hearing Chair will open and establish rules and expectations for the hearing.
2. The Parties will each be given the opportunity to provide opening statements.
3. The Title IX/Sexual Misconduct Report will be provided to all hearing board members, the Complainant, and Respondent, prior to the hearing for review.
4. The Hearing Chair and Hearing Panel Members will ask questions of the Parties and Witnesses.
5. Parties will be given the opportunity for cross-examination after the Hearing Board conducts its initial round of questioning **See Cross-Examination Procedure** below.
6. During the Parties' cross-examination, the Hearing Chair will have the authority to pause cross-examination at any time for the purposes of asking the Hearing Board's own follow up questions; and any time necessary in order to enforce the order for the



Slippery Rock University Student Code of Conduct Approved by SRU Cabinet 8/12/2020 hearing or the established rules of decorum. If an Advisor does not comply with the established rules of decorum, the Chair, Facilitator, or designee, may provide that Party with a different Advisor to conduct cross-examination on behalf of that Party.]

7. Should a Party or the Party's Advisor choose not to cross-examine a Party or Witness, the Party shall affirmatively waive cross-examination through a written or oral statement to the Hearing Board. A Party's waiver of cross-examination does not eliminate the ability of the Hearing Board to use statements made by the Party.

#### **A. Relevant evidence and questions**

"Relevant" evidence and questions are those questions and evidence that tends to make an allegation of sexual misconduct more or less likely to be true. "Relevant" evidence and questions do not include the following types of evidence and questions, which are deemed "irrelevant" at all stages of any process initiated under this Policy:

1. Evidence and questions about the Complainant's sexual predisposition or prior sexual behavior unless:
  - a. They are offered to prove that someone other than the Respondent committed the conduct alleged by the Complainant, or
  - b. They concern specific incidents of the Complainant's prior sexual behavior with respect to the Respondent and are offered to prove Consent.
2. Evidence and questions that constitute, or seek disclosure of, information protected under a legally-recognized privilege including attorney-client privilege; or
3. Any party's medical, psychological, and similar records unless the party has given voluntary, written consent.

#### **B. Cross-Examination**

1. Each Party's Advisor may conduct cross-examination of the other Party or Parties and Witnesses and ask follow-up questions, including those challenging credibility directly, orally, and in real time.
2. Parties will not be permitted to personally cross-examine each other.
3. If a Party does not participate in a hearing, the Party's Advisor may attend and conduct cross-examination on behalf of the Party.
4. If neither a Party nor their Advisor appear at the hearing, the University will provide an Advisor to appear on behalf of the non-appearing Party and ask cross-examination questions.
5. Before any cross-examination question is answered, the Chair of the Hearing Board will determine if the question is relevant. Cross-examination questions that are duplicative of those already asked, including by the Chair of the Hearing Board, may be deemed irrelevant if they have been asked and answered.
6. The Chair of the Hearing Board must explain to the Party proposing the question any decision to exclude a question as not relevant.

7. If a Party or Witness does not submit to cross-examination at the hearing, the Hearing Board Members may not rely on any statement of that Party or Witness in reaching a determination regarding responsibility.
8. The Hearing Board Members may not draw an inference about a determination regarding responsibility based solely on a Party's or Witness's absence from the hearing or refusal to answer cross-examination or other questions.

## **C. Decisions**

### **1. General Considerations for Evaluating Testimony and Evidence**

- a. While the opportunity for cross-examination is required in all hearings under this Policy, determinations regarding responsibility may be based in part, or entirely, on documentary, audiovisual, and digital evidence, as warranted in the reasoned judgment of the Hearing Board.
- b. The Hearing Board shall not draw inferences regarding a Party or Witness' credibility based on the Party or Witness' status as a Complainant, Respondent, or Witness, nor shall it base its judgments in stereotypes about how a Party or Witness would or should act under the circumstances.
- c. Generally, credibility judgments should rest on the demeanor of the Party or Witness, the plausibility of their testimony, the consistency of their testimony, and its reliability in light of corroborating or conflicting testimony or evidence.
- d. Credibility judgments should not rest on whether a Party or Witness' testimony is non-linear or incomplete, or if the Party or Witness is displaying stress or anxiety.
- e. Where a Party or Witness' conduct or statements demonstrate that the Party or Witness is engaging in retaliatory conduct, including but not limited to witness tampering and intimidation, the Hearing Board may draw an adverse inference as to that Party or Witness' credibility.
- f. The Hearing Board will afford the highest weight relative to other testimony to first-hand testimony by Parties and Witnesses regarding their own memory of specific facts that occurred. Both inculpatory and exculpatory (i.e., tending to prove and disprove the allegations) evidence will be weighed in equal fashion.
- g. The Final Rule requires the University to admit and allow testimony regarding polygraph tests ("lie detector tests") and other procedures that are outside of standard use in academic and non-academic conduct processes. While the processes and testimony about them will be allowed to testify and be crossed as required by the Final Rule, the Hearing Board will be instructed to afford lower weight to such processes relative to the testimony of fact witnesses.
- h. The Final Rule requires the University allow parties to call character witnesses to testify. The University does not provide for character witnesses in other proceedings. While the character witnesses will be allowed to testify and be

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crossed as required by the Final Rule, the Hearing Board will be instructed to  
afford very low weight to any non-factual character testimony of any Witness.

### **Burden of Proof**

Burden of Proof is taken from the Sexual Misconduct Policy. The Slippery Rock University of Pennsylvania Sexual Misconduct Policy can be found at  
<https://www.sru.edu/documents/offices/diversity/Slippery-Rock-University-Sexual-Misconduct-Policy.docx>.

### **Burden of Proof:**

The burden of proof refers to who has the responsibility of showing a violation has occurred. It is always the responsibility of the University to satisfy the burden of proof. The Respondent does not have the burden to prove that a violation did not occur. Respondents may decide not to share their side of the story or may decide not to participate in an investigation or hearing. This does not shift the burden of proof away from the University and does not indicate responsibility. Additionally, Decision-Maker(s) shall not make an adverse inference against a Respondent for the Respondent's refusal to participate in an investigation or hearing, nor will Respondent's refusal to participate result in increased sanctions if the Respondent is found responsible for the violation(s).

### **Standard of Proof**

Standard of Proof is referenced in the Sexual Misconduct Policy. The Slippery Rock University of Pennsylvania Sexual Misconduct Policy can be found at:  
<https://www.sru.edu/documents/offices/diversity/Slippery-Rock-University-Sexual-Misconduct-Policy.docx>.

### **Standard of Proof:**

Consistent with requirements set forth in the Pennsylvania Code pertaining to student disciplinary due process requirements, the University will use the preponderance of the evidence standard in investigations of formal complaints alleging sexual misconduct violations under this Policy. This means that the individual(s) charged with making a finding must determine whether it is more likely than not

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that a violation of the Policy occurred.

### **Timeline for Decision**

Timeline for Decision is referenced in the SRU Sexual Misconduct Policy. The Slippery Rock University of Pennsylvania Sexual Misconduct Policy can be found at:  
<https://www.sru.edu/documents/offices/diversity/Slippery-Rock-University-Sexual-Misconduct-Policy.docx>.

### **Timeline for Decision:**

If there are no extenuating circumstances, the determination regarding responsibility will be issued by the University within **10 days** of the completion of the hearing.

### **Finality**

Finality is referenced in the SRU Sexual Misconduct Policy. The Slippery Rock University of Pennsylvania Sexual Misconduct Policy can be found at:  
<https://www.sru.edu/documents/offices/diversity/Slippery-Rock-University-Sexual-Misconduct-Policy.docx>.

### **Finality:**

The determination regarding responsibility becomes final either upon the outcome of any appeal or the expiration of the window to appeal without an appeal being requested as set forth in the **Appeals** section below.

### **Student Appeal Process**

Student Appeal Process information is taken from the Sexual Misconduct Policy. The Slippery Rock University of Pennsylvania Sexual Misconduct Policy can be found at:  
<https://www.sru.edu/documents/offices/diversity/Slippery-Rock-University-Sexual-Misconduct-Policy.docx>.

### **Appeals by Where the Respondent is a Student**

- A. Each Party may appeal the dismissal of a Formal Complaint or any included allegations or a determination of responsibility on the following grounds:
  - 1. A procedural irregularity under the University policy or procedures that affected the hearing outcome.

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2. New evidence that was not reasonably available through the exercise of reasonable diligence at the time of the hearing or dismissal of the Formal Complaint that could affect the outcome of the matter.
  3. The Title IX Coordinator, Investigator(s), or Decision Maker(s) had a conflict of interest or bias for or against an individual party, or for or against complainants or respondents in general, that affected the outcome of the matter.
  4. The Disciplinary Sanction imposed was inappropriate.
- B. Appeals must be filed in writing within **5 days** of being notified of the decision and must indicate the grounds for the appeal.
  - C. The submission of an appeal stays any Disciplinary Sanctions for the pendency of an appeal. Supportive Measures and remote learning opportunities remain available during the pendency of the appeal.
  - D. If a party appeals, the University will notify the other party in writing of the appeal as soon as practicable, however the time for appeal shall be offered equitably to all parties and shall not be extended for any party solely because the other party filed an appeal. If the basis of the appeal is the Disciplinary Sanction imposed was inappropriate, the other Party will be given **5 days** to respond to the Disciplinary Sanctions basis of appeal after being notified of the appeal.
  - E. Appeals will be decided by an Appeal Officer, who will be free of conflict of interest and bias, and will not serve as an Investigator, Title IX Coordinator, Advisor or Decision Maker in the same matter.
  - F. The appealing party must meet its burden to demonstrate the outcome was affected by a preponderance of the evidence. The role of the Appeal Officer is not to reweigh the evidence. The Appeal Officer will confine their review to the basis of appeal alleged and may modify the sanction. The Appeal Officer may modify the Disciplinary Sanction if an appeal on the basis of an inappropriate Disciplinary Sanction being imposed is granted. In the event a Disciplinary Sanction is modified, the other party will be notified of the modified Disciplinary Sanction.
  - G. The outcome of appeal will be provided in writing simultaneously to both Parties, and include rationale for the decision.

### **Emergency removal for students**

Emergency Removal For Students is taken from the Sexual Misconduct Policy. The Slippery Rock University of Pennsylvania Sexual Misconduct Policy can be found at:

<https://www.sru.edu/documents/offices/diversity/Slippery-Rock-University-Sexual-Misconduct-Policy.docx>.

### **Emergency Removal For Students:**

1. The University retains the authority to remove a Respondent from its Education Programs or Activities on an emergency basis. This action is also referred to as an

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emergency removal.

2. Before imposing an emergency removal on a student Respondent, the University will:
  - a. undertake an individualized safety and risk analysis; and
  - b. determine that an immediate threat to the physical health or safety of any student or other individual arising from the allegations of covered sexual misconduct justifies a removal.
3. If the University imposes an emergency removal on a student Respondent, the University will provide the Respondent with notice and an opportunity to challenge the decision immediately following the removal.
  - a. The University will provide written notice of the emergency removal and applicable charges.
  - b. The University will provide an opportunity for the Respondent to appeal that decision to an appropriate Hearing Officer or designee within **10 days** of the imposition of the emergency removal.
  - c. The designated University Hearing Officer will hear the evidence and determine whether there is sufficient evidence to support the conclusion that the Respondent poses an immediate threat to the physical health or safety of any student or other individual arising from the allegations of covered sexual misconduct and that, based on that threat, removal is the appropriate course of action.
4. If the University learns of evidence that demonstrates that the emergency action is no longer justified after the emergency removal is imposed against a student Respondent, the University will take prompt action to rescind the emergency removal.
5. All emergency removals will also comply with requirements under Chapter 505 of Title 22 of the Pennsylvania Code concerning Student Personnel.

## **Student Sanctions**

### **Disciplinary Sanctions Against Students**

#### **A. Possible Disciplinary Sanctions:**

The University may impose the following Disciplinary Sanctions upon Students, singly or in combination: (See Sanctions in Student Code of Conduct for a full list of all possible sanctions on the SRU Student Code of Conduct Office of Student Conduct website: [www.sru.edu/studentconduct](http://www.sru.edu/studentconduct)).

#### **Possible Disciplinary Sanctions if Found Responsible for Sexual Misconduct:**

##### **Range of Sanctions**

The following sanctions comprise a range of official action that may be imposed for violation of this policy by individuals or groups. One or more sanctions may be imposed

Slippery Rock University Student Code of Conduct Approved by SRU Cabinet 8/12/2020 at the discretion of the hearing officer or conduct board in an effort to promote behavioral change and/or provide protection to members of the university community. Sanctions also may attempt to teach alternative behaviors; increase personal and social skills; increase a student's awareness of obligations to others; demonstrate implications of actions; and explain rationale behind regulations.

Students found responsible for violations will receive a minimum of disciplinary warning (censure) with expulsion being the maximum sanction.

Refer to all possible sanctions under Sanctions (Consequences) in the SRU Student Code of Conduct Office of Student Conduct website: [www.sru.edu/studentconduct](http://www.sru.edu/studentconduct).

**Sexual Misconduct Potential Sanctions if Found in Violation:**

The Sexual Misconduct Policy at Slippery Rock University includes the following Potential Sanctions if Found in Violation of Sexual Misconduct:

**Sexual Harassment:** For purposes of this Policy, the term includes the defined violations of Regulatory Quid Pro Quo or Hostile Environment Sexual Harassment, Dating or Domestic Violence, Sexual Assault and Stalking. Regulatory Quid Pro Quo Sexual Harassment: An Employee conditioning the provision of aid, benefit or service of the University on an individual's participation in unwelcome sexual conduct. The range of sanctions for students responsible for this violation include: Disciplinary Probation (ranging from 6 weeks to 10 semesters), Permanent Disciplinary Probation (ranging from 6 weeks to 10 semesters), Disciplinary Suspension (ranging from 1 to 15 semesters and Disciplinary Expulsion. Conditions may include off campus counseling, campus restriction, loss of housing, residential removal or reassignment, and related educational conditions. Registration and/or transcript holds may be placed pending the receipt of required documentation.

**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. The range of sanctions for students responsible for this violation include: Disciplinary Probation (ranging from 6 weeks to 10 semesters), Final Disciplinary Probation (ranging from 6 weeks to 10 semesters), Disciplinary Suspension (ranging from 1 to 15 semesters and Disciplinary Expulsion. Conditions may include off campus counseling, campus restriction, loss of housing, residential removal or reassignment, and related educational conditions. Registration and/or transcript holds may be placed pending the receipt of required documentation.

**Regulatory Hostile Environment Sexual Harassment:** 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. The range of sanctions for students responsible for this violation include: Disciplinary Probation (ranging from 6 weeks to 10 semesters), Final Disciplinary Probation (ranging from 6 weeks to 10 semesters), Disciplinary Suspension (ranging from 1 to 15 semesters) and Disciplinary Expulsion. Conditions may include off campus counseling, campus restriction, loss of housing, residential removal or reassignment, and related educational conditions. Registration and/or transcript holds may be placed pending the receipt of required documentation.

**Non-Regulatory Hostile Environment Sexual Harassment:** 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. The range of sanctions for students responsible for this violation include: Disciplinary Probation (ranging from 6 weeks to 10 semesters), Permanent Disciplinary Probation (ranging from 6 weeks to 10 semesters), Disciplinary Suspension (ranging from 1 to 15 semesters) and Disciplinary Expulsion. Conditions may include off campus counseling, campus restriction, loss of housing, residential removal or reassignment, and related educational conditions. Registration and/or transcript holds may be placed pending the receipt of required documentation.

**Sexual Assault:** This includes any sexual act directed against another person, without the Consent of the Complainant, including instances where the Complainant is incapable of giving Consent. Sexual Assault may be one of the following categories:

**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.**

The range of sanctions for students responsible for this violation include: Disciplinary Suspension (ranging from 1 to 15 semesters) and Disciplinary Expulsion. Conditions may include off campus counseling, campus restriction, loss of housing, and residential removal or reassignment. Registration and/or transcript holds may be placed pending the receipt of required documentation.



**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.** The range of sanctions for students responsible for this violation include: Final Disciplinary Probation (ranging from 6 weeks to 10 semesters), Disciplinary Suspension (ranging from 1 to 15 semesters) and Expulsion. Conditions may include off campus counseling, campus restriction, loss of housing, residential removal or reassignment, and related educational conditions. Registration and/or transcript holds may be placed pending the receipt of required documentation.

**Statutory Sexual Assault** - 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. The range of sanctions for students responsible for this violation include: Disciplinary Suspension (ranging from 1 to 15 semesters) and Disciplinary Expulsion. Conditions may include off campus counseling, campus restriction, loss of housing, and residential non-renewal or reassignment. Registration and/or transcript holds may be placed pending the receipt of required documentation.

**Sexual Exploitation** - Engaging in sexual behaviors directed toward or involving another person or use of another person's sexuality for purposes of sexual gratification, financial gain, personal gain or personal advantage 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: The range of sanctions for students responsible for this violation include: Disciplinary Probation (ranging from 6 weeks to 10 semesters), Final Disciplinary Probation (ranging from 6 weeks to 10 semesters), Disciplinary Suspension (ranging from 1 to 15 semesters) and Expulsion. Conditions may include off campus counseling, campus restriction, loss of housing, residential removal or reassignment, or related educational conditions.

Registration and/or transcript holds may be placed pending the receipt of required documentation.

- Sexual voyeurism or permitting others to witness or observe the sexual or intimate activity of another person without that person's Consent;
- Indecent exposure or inducing others to expose private or intimate parts of the body when Consent is not present;
- 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;
- Prostituting another individual; or
- Knowingly exposing another individual to a sexually transmitted disease or virus without that individual's knowledge; and
- Inducing incapacitation for the purpose of making another person vulnerable to non-consensual sexual activity.

**Stalking** - means engaging in a course of conduct directed at a specific person that would cause a reasonable person to—

- fear for their 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. The range of sanctions for students responsible for this violation include: Disciplinary Probation (ranging from 6 weeks to 10 semesters), Permanent Disciplinary Probation (ranging from 6 weeks to 10 semesters), Disciplinary Suspension (ranging from 1 to 15 semesters and Expulsion. Conditions may include off campus counseling, campus restriction, loss of housing, residential non-renewal or reassignment, or related educational conditions. Registration and/or transcript holds may be placed pending the receipt of required documentation.

**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. The range of sanctions for students responsible for this violation include: Disciplinary Reprimand, Disciplinary Probation (ranging from 6 weeks to 10 semesters), Permanent Disciplinary Probation (ranging from 6 weeks to 10 semesters), Disciplinary Suspension (ranging from 1 to 15 semesters and Disciplinary Expulsion. Conditions may include off campus counseling, campus restriction, loss of housing, residential removal or reassignment, or related educational conditions. Registration and/or transcript holds may be placed pending the receipt of required documentation.

**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. The range of sanctions for students responsible for this violation include: , Disciplinary Probation (ranging from 6 weeks to 10 semesters), Permanent Disciplinary Probation (ranging from 6 weeks to 10 semesters), Disciplinary Suspension (ranging from 1 to 15 semesters and Disciplinary Expulsion. Conditions may include off campus counseling, campus restriction, loss of housing, residential removal or reassignment, or related educational conditions. Registration and/or transcript holds may be placed pending the receipt of required documentation.

**Retaliation** - 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 (A) 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 (B) because the individual has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an

Slippery Rock University Student Code of Conduct Approved by SRU Cabinet 8/12/2020 investigation, proceeding or hearing under this Policy. A finding of retaliation under this Policy is not dependent on a finding that the underlying sexual misconduct occurred. The range of sanctions for students responsible for this violation include: Disciplinary Probation (ranging from 6 weeks to 10 semesters), Permanent Disciplinary Probation (ranging from 6 weeks to 10 semesters), Disciplinary Suspension (ranging from 1 to 15 semesters and Disciplinary Expulsion. Conditions may include off campus counseling, campus restriction, loss of housing, residential removal or reassignment, or related educational conditions. Registration and/or transcript holds may be placed pending the receipt of required documentation.

**Violation of Interim or Supportive Measures** - Any action, directly or through others, which party takes that intentionally contravenes or disregards the directives of the University issued to the party as a result of a report, complaint, hearing, or appeal. The range of sanctions for students responsible for this violation include: Disciplinary Probation (ranging from 6 weeks to 10 semesters), Permanent Disciplinary Probation (ranging from 6 weeks to 10 semesters), Disciplinary Suspension (ranging from 1 to 15 semesters), and Disciplinary Expulsion. Conditions may include off campus counseling, campus restriction, loss of housing, residential non-renewal or reassignment, or related educational conditions. Registration and/or transcript holds may be placed pending the receipt of required documentation.

#### **B. Previous Disciplinary Sanctions**

Previous Disciplinary Sanctions taken from the Sexual Misconduct Policy. The Slippery Rock University of Pennsylvania Sexual Misconduct Policy can be found at:

<https://www.sru.edu/documents/offices/diversity/Slippery-Rock-University-Sexual-Misconduct-Policy.docx>.

#### **Previous Disciplinary Sanctions:**

Previous Disciplinary Sanctions of any kind involving the Respondent may be considered in determining an appropriate sanction upon a determination of responsibility. This information is only considered at the sanction stage of the process.

#### **C. Timing of Sanctions**

The Disciplinary Sanctions will be implemented as soon as is feasible, either upon the outcome of any appeal or the expiration of the window to appeal without an appeal being requested.

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Any student found responsible for violating this policy will likely receive a recommended sanction ranging from Censure (written warning) to expulsion, depending on the severity of the incident, and taking into account any previous conduct code violations.

### **Retention of Records Regarding the Sexual Misconduct Policy**

The Title IX Coordinator is responsible for maintaining records relating to sexual misconduct reports, investigations and resolutions. All written records associated with the resolution of a complaint pertaining to a formal investigation will be maintained in accordance with Slippery Rock University of Pennsylvania's Record Retention Policy. The Office of Student Conduct keeps records for seven (7) years and in compliance with FERPA, and then purges the records, unless a suspension, expulsion, or No Trespass was administered, in which case the conduct record is kept indefinitely.

### **Special Complaint Process Provisions**

#### **a. Attempted violations**

In most circumstances, the university will treat attempts to commit any of the violations listed in this policy as if those attempts had been completed.

#### **b. University as a Complainant**

As necessary, the University reserves the right to initiate a complaint, to serve as a Complainant and to initiate complaint proceedings without a formal complaint by the reporter of sexual misconduct.

#### **c. False Reports**

The University will not tolerate intentional false reporting of incidents, and it will take action against those who make such reports. It is a violation of the Student Code of Conduct to make an intentionally false report of any policy violation and it may also violate Pennsylvania criminal statutes and civil defamation laws.

### **Alcohol and Drug Use Amnesty for Students:**

Alcohol and Drug Use Amnesty for Students comes from the Sexual Misconduct Policy. The Slippery Rock University of Pennsylvania Sexual Misconduct Policy can be found at: <https://www.sru.edu/documents/offices/diversity/Slippery-Rock-University-Sexual-Misconduct-Policy.docx>.

The health and safety of every student at the University is of utmost importance. The University recognizes that students who have been drinking and/or using drugs (whether such use is voluntary or involuntary) at the time sexual misconduct occurs may be hesitant to report such incidents due to fear of potential consequences for their own conduct. The University strongly encourages students to report incidents of sexual misconduct. A witness to or individual who experience sexual misconduct, acting in good faith, who discloses any incident of sexual

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misconduct to University officials or law enforcement will not be sanctioned under the University's Student Code of Conduct ([www.sru.edu/studentconduct](http://www.sru.edu/studentconduct)) for violations of alcohol and/or drug use policies occurring at or near the time of the incident(s) of sexual misconduct. The University may require the individual attend an approved alcohol or drug education program and without assessing any charges for such program. Amnesty does not preclude or prevent action by police or other legal authorities pursuant to relevant state or federal criminal statutes.

### **Bystander Engagement**

The welfare of students in our community is of paramount importance. At times, students on and off campus may need assistance. The university encourages students to offer help and assistance to others in need. Sometimes, students are hesitant to offer assistance to others, for fear that they may get themselves in trouble (for example, as a student who is underage and has been drinking might hesitate to help take a sexual misconduct reporter to the University Police). The university also offers Bystander Intervention training ("Step Up") for students, staff and faculty. For more information about Step Up, please contact Karla Fonner at 724-738-2121.

### **Parental Notification**

The university's primary relationship is with the student and not the parent. The university, in accordance with the provisions of the Family Educational Rights and Privacy Act (FERPA), reserves the right to notify parents/guardians of dependent students regarding any health or safety risk, and, if the student is under 21 years of age, any alcohol and other drug violations. Additionally, university officials will directly inform parents when requested to do so by a student, in a life-threatening situation or if a student has signed a permission form that allows such communication. The university also reserves the right to designate which university officials have a need to know about individual conduct complaints pursuant to the Family Educational Rights and Privacy Act.

### **Notification of Outcomes**

The outcome of a campus hearing is part of the educational record of respondent, and is protected from release under a federal law, FERPA. However, the university observes the legal exceptions as follows:

- a. Complainants in cases of non-consensual sexual contact or intercourse, sexual exploitation, sexual harassment, stalking, or relationship violence incidents have a right to be informed in writing of the outcome, essential findings and sanctions of the hearing.
- b. The university may release publicly the name, nature of the violation and the sanction for any student who is found in violation of a university policy that is a "crime of violence," including: arson, burglary, robbery, criminal homicide, sex offenses, assault, destruction/damage/vandalism of property and kidnapping/abduction. The university will release this information to the complainant in any of these offenses regardless of the outcome.

### **Past Sexual History/Character**

The past sexual history or sexual character of a party will not be admissible by the other party in the investigation or hearing unless such information is determined to be relevant by the university hearing board. All such information sought to be admitted will be presumed not relevant, and any request to overcome this presumption by the party seeking its admission must be included in the complaint/response or in a subsequent written request, and must be presented in advance of the hearing to the Director of Student Conduct.

While previous conduct violations by the respondent are not generally admissible as information in determining responsibility for the present alleged violation, the Director of Student Conduct may supply previous complaint information to be considered in sanctioning to the conduct board.

### **Additional Provisions: Complainant and Respondent Rights**

Rights/Responsibilities taken from the SRU Sexual Misconduct Policy. The Slippery Rock University of Pennsylvania Sexual Misconduct Policy can be found at:

<https://www.sru.edu/documents/offices/diversity/Slippery-Rock-University-Sexual-Misconduct-Policy.docx>.

### **Rights/Responsibilities**

- A. Reports and Formal Complaints have different meanings. An individual has a right to make a report of sexual misconduct to the University, which may be accompanied by a request for Supportive Measures. An individual also has a right to make a Formal Complaint of sexual misconduct, which is a request to initiate the University's informal resolution process or a formal disciplinary process, which includes an investigation and may proceed to a hearing.
- B. Prior to the conclusion of a sexual misconduct investigation, the Complainant may request to withdraw the Formal Complaint by contacting the Title IX Coordinator/designee in writing. The Title IX Coordinator/designee will determine whether to close the case or conclude the investigation without the Complainant's continued participation.
- C. An individual also has the right to report sexual misconduct to law enforcement, separate and apart from any report or Formal Complaint made to the University.
- D. Victims and witnesses of sexual misconduct have the right to be assisted by the University in notifying law enforcement authorities of sexual misconduct or they can decline to notify such authorities.
- E. Witnesses and Parties cannot be compelled to participate in the hearing, and have the right not to participate in the hearing free from retaliation.
- F. Each Party who is charged with a violation of this Policy where jurisdiction is appropriate has a right to a hearing and for an Advisor to cross-examine Parties and Witnesses.
- G. At the time a report is made, the reporting party does not have to decide whether to file a Formal Complaint or make a report of sexual misconduct to law enforcement.
- H. An affected party has the right to request Supportive Measures from the University, which may include interim contact restrictions.

- I. The reporting party has the right to seek medical treatment to address physical and mental health and to preserve evidence.
- J. Parties may also have options to file civil actions in court or with administrative agencies.
- K. To file a Formal Complaint, please contact the Title IX Coordinator/designee.

Slippery Rock University will make every effort to ensure that the complainant and respondent receive the following:

- A. A timely investigation and response to complaints made in good faith to the university administration.
- B. That the respondent and the complainant will have an opportunity to have one other person present (in support or advisory roles) during all campus disciplinary hearings including hearings addressing incidents involving sexual assault, sexual harassment, dating violence, domestic violence, and stalking. The Director of Student Conduct will assign a hearing board member adviser to the hearing process if the complainant or respondent does not have an adviser.
- C. The respondent and the complainant will be informed of the outcome and sanction of the disciplinary hearing they are involved in when the offense involves sexual assault, dating violence, domestic violence, stalking, or sexual harassment.
- D. The respondent and the complainant will be fully informed of the Student Code of Conduct procedures, as well as the nature and extent of all alleged violations contained within the complaint.
- E. The respondent and the complainant will be able to appeal the finding and sanction of the hearing board, in accordance with the standard for appeal established by the university in accordance with the procedures established within the Appeals section of the Student Code of Conduct.
- F. Information will be made available for both the respondent and complainant about available services, including but not limited to counseling, mental health, medical, and other services both on and off campus.
- G. In addition to processing the incident through the Office of Student Conduct, the complainant will be given information on how to notify proper law enforcement authorities, including local police, and the option to be assisted in notifying appropriate authorities.
- H. The complainant or respondent or witness may request a No Trespass Order or No Contact Order in order to limit any stalking, threatening, harassing or other improper behavior that presents a danger to the welfare of anyone involved in the process.
- I. The complainant or respondent may request a change in housing, work study or class arrangements after an alleged incident, providing that the request is reasonable.
- J. The respondent and complainant each have the option to be present and hear all testimony and evidence related to disciplinary charges in cases of sexual assault, dating violence, domestic violence, stalking, or sexual harassment.
- K. In a case of sexual assault, prior sexual history not relevant to the case will not be admitted as evidence.



- L. The respondent and the complainant have the option to submit an impact statement at the campus conduct proceeding and have that statement considered by the board.
- M. The respondent and complainant may request to review information regarding the complaint in accordance with confidentiality limitations imposed by state and federal law.
- N. The respondent and complainant will be informed of the names of all known witnesses who will be called to give testimony (this includes the name(s) of the complainant(s), which will always be revealed) prior to the hearing.

### **Frequently Asked Questions about the Sexual Misconduct Procedures**

Some of the most commonly asked questions regarding the University's Sexual Misconduct Procedures are summarized below:

#### **Does information about a complaint remain private?**

Respecting the privacy and confidentiality of all individuals involved in complaints of sexual misconduct is extremely important to Slippery Rock University. The University will make every effort to ensure that only those who need to know about a complaint or administrative case have information about that matter.

In that context, however, the University has legal obligations that sometimes require employees to share information about a complaint of sexual misconduct with administrators whose job it is to enforce this policy and the laws and regulations that prohibit sexual misconduct. The purpose of those "sharing" obligations is to ensure that allegations of sexual misconduct are investigated fully and complainants and respondents are treated properly and are provided resources to assist them.

As stated above, reports of sexual misconduct to certain campus personnel—campus mental health counselors, can be made completely confidentially. Those employees do not have an obligation to share the information with others. (Off-campus rape crisis resources (such as VOICE) also can maintain confidentiality.) Staff members of the Student Health Services provide confidential resources but with a limited reporting requirement. This is discussed in greater detail, in section V.A. above. All other campus personnel are required to report a complaint of sexual assault to the Title IX Coordinator, so that the University may meet its legal obligations of enforcement and victim assistance.

Where privacy is not strictly kept, it still will be tightly controlled on a need-to-know basis. Dissemination of information and/or written materials to persons not involved in the complaint procedure is not permitted. Violations of the privacy of the complainant or the respondent may lead to conduct action by the University as it can be viewed as a form of retaliation.

In all complaints of sexual misconduct, the complainant and the respondent will be informed of the outcome and any appeals that are made.

If there is a report of an act of alleged sexual misconduct to an official representative of the University, the Title IX Coordinator will be notified. University Police may also be notified. This does not mean charges will automatically be filed or that a reporter of sexual

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misconduct must speak with the police, but the institution may be legally required to notify law enforcement authorities.

Finally, the University must also statistically report the occurrence on campus of crimes, including certain sex offenses, in an annual report of campus crime statistics. This statistical report does not include personally identifiable information.

**Will complainant's or respondent's parents be told?**

In accordance with FERPA, if you are a dependent student and you receive a sanction for your behavior through the Office of Student Conduct, a letter will be sent to your parents in cases involving probation or above. If you are the complainant in an incident of sexual assault, sexual harassment, dating violence, domestic violence, or stalking, information will not be sent to your parents.

**Will the respondent be given the name of the complainant?**

Yes, if the Complainant files a formal complaint. Sexual misconduct is a serious offense and the respondent has a right to know the identity of the complainant. If there is a hearing, the University does provide options for complainants and respondents, including using a room divider. Complainants and respondents can request those accommodations during the pre-hearing meetings.

**As a Complainant, do I have to identify the Respondent?**

Yes, if you want formal disciplinary action to be taken; however, if you wish to receive information about resources or discuss your options you are not required to share that information.

**What do I do if I am accused of sexual misconduct?**

DO NOT contact the Complainant.

You may want to contact someone in the campus community who may act as your adviser. If a respondent is unsure of who to contact, they can contact Student Support (724-738-2121) to discuss their options.

You also may contact the Title IX Coordinator (724-738-2016), who can explain the University's procedures for addressing sexual misconduct complaints. You may ask any question that you may have during this meeting.

It may be helpful to talk with a counselor. The Counseling Center (724-738-2034) is available Monday through Friday 8-4:30 during the academic year (it is closed in the summer). Counseling Center services are confidential.

The Student Government Association can provide a consultation with an attorney at no cost to students. To contact the Student Government Association (SGA), please call 724-738-2656.

**Will I (as a reporter of sexual misconduct) have to pay for counseling/medical care?**

Medical care may be covered by crime victims' compensation or your Student Health Services fees. VOICE is the contact to inquire about crime victims' compensation. These

Slippery Rock University Student Code of Conduct Approved by SRU Cabinet 8/12/2020 services include but are not limited to medical and legal advocacy, group sessions, and one on one appointments. The services are free and confidential and can be accessed 24/7 by calling 1-800-400-8551.

When your insurance is billed from Student Health Services, the bill will only say that you had an office visit (no specifics will be provided).

Forensic (sexual assault) examinations are done at Butler Memorial or Grove City Hospital and will be covered by crime victims' compensation.

On campus counseling services are covered by your student fees, no additional costs will be accrued.

Students are eligible for services through Butler County's crime victim service agency (VOICe). These services include but are not limited to medical and legal advocacy, group sessions, and one on one appointments. The services are free and confidential and can be accessed 24/7 by calling 1-800-400-8551.

Additionally, students can seek counseling from off-campus clinical service providers. These providers will bill insurance; for a list of providers and accepted insurance, please contact Student Support at 724-738-2121).

### **What about legal advice?**

An attorney is not required for the campus conduct proceeding, but a student may choose to bring an attorney to serve as their advisor. Note that each student is only permitted to have a single advisor.

Student Government Association can provide a one-time consultation with an attorney at no cost to students. Please note that the attorney may or may not have experience in cases involving sexual misconduct. To contact SGA, please call 724-738-2656.

Reporters of sexual assault, dating violence, domestic violence and stalking do not need a private attorney to pursue criminal prosecution. Representation in criminal matters is handled by the District Attorney's Office. For more information contact the District Attorney's Office at (724) 284-5222 or a VOICe Advocate at 1-800-400-8551.

Respondents and complainants may retain additional counsel at their own expense if they determine that they need legal advice about criminal prosecution or other legal options.

### **What about changing residence hall rooms?**

Occasionally students feel uncomfortable in their residence hall because the respondent or complainant lives on the same floor or in the same building. If a complainant or respondent wants to move, they may request a room change by contacting the Student Support (724-738-2121) or by contacting Residence Life's main line at 724-738-2082. Room changes can only be accommodated if space is available, but the University will make every effort to make such changes when an allegation of sexual assault, sexual harassment, dating violence, domestic violence, or stalking has occurred.

**Are there other accommodations I should be aware of?**

The University may be able to assist you with other accommodations, including but not limited to:

- Assistance with or rescheduling an academic assignment (paper, exams, etc.).
- Taking an incomplete in a class.
- Assistance with transferring class sections.
- Temporary withdrawal.
- Assistance with alternative course completion options.
- Other accommodations for safety as necessary.

Please contact Student Support 724-738-2121 for more information.

**What should I do about preserving evidence of a sexual assault?**

Having evidence collected by a specially trained forensic nurse will help to keep all options available to a reporter, but will not obligate him or her to any course of action. Collecting evidence can assist the authorities in pursuing criminal charges, should the victim later decide to exercise that option.

In order to collect evidence, the victim should have an exam within 120 hours after the assault.

If you report to the student health center (Rhoads Hall, 724-738-2052), health center staff can provide transport to the local hospital for the exam. At this time, they can also connect you with an advocate who can explain the process and be with you the entire time and answer any questions you may have. The exam will be paid for by crime victim's compensation and is not billed to your insurance.

You may also choose to report directly to the local hospital (either Grove City or Butler Memorial) for the exam. Please be advised, if you report to the local hospital, as part of their protocol, local police and a crime victim advocate will be notified. It is your decision whether to speak with police or the advocate at this time.

While at the hospital, the hospital staff will collect evidence, check for injuries, address pregnancy concerns and address the possibility of exposure to sexually transmitted infections.

If you have changed clothing since the assault, bring the clothing you had on at the time of the assault with you to the hospital in a clean, sanitary container such as a clean paper grocery bag or wrapped in a clean sheet (plastic containers do not breathe, and may render evidence useless).

If you have not changed clothes, bring a change of clothes with you to the hospital, if possible, as they will likely keep the clothes you are wearing as evidence (this clothing will probably not be returned to you).

You can take a support person with you to the hospital, and the person can accompany you through the exam.

If you live at the site where the incident occurred try to leave everything as it was at the time of the incident – leave all sheets, towels, etc. that may bear evidence for the police to collect.

**Will a complainant be sanctioned when reporting a sexual misconduct policy violation if the complainant has illegally used drugs or alcohol?**

The university will abide by the Medical Amnesty Law which states that underage intoxicated individuals who make contact with emergency personnel for themselves or another person who is in need of medical attention will be protected from prosecution. Like many police departments, the Office of Student Conduct is primarily interested in the complainant's health and safety, not alcohol or drug violations in cases of a severe nature including cases of sexual harassment, sexual assault, dating violence, domestic violence, and stalking.

Questions about alcohol or drug use may be asked at a university hearing. These questions are used to determine the complainant's ability to consent and are not used to sanction the complainant. Please note this exception: if you are violent or hostile with service providers, we may consider this to be dangerous behavior that may be sanctioned.

**Can I choose to remain silent if I am a respondent in a hearing?**

A respondent may choose to remain silent in a hearing. The hearing board will consider all information presented in determining if the respondent is in violation of the Student Code of Conduct.

**What should I do if I have any other questions?**

If you have additional questions, you may contact the director of the Office of Student Conduct (not confidential) in 004 Patterson Hall (or 724-738-4985 phone) or Student Support (not confidential) in 004 Patterson Hall (724-738-2121 phone). If you would like to ask questions confidentially, you may contact Student Health Services (confidential) 24/7 in Rhoads Hall (or 724-738-2052 phone), or the Student Counseling Center (confidential) during regular business hours in Rhoads Hall (or 724-738-2034 phone).

**Sexual Misconduct Student Conduct Director Trainings/ Hearing Board Trainings/ Appeal Officer Trainings:**

The Student Conduct Director, Hearing Board Members, Appeal Board Members, and Student Conduct Professionals are required to participate in annual trainings  
Name of Program: **SUNY Trainings** (Effective date 7/22/20. SUNY trainings will occur 8/14/20 and until further notice).

Program Information: SUNY on-line and in person Conduct and Title IX/Sexual Misconduct trainings for Title IX Coordinators, Title IX/ Sexual Misconduct investigators, Student Conduct professionals, and Hearing Board members.

SUNY trainings include Sexual Misconduct Hearing Board Training for SRU faculty, staff, and

Slippery Rock University Student Code of Conduct Approved by SRU Cabinet 8/12/2020 students, training hearing board members to hear and adjudicate student cases of alleged sexual misconduct, including cases involving alleged sexual harassment, alleged non-consensual sexual contact, alleged non-consensual sexual intercourse, alleged sexual exploitation, alleged dating or domestic violence, and alleged stalking. Title IX/Sexual Misconduct hearing board training is an annual required training for hearing board members who serve on Title IX/Sexual Misconduct cases.

These trainings include the following topics

**Accountability:** Hearing board members, Conduct office members.

**Pre-Hearing Preparations:** Conduct office members.

**Evidence in the Student Conduct Process:** Hearing Board members, conduct office members.

**Law and the Hearing Panel:** Hearing Board Members, conduct office members.

**Due Process Parts 1 & 2:** Conduct office members.

**Sexual Harassment- Legal Definitions:** Hearing board members, Title IX Coordinator, Conduct office members.

**No Contact Orders, Emergency Removal, and Interim Suspensions:** Conduct office members, Title IX Coordinators.

**Title IX Liability for "Deliberate indifference":** Title IX Coordinators/Deputies, Conduct office members.

**Pennsylvania State Law Basics:** Student Conduct.

**Training Facilitator:** SUNY (on-line and in person trainings)

**Contact Information of Trainer:** [system.suny.edu](http://system.suny.edu)

More information on SUNY trainings can be found at the SUNY link provided at <https://www.sru.edu/documents/offices/diversity/Slippery-Rock-University-Sexual-Misconduct-Policy.docx>.

**Effective date: 8/14/2020**

## **APPENDIX H: SEXUAL MISCONDUCT AND TITLE IX**

### **RESOURCES**

#### **Options for individuals who have experienced sexual misconduct, dating/domestic violence or harassment/stalking or who have been accused of the same.**

The health and safety of our students is important to us. If you or someone you know has experienced sexual assault, rape, domestic violence, dating violence, stalking or harassment we recommend you consider the following options:

1. Seeking medical attention
  - A practitioner at Student Health Services can assess physical injuries, provide prevention of pregnancy and sexually transmitted infections, and offer transportation to local hospitals for an exam to collect evidence.
  - Student Health Services will also offer to contact a specially trained advocate to explain additional options.
  - Other nearby options for medical attention include: Grove City Medical Center and Butler Memorial Hospital
2. Preserving evidence
  - Collecting evidence may be helpful if an individual decides to press criminal charges, please note that your participation in evidence collection does not mean you must pursue charges at this time but should you choose to do so in the future there will be a record of what has occurred.
  - Evidence is easier to obtain if the individual has:
    1. refrained from showering or bathing
    2. placed clothing or sheets from the occurrence in a paper bag
3. Talking with the Police
  - Where the incident occurred could change what police department has jurisdiction over the report.
  - Local police departments include:
    1. University Police at 724.738.3333,
    2. Pennsylvania State Police at 724.284.8100,
    3. Slippery Rock Borough Police at 724.794.6388,
  - If you are unsure of the jurisdiction please contact University Police at 724.738.3333; they are available 24 hours a day, 7 days a week.

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- You may be assisted by campus resources (listed below) in notifying law enforcement if you choose to take this action.
  - You may choose not to notify the police.
4. Obtaining a No Contact Orders/No Trespass Orders/Protection From Abuse Orders (PFAs)
- No Contact Orders and No Trespass Orders are available through the Office of Student Conduct or the Office of the Associate Provost for Student Success. Both offices are located in 008 Old Main. Students can call 724.738.2121 or 724.738.4985 to make an appointment.
  - Protections from Abuse (PFAs), Sexual Violence Protection Order (SVP) or Protection from Intimidation Order (PFI) may be obtained through the Butler County Court. A Victim Outreach Intervention Center (VOICE) advocate may assist you in this process. You can contact VOICE 24/7 by calling: 1.800.400.8551.
5. Getting support
- Having a strong support system, obtaining information about what you are experiencing and knowing your options and rights can go a long way in helping to recover from an incident.
  - Below is a list of on and off campus resources you may choose to help you move forward. Please note, some of these resources are considered privileged, some confidential and some will need to provide information to limited individuals on campus in accordance with Federal Law. All information regarding confidentiality specific to the area is listed with that resource.
  - It is your choice to access any of the resources provided. You may choose to use some of these options and not others. As long as you are a student, these resources are available to you regardless of when the incident occurred.

### **SLIPPERY ROCK UNIVERSITY RESOURCES**

#### **STUDENT HEALTH SERVICES (SHS)**

724.738.2052

<https://www.sru.edu/shs>

The Student Health Center is located in Rhoads Hall; they are open 24 hours a day, 7 days a week, during the academic year. During semester breaks and the summer, Student Health Services is open 8:00am - 4:00pm, Monday through Friday. Emergencies that occur when the Health Center is closed should be directed to Grove City Medical Center or Butler Memorial Hospital. University Police will assist when needed. University Police can be reached at 724.738.3333.

In addition to providing nursing and medical care to students, including mental health concerns, sexual assault, and emergency contraception, SHS can also place you in contact with various community services such as CCR (Center for Community Resources - Behavioral Health Crisis Intervention Services:



Slippery Rock University Student Code of Conduct Approved by SRU Cabinet 8/12/2020 counseling, assessment, and screening), and VOICe (Victim Outreach Intervention Center - Service for violent crimes and abuse).

For a complete description of our services please visit the SHS website [www.sru.edu/SHS](http://www.sru.edu/SHS)

*SHS is a confidential service which means we will protect your confidentiality when you discuss your health concerns with us or if you disclose to us that you have been the victim of sexual assault. Title IX (a Federal Law) requires Student Health Services to report occurrences of sexual assault to the appropriate university officials; however we will NOT disclose your name without your permission.*

## **STUDENT COUNSELING SERVICES**

724.738.2034

[www.sru.edu/counselingcenter](http://www.sru.edu/counselingcenter)

The Counseling Center is located in 118 Rhoads Hall. The SCC provides mental health counseling, support services, and referral information to students. The Counseling Center is staffed by licensed psychologists and doctorally trained counselors with years of experience. Students are encouraged to contact the Student Counseling Center for services. All services are free and student information **will not** be communicated to a third party without a signed release of information (some rare exceptions exist as required by law). Title IX (a Federal Law) **does not** require licensed mental health providers to report occurrences of sexual assault to the appropriate university officials.

## **STUDENT SUPPORT**

724.738.2121

[www.sru.edu/life-at-sru/health-and-wellness/care-network](http://www.sru.edu/life-at-sru/health-and-wellness/care-network)

Part of the Office of the Chief Student Affairs Officer, Student Support is located in 010 Patterson Hall. The goal of our office is to enhance student's education by addressing concerns (medical, psychological, social, financial or academic) on an individual basis.

In cases of sexual assault, dating or domestic violence, stalking or harassment our office can assist students who are concerned for their safety in the classroom or in on campus housing by working with academic departments and residence life to arrange changes in course setup, schedule or living arrangements. If there is someone who is threatening or harassing you, one service we can offer is the filing of a campus "No Contact" or "No Trespass" order.

Student Support is also available as a resource to students who are accused of sexual misconduct or other code violations. Students can set up a meeting to discuss the events impact on them and explore possible solutions/supports for academic, financial, medical/mental health, social, personal and emotional issues that arise.

In addition to calling our office, you can send information to us online, by completing a Care Referral. For more information on our office you can visit our website at: [www.sru.edu/life-at-sru/health-and-wellness/care-network](http://www.sru.edu/life-at-sru/health-and-wellness/care-network)

## **THE OFFICE OF STUDENT CONDUCT**

[www.sru.edu/studentconduct](http://www.sru.edu/studentconduct)

The office's mission is to address violations of the Student Code of Conduct. If you are aware of a violation of the Student Code of Conduct or you are a victim of a crime including sexual assault, sexual harassment, dating violence, domestic violence, or stalking, you may submit a conduct referral. Please click [Conduct Referral](#) or visit [www.sru.edu/studentconduct](http://www.sru.edu/studentconduct) and click on the Student Conduct Referral link. The conduct referrals are reviewed during university business hours. If you have questions, please call the office at the above mentioned number. If you have an immediate safety concern, please contact University Police at 724.738.3333; University Police is open 24 hours a day, 7 days a week, 365 days a year.

### **SLIPPERY ROCK UNIVERSITY POLICE**

724.738.3333

The University Police Department is located at 145 Kiester Road and is open 24 hours a day, seven days a week to assist you in anyway necessary. University police officers will make all efforts to investigate campus crime within the scope of the law and will provide support and referral options. Persons who have experienced violence may want to consider preserving all physical evidence, regardless of whether or not they will press charges. Choosing not to press charges immediately does not prohibit one from doing so in the future, and physical evidence will be important to the case. University Police will honor all protection and no contact orders as directed by law and the Office of Student Conduct. A copy of the order is to be provided to University Police to be kept on file. The University Police are also able to connect you with the Slippery Rock Borough Police at 724.794.6388 and Pennsylvania State Police at 724.284.8100 if the need should arise. In off campus cases requiring urgent measures individuals may contact the local emergency operation center at 911.

### **TITLE IX COORDINATOR**

Ms. Holly McCoy

724.738.2650

[holly.mccoy@sru.edu](mailto:holly.mccoy@sru.edu)

Ms. Holly McCoy, located in 008 Old Main, meets with students with questions, concerns, or complaints related to Title IX, which prohibits discrimination based on gender in educational programs which receive federal financial assistance. Title IX also protects students from unlawful sexual harassment, including sexual violence, dating violence, and stalking in school programs and activities. Sexual violence means physical sexual acts perpetrated against a person's will or where a person is incapable of giving consent.

**If at any time students or other members of the SRU community have any questions, require assistance obtaining services or believe that their needs are not being appropriately served by the university, please do not hesitate to contact the Title IX Coordinator.**

### **DIVERSITY AND EQUAL OPPORTUNITY**

Slippery Rock University Student Code of Conduct Approved by SRU Cabinet 8/12/2020  
Ms. Holly McCoy  
724.738.2650  
[holly.mccoy@sru.edu](mailto:holly.mccoy@sru.edu)

Concerns about a staff, faculty, or vendor alleged violation (including alleged violations of sexual harassment, sexual assault, dating violence, domestic violence, and stalking) may be referred to Holly McCoy.

#### **NOTICE OF NON-DISCRIMINATION**

Available at [www.sru.edu/offices/diversity-and-equal-opportunity/notice-of-non-discrimination](http://www.sru.edu/offices/diversity-and-equal-opportunity/notice-of-non-discrimination).

#### **COMMUNITY RESOURCES**

##### **VICTIM OUTREACH INTERVENTION CENTER (VOICE)**

1.800.400.8551

<http://www.voiceforvictims.com>

##### **A confidential service**

[VOICE](#) is a non-profit systems change organization that provides free and confidential services to individuals and families who are survivors of other crime. VOICE works within our community to bring about social change and provide survivors with the ability to take control of their lives.

##### **Victim Outreach Intervention Center (VOICE)**

111 S. Cliff St., Suite 1-A, Butler, PA, 16001

VOICE's 24-Hour Hotline is 1.800.400.8551

##### **VOICE supports survivors of:**

- Domestic Violence
- Rape or sexual assault
- Simple or aggravated assault
- Child sexual assault
- Adult survivors of sexual abuse or incest
- Stalking
- Sexual harassment
- Attempted homicide or families of homicide victims
- Terroristic threats
- Burglary / robbery

#### **CENTER FOR COMMUNITY RESOURCES**

Butler, PA 16001

Toll Free Crisis Line 1.800.292.3866

The agency's goal is to coordinate supportive services for individuals and families seeking information & referral for mental health, intellectual disabilities, substance abuse and other human service needs. Any

Slippery Rock University Student Code of Conduct Approved by SRU Cabinet 8/12/2020  
student who is in need of mental health or other services related to reports of sexual misconduct may  
contact the Center for Community Resources.

*Sexual Misconduct and Title IX Resources Reviewed and Revised by Karla Fonner, Director of Student Support, and Holly McCoy, Title IX  
Coordinator 8/12/20*

## **APPENDIX I: WEAPONS POLICY**

### **POLICY**

The possession or carrying of any weapon by any person is prohibited in academic buildings, administrative buildings, student residence buildings, dining facilities, recreational facilities, student centers, or while attending a sporting, entertainment, recreational or educational event on the university's property. Entry into these buildings, in violation of this prohibition, will result in the individual being directed to remove the weapon immediately from University property.

### **PROCEDURES**

**Definition of Weapon:** For purposes of this policy a weapon includes, but is not limited to, any firearm, shotgun, rifle, knife, cutting instrument, bow, nunchaku, BB gun, paintball gun, and any other tool, instrument or implement capable of inflicting serious bodily injury.

**Authorized Exceptions:** Certified and sworn police officers employed by the University Police Department and sworn and certified municipal, state, federal police officers who carry proper identification or U.S. military personnel in the performance of their duties are exempt from this policy. Current employees of the University, and authorized contractors, utilizing tools or other field/office instruments in the performance of their duties are also exempt from this policy.

**Notification of Use of Replica or Prop Weapons:** Due to the risk of being identified as a real weapon, any item which looks like a weapon and is used for any purpose on University property must be reported to and approved by the University Police Department prior to use in any activity. Examples of such activities include official ROTC military exercises, color guard, intercollegiate athletics, class instruction or presentations, dramatic plays, and similar artistic events.

### **SANCTIONS**

Violation of this policy will result in the individual being directed to remove the weapon immediately from University property. Failure to comply with such directive may result in further disciplinary action for students or employees.

### **RESPONSIBILITY FOR IMPLEMENTATION**

Slippery Rock University Police

### **SCOPE OF POLICY COVERAGE**

This policy applies to all students, faculty, staff and visitors to the University.

### **Authority for creation and revision:**

The Chancellor and the respective University Presidents are responsible under Act 188 of 1982 to provide a safe and secure educational environment and are authorized to establish policies governing the use of University facilities and property.

*Approved by the University Cabinet: August 12, 2012*

*Approved by SRU Council of Trustees: September 27, 2012*

## **APPENDIX J: RIGHT TO STUDENT ASSEMBLY**

Students have the right to peacefully assemble and to protest issues of concern. Such rights are balanced with the need of the University to continue daily functions. Students and student organizations are expected to keep the peace and to abide by general guidelines for peaceful assembly.

Students and student organizations will allow classes, lectures, meetings and other University functions to be conducted in a peaceful and orderly manner.

Students and student organizations will respect the rights of others, including invited speakers, to express their views.

Students and student organizations will respect the rights of others to move freely, allowing access of persons and vehicles through designated passages.

Students and student organizations must obtain proper permission prior to entering any office or residence of an administrative officer, faculty member, employee, or student.

Students and student organizations must utilize University premises in accordance with their authorized purposes and posted hours.

Students and student organizations must leave any premise after being ordered to do so by an authorized member of the University community or University official.

## **APPENDIX K: NOTIFICATION OF RIGHTS UNDER FERPA**

### **Student's Rights under FERPA**

(PL 93-380 & Right to Know Law: PA PL 390)

For the purposes of complying with FERPA, an applicant to SRU becomes a "student" on the first day of the first term/semester in which the student is registered at the University.

The Family Education Rights and Privacy Act (FERPA) affords students certain rights with respect to their education records. They are:

1. The right to inspect and review the student's education records within 45 days of the day the university receives a request for access.
  - a. Students should submit to the Executive Director of Academic Records and Summer School, Dean, Department Chairperson, or other appropriate official, written requests that identify the record(s) they wish to inspect. The University official will make arrangements for access and notify the student of the time and place where the records may be inspected. If the records are not maintained by the University official to whom the request was submitted, that official shall advise the student of the correct official to whom the request should be addressed.
2. The right to request the amendment of the student's education records that the student believes are inaccurate or misleading.
  - a. Students may ask the University to amend a record that they believe is inaccurate or misleading. They should write the University official responsible for the record, clearly identify the part of the record they want changed, and specify why it is inaccurate or misleading.
  - b. If the University decides not to amend the record as requested by the student, the University will notify the student of the decision and advise the student of his or her right to a hearing regarding the request for amendment. Additional information regarding the hearing procedures will be provided to the student when notified of the right to a hearing.
3. The right to consent to disclosures of personally identifiable information contained in the student's education records, except to the extent that FERPA authorizes disclosure without consent.
  - a. One exception which permits disclosure without consent is disclosure to school officials with legitimate educational interests. A school official is a person employed by the University in an administrative, supervisory, academic or research, or support staff position (including law enforcement unit personnel and health staff); a person or company with whom the university has contracted (such as an attorney, auditor, or collection agent); a person serving on the Council of Trustees; or a student serving on an official committee, such as a disciplinary or grievance committee, or assisting another school official in performing his or her tasks.
  - b. A school official has a legitimate educational interest if the official needs to review an education record in order to fulfill his or her professional responsibility.

- c. Upon request, the University may disclose education records without consent to officials of another school in which a student seeks or intends to enroll.
4. As of January 3, 2012, the U.S. Department of Education's FERPA regulations expand the circumstances under which your education records and personally identifiable information (PII) contained in such records—including your Social Security Number, grades, or other private information—may be accessed without your consent. First, the U.S. Comptroller General, the U.S. Attorney General, the U.S. Secretary of Education, or state and local education authorities ("Federal and State Authorities") may allow access to your records and PII without your consent to any third party designated by a Federal or State Authority to evaluate a federal- or state-supported education program. The evaluation may relate to any program that is "principally engaged in the provision of education," such as early childhood education and job training, as well as any program that is administered by an education agency or institution. Second, Federal and State Authorities may allow access to your education records and PII without your consent to researchers performing certain types of studies, in certain cases even when we object to or do not request such research. Federal and State Authorities must obtain certain use-restriction and data security promises from the entities that they authorize to receive your PII, but the Authorities need not maintain direct control over such entities. In addition, in connection with Statewide Longitudinal Data Systems, State Authorities may collect, compile, permanently retain, and share without your consent PII from your education records, and they may track your participation in education and other programs by linking such PII to other personal information about you that they obtain from other Federal or State data sources, including workforce development, unemployment insurance, child welfare, juvenile justice, military service, and migrant student records systems.
5. The right to file a complaint with the U.S. Department of Education concerning alleged failures by Slippery Rock University to comply with the requirements of FERPA. The name and address of the office that administers FERPA is:
6. Family Policy Compliance Office, U.S. Department of Education, 400 Maryland Avenue, SW, Washington, DC 20202-4605

Copies of the University's policy governing the Family Education Rights and Privacy Act are available in the Office of Academic Records and Registration, Room 107, Old Main. Questions concerning FERPA should be referred to the Director of Academic Records and Registration. For more information see SRU's Policies and Procedures Governing FERPA & PA's Right to Know Law Document



## **APPENDIX L: DRUG FREE SCHOOLS POLICY**

Slippery Rock University is committed to the education and development of students, faculty, and staff regarding alcohol and other drug use. The misuse and dependency on alcohol and other drugs concerns and affects the University community, as well as our society at large. Therefore, in accordance with the Drug Free Schools and Communities Act Amendments of 1989, and the Drug Free Workplace Act of 1988, Slippery Rock University hereby notifies all students and employees of the following University policy:

### **I. Scope**

This policy applies to students, faculty and staff employees of Slippery Rock University of Pennsylvania.

### **II. Purpose**

Slippery Rock University is committed to the education and development of students, faculty, and staff regarding alcohol and other drug use. Any misuse or dependency on alcohol and other drugs has detrimental effects and concerns for the University community as well as our society at large.

Therefore, in accordance with the Drug Free Schools and Communities Act Amendments of 1989 and the Drug Free Workplace Act of 1988, Slippery Rock University hereby notifies all students and employees of the following University policy.

### **III. Policy**

It is prohibited to manufacture, distribute, sell, dispense, possess or use any controlled substance in the workplace, on campus or in any facility owned, leased, or otherwise controlled by Slippery Rock University. This includes, but is not limited to, University related events, programs, or activities which occur on campus and off campus, under authority of the Board of Governors.

It is expected the Slippery Rock University students and employees who use or possess alcoholic beverages will do so legally. As a condition of employment, employees must notify the Director of Human Resources in writing of any criminal drug statute conviction for a violation occurring in the workplace within five calendar days. Alcohol is prohibited in the workplace, except at social events when approved by the Alcohol Request Committee. Students are also governed by the regulations of the Slippery Rock University Code of Conduct. For more information on the Student Code of Conduct, please refer to the Office of Student Conduct.

Employees violating this policy will be referred to the State Employee Assistance Program, or may be disciplined in an appropriate manner in accordance with the respective collective bargaining agreement, up to and including termination and may be referred for prosecution.

Students violating this policy may be subject to the sanctions of the Student Code of Conduct as well as the laws and Crime Code of the Commonwealth of Pennsylvania.

For more information on the Drug Free Schools Policy, please visit:

<http://www.sru.edu/life-at-sru/health-and-wellness/drug-free-schools-and-communities-act>.

## **APPENDIX M: ALCOHOL AND OTHER DRUG PROGRAM**

Any Slippery Rock University student or employee who believes that they are dependent on a controlled substance or alcohol, may seek assistance through the Slippery Rock University Counseling Center, located in 018 Rhoads Hall. The Counseling Center provides the following confidential services:

1. Counseling therapy relative to alcohol or drug abuse problems for any student, faculty member, or staff member.
2. Evaluation and referral services for students, faculty, staff members and their families.
3. Rehabilitation services are available to faculty and staff through the State Employee Assistance Program, the Butler County Drug and Alcohol Program, and through various agencies by referral from the Counseling Center.
4. Referrals to Alcoholics Anonymous, Narcotics Anonymous, Al-Anon, Al-Ateen, and other support groups.
5. Supportive counseling services to re-entry clients, as well as referrals to other support groups and agencies in the community
6. The Counseling Center provides referrals to the Alcohol and Other Drug (AOD) Program. This program provides interviews, education services and can be a referral source to substance abuse counseling, for students whose drug or alcohol related behavior has resulted in violations of Commonwealth law and/or University regulations or policies.

## **APPENDIX N: FREQUENTLY ASKED QUESTIONS ABOUT THE SRU STUDENT CODE OF CONDUCT**

### **Frequently Asked Questions**

Answers to commonly asked questions about Slippery Rock University conduct procedures appear below. Students are encouraged to review the Student Code of Conduct located on our website.

#### **Why does Slippery Rock University uphold disciplinary rules?**

Slippery Rock University represents a community. Like any community, certain standards must be established to instruct community members on what is permissible. As an institution of higher education, some rules relate to expectations for academic integrity and define cheating and plagiarism. Some rules explain what is permitted or not permitted in residence halls. Other rules emphasize that members of the Slippery Rock University community must comply with state and federal laws. By establishing these rules, the university preserves the right to remove someone from the community who may be endangering the welfare of others.

**Why do off-campus incidents get referred to the Office of Student Conduct?** Slippery Rock University is an integral part of the surrounding community including Slippery Rock Borough, Slippery Rock Township, and Butler County. Any incident of a disciplinary nature occurring in the surrounding community will affect the ability of the university to maintain positive relationships with local citizens. Any significant incident that implicates those involved as representatives of Slippery Rock University, regardless of where the incident occurs, are also subject to university disciplinary action. By taking disciplinary action, the university upholds the expectation that students demonstrate good citizenship.

#### **Why do students have to pay for and take an alcohol class?**

The Alcohol and Other Drug Program is a required component of some alcohol and drug related disciplinary offenses. The program costs \$45 for the first referral and \$70 for a second referral. The university has created this program as an educational response to violations of the law and university policy. Students who participate in the program learn more about laws relating to alcohol and other drugs and the impact that alcohol and/or drug use may have on their educational and occupational career. The program places particular emphasis on the culture of peer acceptance surrounding destructive alcohol and drug usage and balances issues of responsible decision making with legal obligations. Students referred to the program pay a fee for the program materials and the professional counselor that presents the workshops.

#### **When are parents informed of disciplinary action?**

Slippery Rock University policies have been established to notify the parents of dependent students of disciplinary action involving alcohol or drugs; sanctions of disciplinary probation; scheduling of a hearing to consider possible separation from the university; or suspension or expulsion decisions. Because the student is registered as dependent, the university has adopted the position that notifying the parents allows them the opportunity to advise their son or daughter in making appropriate decisions related to the disciplinary process.

#### **Why does the Office of Student Conduct put holds on student registration?**

A hold is placed on a student's registration only if the student has failed to complete a requirement established through a disciplinary sanction. In most cases a registration hold signifies failure to complete the Alcohol and Other Drug Program by the established deadline. Holds might also signify that required documentation of restitution or educational assignments has not been received. A student notified of a

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hold should contact the Office of Student Conduct at 724.738.4985 to determine what actions are required to remove the hold.

**What disciplinary notations appear on a student's academic transcript?**

The only notation posted on a student's transcript for disciplinary action is the statement, "Separated Under Provision of Code of Conduct" for the period of time that a student is serving a disciplinary suspension or expulsion. There is no record on the transcript for any other type of sanction.

**Could an education major who gets cited for an alcohol violation still teach?**

In most cases, yes. This is a question where the answer depends on the circumstances. The more serious the circumstances, the more likely the incident could affect the teacher certification process. Students who desire to teach should understand the following factors:

1. Teachers are held to high standards of conduct. Anyone who wishes to teach should adopt those high standards in order to demonstrate professional responsibility.
2. Violations of the law are matters of public record. At Slippery Rock University the student newspaper, The Rocket, publishes the names of students who are arrested or cited by local police agencies. Students in the College of Education are routinely contacted to discuss any situation resulting in the publishing of their name in the police blotter.
3. Disciplinary record checks are conducted as a matter of routine prior to the assignment of student teaching placements. The College of Education reserves the right to withhold or cancel placement of a student teaching assignment based upon a proper review of a student's conduct.
4. Students must submit criminal record check documentation as part of their academic requirements and as part of any job application. Those criminal record checks will reflect information associated with a fingerprint record. Most citations for disorderly conduct, disorderly house, or underage consumption do not result in fingerprint records and, therefore, will not appear on the criminal records clearance form.
5. The College of Education ultimately determines whether a student receives certification. Any questions concerning the eligibility of a candidate for student teaching or certification should be directed to the Dean of the College of Education, 105 McKay Education Building, 724.738.2007.

**Does a student charged with violating the Student Code of Conduct need an attorney?**

No. The conduct process is educational in nature. The intent of proceedings is to determine the facts of a particular incident and to make an appropriate decision concerning those facts. Ordinarily a student will understand the process, the options available for resolving an incident, and any recommended outcomes. Students are encouraged to identify an advisor to assist them in making disciplinary decisions, particularly if a hearing is scheduled. An advisor may be anyone of the student's choosing: a friend, a parent, a trusted faculty member, or an attorney. The role of the advisor is to consult privately with the student during any disciplinary proceedings. Advisors are not permitted to directly participate by asking questions or making statements during a hearing. Students might consider consulting an attorney in those cases where significant criminal proceedings are pending for the same incident being reviewed through the disciplinary process.

**Can I choose to remain silent if I am a respondent in a hearing?**

A respondent may choose to remain silent in a hearing, this may limit the amount of information that the hearing board has to consider in terms of determining if a student is or is not in violation of the

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Student Code of Conduct. The hearing board will consider all information presented in determining if the respondent is in violation of the Student Code of Conduct.

**What should I do if I have any other questions?**

If you have additional questions, you may contact the director of the Office of Student Conduct (not confidential) in 004 Patterson Hall (or 724-738-4985 phone). If you would like to ask questions confidentially, you may contact Student Health Services (confidential) 24/7 in Rhoads Hall (or 724-738-2052 phone), or the Student Counseling Center (confidential) during regular business hours in Rhoads Hall (or 724-738-2034 phone).

*FAQs revised 7 12 19 LAG after DW review*

## **APPENDIX O: VOLUNTEER OPPORTUNITIES: HEARING BOARDS**

Hearing Board members play a crucial role in the adjudication of student conduct matters and ensure that students and/or student organizations are given the opportunity to have their cases heard by a representative body of the university.

Student Conduct Hearing Boards may be comprised of students, faculty and staff who have displayed a commitment to upholding the community standards set forth by the Code and by the Mission of the University. Members are trained in the hearing board process. To learn more about hearing board opportunities, contact the Office of Student Conduct at 724-738-4985, or the director of Student Conduct listed on the Office of Student Conduct website: [www.sru.edu/studentconduct](http://www.sru.edu/studentconduct).

# **APPENDIX P: RESIDENCE LIFE HOUSING AGREEMENT**

## **2020/2021**

STATE SYSTEM OF HIGHER  
EDUCATION  
SLIPPERY ROCK UNIVERSITY  
OFFICE OF HOUSING &  
RESIDENCE LIFE

RESIDENCE HALL AGREEMENT TERMS AND CONDITIONS

### **FALL 2020- SPRING 2021 ACADEMIC YEAR**

**1. ROOM FEES:** The 2020-2021 rates are posted at <https://www.sru.edu/life-at-sru/housing/rates-and-fees>. Every residential student is a member of their respective building's House Council. House Council dues are assessed at check in and must be paid prior to obtaining a room key or access code. **All fees are subject to change without notice.**

**2. ROOM ASSIGNMENTS AND CHANGES:** The University reserves the right to make, revise, change and/or modify your residence hall, room, and/or roommate assignment at any time it is determined appropriate. Assignments are made on a "space available" basis. There is no guarantee that a specific residence hall, room or roommate preference will be honored. Also, the criteria utilized for making roommate selections (i.e., non-smoker, smoker, course of study) cannot be guaranteed; however, these criteria will be met as closely as possible. It will be each roommate's responsibility to work out living arrangement guidelines. Community Assistants are available to assist in the development of a Roommate Agreement.

**3. ROOM CONSOLIDATION:** All residence hall rooms will be used to full capacity. The University reserves the right to deny you the privilege of occupying a room at less than maximum capacity any time during the academic year. The University has exclusive right, at any time, to reassign you to another room in any residence hall or assign a roommate to the room in which you are assigned in order to consolidate residence hall space. If occupancy levels permit, and you choose to stay in an under occupied room for the remainder of the semester, you will be assessed a thirty (30) percent up charge to the current rate of the room type you are assigned. If you change rooms and your new assignment is classified at a higher rate, you will be billed the per week difference in the cost for the remainder of the semester (i.e., a student moving from a double room to a four single suite room). The University reserves the right to make placements out of temporary housing before considering requests for relocation from students already residing in permanent housing.

**4. THE RESIDENCE HALL CONTRACT AGREEMENT:** For students enrolling at the University during the fall semester, the residence hall agreement is for both the fall and spring semesters of 2020-2021 academic year and is a binding agreement with you and your parent(s) or legal guardian(s), if you are younger than eighteen (18) years of age. **Only students who are eligible to register or are registered for classes will be assigned to a residence hall and room.**

Students residing in the residence halls are expected to abide by regulations as listed in [Residence Life Living Guide](#) and [SRU's Code of Conduct](#). Violations of any of these regulations may lead to serious disciplinary action including but not limited to removal from the residence



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halls to another campus location, termination of the agreement, suspension and/or arrest.

Upper class students that desire a fall only residence hall contract because of December graduation may apply for a fall only contract. Space is limited and the university reserves the right to determine which rooms, and room types are classified as fall only. Rates for Fall only contracts are pre-set. Students approved for a fall only contract will not receive a refund or proration of the \$175 advance fee. Students must sign the contract for the entire year and provide proof of graduation, internship, student teaching, etc. before they are released for the spring semester.

Residence hall agreements may not be assigned to another student. If, after signing this agreement and paying your advance fee, you decide to cancel, the entire academic year (both fall and spring semester)

residence hall fees will be forfeited UNLESS you request and receive approval, in writing, from the Office of Housing & Residence Life for reasons of death, illness or disabling injury of your parent(s) or legal guardian(s) (verification of the physical condition of the parent(s) or legal guardian(s) must be presented), academic suspension, withdrawal, release, or transfer. If you return for any reason during the fall or spring semester of the same academic year, the approval from the Office of Housing & Residence Life shall be considered rescinded and you will remain responsible for all costs for the entire academic year.

**5. ADVANCE RESIDENCE HALL ROOM FEE:** The \$175 advance residence hall room fee is paid prior to the opening of the fall semester but is credited to the spring semester's room fee. The \$175 fee is required of all students and is not waived for any reason. If you miss the deadline for the residence hall agreement and fee, you will not be guaranteed a residence hall room assignment.

**6. RESIDENCE HALL AND ROOM PREFERENCES:** A preference for a particular room, residence hall, roommate, or roommate characteristics cannot be guaranteed.

**7. REFUND ELIGIBILITY:** The following refund policies will apply:

- a. Refunds will be credited to your account if there is a balance due from the University.
- b. **NEW STUDENTS** who have paid the \$175 fee and withdraw acceptance of their admission offer by May 1, 2020 will be eligible for a full refund of the \$175 fee. **NEW** students who withdraw their acceptance of admission offer after May 1, 2020 will not be eligible for a refund.
- c. **RETURNING STUDENTS** who decide to withdraw or transfer from the University after reserving a room for the 2020-2021 academic year will forfeit the entire \$175 housing fee.
- d. **RETURNING STUDENTS** who wish to be released from their residence hall agreement must submit a Residence Hall Agreement Release Application on or before **June 1, 2020**. The \$175 fee will be forfeited if the release is granted.

**IMPORTANT: All applications to be released from the residence hall agreement must be submitted, in writing, to the Office of Housing & Residence Life.** Students may obtain a Residence Hall Agreement Release Application via the Residence Life website, <http://www.sru.edu/offices/residence-life/forms>. You will receive a written reply via your campus e-mail from the Office of Housing & Residence Life once the application has been reviewed. If you are released from the residence hall agreement your \$175 advance fee will be forfeited. Release, from the agreement, is not guaranteed.

- e. If you are a **CURRENTLY** enrolled student at the University who paid the \$175 advance fee to reserve a room for the 2020-2021 academic year and are academically suspended at the end of the current Spring 2020 semester or summer 2020 sessions, you will forfeit the \$175 housing

fee.

- f. If you leave the University, or are released from university housing after the start of the academic semester, you shall receive any refund due to you in accordance with the University's refund policy. The \$175 fee will be forfeited.

**THE UNIVERSITY RESERVES THE RIGHT TO MODIFY REFUND ELIGIBILITY DUE TO COVID-19.**

**8. WITHDRAWAL:** If you withdraw from the University, transfer from the University, are released from your residence hall contract by the Office of Housing & Residence Life, or are academically suspended from Slippery Rock University at the end of the Fall 2020 semester, you will forfeit the \$175 advance housing fee. **IMPORTANT:** Because this agreement is for the fall and spring semesters of the 2020-2021 academic year, if you withdraw from Slippery Rock University during the fall semester for any reason but plan on being readmitted for the spring semester in the same academic year, your residence hall fee will be credited to the spring semester. If you change your mind and do not attend Slippery Rock University during the spring semester, you will forfeit the \$175 advance fee.

**9. FOOD SERVICES:** All residence hall students (except for Rock Apartment residents) are required to purchase a resident meal plan. When you apply for on-campus housing in a University residence hall, your signature on the agreement card automatically enrolls you in the default residential meal plan. Meal plan options and rates for 2020-2021 are posted at <https://www.aviserves.com/sru/meal-plans.html>. Current information on additional meal plans can be accessed through the Dining Services webpage: <https://www.sru.edu/dining>. If you wish to change your meal plan or add additional flex to your account, you may do so on-line through the MyHousing/MyDining portal: <https://reslife.sru.edu>

The following information pertains to meal plan(s):

- a. Meals are not transferrable and may be used only by the person who contracts for the meal plan.
- b. Your ID card must be presented and "read" in the access system in order to enter a dining facility or make purchases using Flex Funds.
- c. There is no refund of unused meals or unused flex funds. Unused flex funds will carry forward from fall to spring, if you contract for a spring semester meal plan. Flex funds must be used by the end of the spring semester.
- d. No food or service ware (glasses, china, silverware, etc.) is to be taken from the dining facilities.
- e. Flex Funds may be increased in \$25 increments at any time on-line. There may be a 24 to 48-hour activation time frame for flex additions.
- f. If you require a medically-related special diet, we will attempt to meet your needs. You are not eligible to be exempt from the meal plan because you require a special diet.
- g. Students have the first two (2) weeks, (10 school days) of the semester in which to make one contract change. Meal plans are billed on a weekly basis and will be adjusted accordingly based on the change in contract.
- h. Release from the residence hall agreement by the Office of Housing & Residence Life automatically releases you from the meal contract. If you wish to continue to use the food service facilities, you must contact the Office of Dining Services.
- i. If you are released from the residence hall agreement, a refund may be granted on a pro-rata basis in accordance with the University's refund policy.

If you have any questions regarding your meal plan, contact the Office of Dining Services, 724.738.2038.

**10. ROOM FURNISHINGS AND DECORATIONS:** As a residence hall student, you are expected

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to maintain your room furnishings and fixtures in good orderly repair. At the end of each semester, the University may restore and repair any damage that may have been done or has occurred to such property and will charge you, your roommate/suitemates, the students on your floor, and/or the students in your residence hall for the repairs. You must have sheets on your bed at all times. You may not use nails, tacks, screws, contact paper, paint, glue, or tape on the walls, ceilings, floors, woodwork, doors or room furniture and you may not make any alterations to your room and its furnishings, nor permit anyone else to alter the room and its furnishings. You are responsible for the condition of your room and the furniture at all times. A student-initiated work order constitutes notification and authorization for room entry; otherwise, in all other instances, the University will attempt to provide twenty-four (24) hour notification to you either in writing or by posting a notice in the residence hall. In addition, rooms will be routinely inspected during periods when the residence halls are closed for breaks.

**11. RESIDENCE HALL DAMAGE ASSESSMENT:** Residence hall living area damages over and above normal usage will be assessed against responsible individuals whenever possible. If the responsible person(s) cannot be identified, then the students assigned to the specific living area will be assessed equally. The University utilizes a **joint and several liability policy**, which means that the student and guarantor(s) shall be individually and/or jointly liable with other students for all damages to residence hall rooms and their furnishings. The student and guarantor(s) also agree to be jointly responsible with other residents for residence hall accommodations, furnishings and equipment and to share in the payment of any and all damages sustained.

**12. ENTERING STUDENT ROOMS:** University officials may enter your residence hall room without your consent and without advanced notice under the following conditions: in the interest of the health, safety and welfare of an individual and the University, to perform maintenance work, and to maintain order and discipline.

**13. UNIVERSITY BREAKS AND VACATION PERIOD:** Residence halls, except the ROCK Apartment complex, will be closed during vacation periods. You may leave your personal belongings in your room during vacations and between fall and spring semesters; however, you are leaving your belongings in your room at your own risk. If you are not able to leave the residence hall during a vacation period or you are not able to check-in at the beginning of the semester on the designated date(s) of check-in, you must receive prior approval from the Office of Housing & Residence Life to remain in your room or arrive early and you may be charged an additional room charge. This policy applies to all athletic teams, University organizations, international students, student teachers and any other individual requesting an early check in.

**14. VACATING ROOMS:** You must vacate your room and remove all personal belongings no later than twelve (12) hours after withdrawal, dismissal or suspension from the University unless an extension is granted by the Director of Residence Life, Director of Housing or his/her designee.

**15. LIABILITY FOR PERSONAL BELONGINGS:** The University provides no insurance for damage, loss or injury to personal property within the residence halls. In the event of mechanical, electrical or water difficulties, the University shall make reasonable efforts to restore service but shall give no abatement in room rates because of the inability to restore services and shall not be liable for any inconvenience.

**16. RELOCATION FROM THE RESIDENCE HALLS:**

- a. You may be relocated or removed at the discretion of the Director of Housing or the Director of Residence Life, or his/her designee, if you are found in violation of the housing agreement.
- b. If you are instructed to relocate you must complete that move within 12 hours of the decision to relocate.

**17. REMOVAL FROM THE RESIDENCE HALLS:**

- a. In the event of removal from the residence halls, you will forfeit the entire residence hall fee, including the \$175 advance residence hall fee.
- b. An appeal of the decision to remove must be made, in writing, within twelve (12) hours to the Chief Student Affairs Officer or his or her designee.
- c. You must remove your belongings from your residence hall within twelve (12) hours of the decision to remove, unless an appeal is submitted, during which time you may remain in your residence hall.
- d. If you are judged to be an immediate threat to other students, persons or property, you may be removed without a prior hearing and without regard to whether an appeal is filed. Within forty-eight (48) hours of the commencement of the removal, you will be notified, in writing, of the charges and rationale for the action. Within ten (10) days, a University judicial hearing will be scheduled to determine if the removal should continue or be dismissed.
- e. The university reserves the right to refuse housing to any individual who has been convicted on a felony offense, or remove them from the residence halls if convicted of a felony while living in the residence halls.

**18. MENINGOCOCCAL INOCULATION REQUIREMENT:**

**The College and University Student Vaccination Act**, 35 P.S. § 633.1 et seq., states that “an institution of higher education shall prohibit a student from residing in a dormitory or housing unit unless the student has received a one-time vaccination against meningococcal disease.” 35 P.S. § 633.3. A student is exempt if they sign a written waiver stating that the University has provided detailed information on the risks associated with meningococcal disease and the availability and effectiveness of any vaccine and, at this time, the student has chosen not to be vaccinated. By accepting the Housing License agreement to live on-campus, I am acknowledging that I have received and reviewed the information provided by the University regarding meningococcal disease. I am fully aware of the risks associated with meningococcal disease and of the availability and effectiveness of the vaccinations against the disease. I understand that I may not check into my on-campus assignment until I submit the meningococcal vaccination information to the Office of Housing & Residence Life or complete the meningococcal waiver at check in to the residence halls. Any future vaccine record of meningitis can be submitted to Slippery Rock University Health Services for documentation in your health record. Please visit the Centers for Disease Control website at [cdc.gov/meningitis/high-risk/college.html](http://cdc.gov/meningitis/high-risk/college.html).

**19. RESIDENTIAL LIVING AND COVID-19 REQUIREMENTS:**

- a. Due to the COVID-19 Pandemic, the University will be following the recommendations of the Center for Disease Control (CDC) as well as guidance from the Commonwealth of Pennsylvania and other governing agencies. As members of the University community, all students will be required to follow established protocols and procedures related to COVID-19 for the collective safety and wellbeing of the campus community. Due to the trajectory of the virus and guidance received, the established procedures may be required to change at any given time.
- b. **Masking:** All students will be required to properly wear a protective mask/face shield in every campus building, unless in their own residence hall room.
- c. **Physical Distancing:** All students will be required to keep physically distant from one another in hallways, available common areas, etc. Elevators and smaller spaces (such as laundry rooms) will have a capacity of one individual at a time.
  - i. In efforts of social distancing, guests will not be permitted inside the

residence halls. A guest is defined as anyone who does not live in the same building/hall as you.

- d. **Self-Isolation:** All students will be required to follow the direction of University officials if there are suspected or confirmed cases of COVID-19 on campus.
- i. **Suspected COVID-19:** The University will require any student with a suspected case of COVID-19, to self-isolate in one's room for a period of not less than fourteen days. In addition, the suspected student's suitemate(s) will also be held to these same requirements. The self-isolation requirements may also be extended other students/staff/faculty who have been in "close contact" with the individual within a set time period.
  - ii. **Positive COVID-19 Test:** The University will require any student who tests positive for COVID-19 to self-isolate pursuant to the university's reopening plan; in addition, their suitemate(s) will be required to adhere to the same isolation procedure.

During the self-isolation period, students (and suitemates) will not be allowed to leave their assigned residence hall room, until they have been medically cleared to do so. Meals will be delivered on a set schedule to students with meal plans. Students are encouraged to have a 14-day supply of food and personal care products in their assigned room as a precaution.

The COVID-19 suspected or positive student and their suitemates(s) may also choose to leave campus (i.e. return home) for a specified period of time rather than self-isolate in their assigned on-campus room.

Students who cannot self-isolate (i.e. traditional halls) will be required to relocate to a specific area. Food, linens, toiletries, health products (etc.) will be provided.

Students who do not follow established guidelines and protocols will be subject to disciplinary action or immediate removal from the residence halls.

### 2020-2021 Academic Year Residence Hall Agreement

In consideration of an assignment in a residence hall, I agree to pay Slippery Rock University room and meal charges and acknowledge receipt of and agree to the terms and conditions of occupancy as specified in these agreement terms and conditions.

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**BY CHECKING THE BOXES AND TYPING YOUR NAME BELOW WILL SERVE AS YOUR SIGNATURE FOR**

**ON-CAMPUS HOUSING FOR THE 2020-2021 ACADEMIC YEAR. THIS IS A LEGALLY BINDING CONTRACT.**

- I understand this agreement is for the entire 2020-2021 academic year (both for Fall and Spring semesters).
- I understand that I should not sign an agreement with an off campus facility.

If you agree, type your name exactly as it appears next to the Electronic Signature box. If you do not agree, [click here](#) to exit the application.

**ROCK APARTMENT AGREEMENT  
2020-2021**

STATE SYSTEM OF HIGHER  
EDUCATION SLIPPERY ROCK  
UNIVERSITY

OFFICE OF HOUSING & RESIDENCE LIFE  
RESIDENCE HALL AGREEMENT TERMS AND CONDITIONS

**FALL 2020- SPRING 2021 ACADEMIC YEAR**

**ROCK APARTMENT AGREEMENT AND TERMS**

PLEASE BE SURE TO READ THIS DOCUMENT CAREFULLY. IT IS A BINDING CONTRACT. BY SIGNING IT, YOU AGREE TO RESIDE IN THE ON-CAMPUS APARTMENT COMPLEX FOR THE ENTIRE ACADEMIC YEAR.

Those entering this agreement are responsible for adhering by the policies and procedures in the SRU Code of Conduct (<https://www.sru.edu/offices/student-conduct/code-of-conduct>) as well as the On Campus Living Guide (<https://www.sru.edu/life-at-sru/housing/types-of-housing/residence-halls>). Students should review these policies and procedures before signing this contract.

**THE ROCK APARTMENTS CONTRACT AGREEMENT:** The ROCK Apartment agreement is for both the fall and spring semesters of 2020-2021 academic year and is a binding agreement. Only students who are eligible to register, or are registered, for classes will be assigned to a ROCK Apartment.

- a. Students residing in ROCK Apartments are expected to abide by regulations as listed in On Campus Living Guide and SRU's Code of Conduct. Violations of any of these regulations may lead to serious disciplinary action including, but not limited to, removal from the apartments to another campus location, termination of the agreement, suspension and/or arrest.
- b. ROCK Apartment agreements may not be assigned (or subleased) to another student/non-student. If after signing this agreement and paying your advance utility fee you decide to cancel, the entire academic year (both fall and spring semester) fees will be forfeited unless you request and receive approval, in writing, from the Office of Housing & Residence Life as outlined in section IV, C.

**ASSIGNMENT/ELIGIBILITY**

- a. Students residing in the ROCK Apartments must be an upper-class student at the time the lease begins, and must be registered for a minimum of three credit hours. Students

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who are not registered for classes will be asked to vacate and the remaining occupants held to the joint terms of this agreement described in Section IV, C.

- b. Current residents will get the opportunity to select apartments in accordance with the procedure established by the Office of Housing and Residence Life. Every effort will be made to honor the students' preferences; however, failure to honor apartment preferences will not void this agreement.

## II. APARTMENT AGREEMENT AND RESERVATION PROCESS, ROOM ASSIGNMENTS AND CHANGES

- a. **PHASE I, ROCK Returners (Current ROCK Apartment Residents):** In order to participate in PHASE I (Current ROCK Apartment Resident Process), your group must have a minimum of two returning ROCK Apartment residents. Students must apply in same-gender groups of four. Students are required to list their intended apartment mates.
- b. **PHASE II, New to ROCK Apartments:** If your group is completely new to the ROCK Apartment process OR if you only have 1 (one) returning ROCK Apartment resident, then your group would need to participate in PHASE II (New to ROCK Apartment Applicant Process). Students must apply in same-gender groups of four. Students are required to list their apartment mates.
- c. **ROOM FEES: The 2020-2021 rates are posted at <https://www.sru.edu/life-at-sru/housing/rates-and-fees>** Every ROCK Apt. resident is a member of the ROCK Apt. House Council. House Council dues are assessed at check in and must be paid prior to obtaining a room key or access code. **All fees are subject to change without notice.**
- d. **ROOM ASSIGNMENTS AND CHANGES:** The University reserves the right to make, revise, change and/or modify your apartment or room at any time it is determined appropriate. There is no guarantee that a specific apartment or room preference will be honored.
- e. **ROOM CONSOLIDATION:** All apartments will be used to full capacity. Slippery Rock University may alter an apartment assignment for the convenience of the institution to include the needs of students' disabilities or special needs and for reasons of altering the composition of the apartments.
- f. **REMOVAL FROM APARTMENTS:**
  - a. **Withdrawal, Suspension, or Dismissal:** You must vacate your apartment and remove all personal belongings no later than twelve (12) hours after withdrawal, dismissal or suspension from the University unless an extension is granted by the Director of Residence Life, Director of Housing or his/her designee.
  - b. **REMOVAL:** In the event of removal from the residence halls, you will forfeit the entire ROCK Apartment fee, including the \$250 advance utility fee.
    - i. An appeal of the decision to remove must be made, in writing, within twelve (12) hours to the Chief Student Affairs Officer or his or her designee.
    - ii. You must remove your belongings from your apartment within twelve (12) hours of the decision to remove, unless an appeal is submitted, during which time you may remain in your apartment with expressed approval from the University.
    - iii. If you are judged to be an immediate threat to other students, persons or property, you may be removed without a prior hearing and without regard to whether an appeal is filed within forty-eight (48) hours of the commencement of the removal, you will be notified, in writing, of the charges and rationale for the action. Within ten (10) days, a University judicial hearing will be scheduled to determine if the removal should continue or be dismissed.
    - iv. The university reserves the right to refuse housing to any individual who

has been convicted on a felony offense, or remove them from the apartments if convicted of a felony while living on campus.

**c. RELOCATION FROM THE ROCK APARTMENTS:**

- c. You may be relocated or removed at the discretion of the Director of Housing or the Director of Residence Life, or his/her designee, if you are found in violation of the housing agreement.
- d. If you are instructed to relocate, you must complete that move within 12 hours of the decision to relocate.

**III. APARTMENT COSTS & REFUNDS:**

- A. **Apartment Costs:** Apartment residents will be charged at the ROCK Apartment rate. **All fees are subject to change without notice. The 2020-2021 rates have not been determined as of this printing.** Every apartment resident is a member of the ROCK Apartment Tenants Association (also known as House Council). The Tenant Association fee will be assessed at check in and must be paid prior to obtaining a room key or access code.
- B. **Advance Utility Fee: A \$250 electrical, gas, water, and apartment advance payment per student is required when the signed copy of the agreement terms are returned to Housing and Residence Life. This advance utility fee will cover costs of utilities.**
- C. **Refunds and Forfeitures:**
  1. Prior to January 31, 2020 half of the advance utility fee will be forfeited (\$125.00) if a resident decides to withdraw or transfer, or is approved for release from the agreement to commute from home or to reside off campus; after January 31, 2020 students will forfeit the entire advance utility fee deposit of \$250 (or any remaining portion thereof.)
  2. **Agreement Releases:** After **January 31, 2020** students will not be permitted to cancel their apartment agreement to move off campus or commute. All applications to be released from the ROCK Apartments agreement must be submitted, in writing, to the Office of Housing & Residence Life. Students may obtain a Residence Hall Agreement Release Application via the Residence Life website, <http://www.sru.edu/offices/residence-life/forms>. You will receive a written reply via your campus e-mail from the Office of Housing & Residence Life once the application has been processed and reviewed. If released from the ROCK Apartment agreement, the \$250 advance utility fee will be forfeited. Release from the agreement is not guaranteed
  3. **Refunds:** If you are a currently enrolled student at the University who paid the advance utility fee to reserve a room for the 2020-2021 academic year and are academically suspended, you will forfeit the \$250 advance utility fee. If you leave the University, or are released from university housing after the start of the academic semester, you shall receive any refund due to you in accordance with the University's refund policy. The \$250 advance utility fee will be forfeited.
  4. **THE UNIVERSITY RESERVES THE RIGHT TO MODIFY REFUND ELIGIBILITY DUE TO COVID-19.**

**IV. MEAL PLAN INFORMATION:**

- A. Students residing in the apartments **are not required** to purchase a meal plan; however, students have the option of contracting for any of the available meal plans. Current information on meal plans can be accessed through the Dining Services webpage: <https://www.sru.edu/dining>. If you enroll in a meal plan or add additional flex to your account, you may do so on-line through the MyHousing/MyDining portal: <https://reslife.sru.edu>.

The follow information pertains to meal plan(s):



1. Meals are not transferrable and may be used only by the person who contracts for the meal plan.
2. Your ID card must be presented and “read” in the access system in order to enter a dining facility or make purchases using Flex Funds.
3. There is no refund of unused meals or unused flex funds. Unused flex funds will carry forward from fall to spring, if you contract for a spring semester meal plan. Flex funds must be used by the end of the spring semester.
4. No food or service ware (glasses, china, silverware, etc.) is to be taken from the dining facilities.
5. Flex Funds may be increased in \$25 increments at any time on-line. There may be a 24 to 48-hour activation time frame for flex additions.
6. If you require a medically-related special diet, we will attempt to meet your needs. You are not eligible to be exempt from the meal plan because you require a special diet.
7. Students have the first two (2) weeks, (10 school days) of the semester in which to make one contract change. Meal plans are billed on a weekly basis and will be adjusted accordingly based on the change in contract.

If you have any questions regarding your meal plan, contact the Office of Dining Services at 724.738.2038.

#### V. APARTMENT/FACILITIES CARE, USE, PROCEDURES

- a. **ROOM FURNISHINGS AND DECORATIONS:** You are expected to maintain your room furnishings and fixtures in good orderly repair. At the end of each semester, the University may restore and repair any damage that may have been done or has occurred to such property and will charge you, apartment mates, residents in your building and/or residents of the complex for the repairs. You must have sheets on your bed at all times. You may not use nails, tacks, screws, contact paper, paint, glue, or tape on the walls, ceilings, floors, woodwork, doors or room furniture and you may not make any alterations to your room and its furnishings, nor permit anyone else to alter the room and its furnishings. You are responsible for the condition of your room and the furniture at all times. A student-initiated work order constitutes notification and authorization for room entry; otherwise, in all other instances, the University will attempt to provide twenty-four (24) hour notification to you either in writing or by posting a notice. In addition, rooms will be routinely inspected during periods when the apartments are closed for winter recess.
- b. **APARTMENT DAMAGE ASSESSMENT:** Apartment living area damages over and above normal usage will be assessed against responsible individuals whenever possible. If the responsible person(s) cannot be identified, then the students assigned to the specific living area will be assessed equally. The University utilizes a **joint and several liability policy**, which means that the student and guarantor(s) shall be individually and/or jointly liable with other students for all damages to residence hall rooms and their furnishings. The student and guarantor(s) also agree to be jointly responsible with other residents for apartment accommodations, furnishings and equipment and to share in the payment of any and all damages sustained.
- c. **ENTERING STUDENT ROOMS:** University officials may enter your apartment or room without your consent and without advanced notice under the following

Slippery Rock University Student Code of Conduct Approved by SRU Cabinet 8/12/2020

conditions: in the interest of the health, safety and welfare of an individual and the University, to perform maintenance work, and to maintain order and discipline.

- d. **UNIVERSITY BREAKS AND VACATION PERIOD:** The ROCK Apartments open one week before upper-class arrival in the fall semester and close on the day of commencement in May. ROCK Apartments stay open for Thanksgiving Break, Spring Break, and the *majority* of Winter Recess. During Winter Break I and Winter Break II, ROCK Apartments will remain open. The apartments will close during the University closedown period. Residents should always sign up for break housing to ensure staff know who is in-residence during break periods, but no break housing charges apply.
- e. **LIABILITY FOR PERSONAL BELONGINGS:** The University provides no insurance for damage, loss or injury to personal property within the ROCK Apartments. In the event of mechanical, electrical or water difficulties, the University shall make reasonable efforts to restore service but shall give no abatement in room rates because of the inability to restore services and shall not be liable for any inconvenience.

**VI. MENINGOCOCCAL INOCULATION REQUIREMENT:**

**The College and University Student Vaccination Act**, 35 P.S. § 633.1 et seq., states that “an institution of higher education shall prohibit a student from residing in a dormitory or housing unit unless the student has received a one-time vaccination against meningococcal disease.” 35 P.S. § 633.3. A student is exempt if they sign a written waiver stating that the University has provided detailed information on the risks associated with meningococcal disease and the availability and effectiveness of any vaccine and, at this time, the student has chosen not to be vaccinated. By accepting the Housing License agreement to live on-campus, I am acknowledging that I have received and reviewed the information provided by the University regarding meningococcal disease. I am fully aware of the risks associated with meningococcal disease and of the availability and effectiveness of the vaccinations against the disease. I understand that I may not check into my on-campus assignment until I submit the meningococcal vaccination information to the Office of Housing & Residence Life or complete the meningococcal waiver at check in to the residence halls. Any future vaccine record of meningitis can be submitted to Slippery Rock University Health Services for documentation in your health record. Please visit the Centers for Disease Control website at [cdc.gov/meningitis/high-risk/college.html](http://cdc.gov/meningitis/high-risk/college.html).

**VIII. RESIDENTIAL LIVING AND COVID-19 REQUIREMENTS:**

- e. Due to the COVID-19 Pandemic, the University will be following the recommendations of the Center for Disease Control (CDC) as well as guidance from the Commonwealth of Pennsylvania and other governing agencies. As members of the University community, all students will be required to follow established protocols and procedures related to COVID-19 for the collective safety and wellbeing of the campus community. Due to the trajectory of the virus and guidance received, the established procedures may be required to change at any given time.
- f. **Masking:** All students will be required to properly wear a protective mask/face shield in every campus building, unless in their own residence hall room.
- g. **Physical Distancing:** All students will be required to keep physically distant from one another in hallways, available common areas, etc. Elevators and smaller spaces (such as laundry rooms) will have a capacity of one individual at a time.
  - i. In efforts of social distancing, guests will not be permitted inside the residence halls. A guest is defined as anyone who does not live in the same building/hall as you.
- h. **Self-Isolation:** All students will be required to follow the direction of University officials if

there are suspected or confirmed cases of COVID-19 on campus.

- i. **Suspected COVID-19:** The University will require any student with a suspected case of COVID-19, to self-isolate in one's room for a period not less than 14 days. In addition, the suspected student's suitemate(s) will also be held to these same requirements. The self-isolation requirements may also be extended other students/staff/faculty who have been in "close contact" with the individual within a set time period.
- ii. **Positive COVID-19 Test:** The University will require any student who tests positive for COVID-19 to self-isolate pursuant to the university's reopening plan; in addition, their suitemate(s) will be required to adhere to the same isolation procedure.

During the self- isolation period, students (and suitemates) will not be allowed to leave their assigned residence hall room, until they have been medically cleared to do so. Meals will be delivered on a set schedule to students with meal plans. Students are encouraged to have a 14-day supply of food and personal care products in their assigned room as a precaution.

The COVID-19 suspected or positive student and their suitemates(s) may also choose to leave campus (i.e. return home) for a specified period of time rather than self-isolate in their assigned on-campus room.

Students who cannot quarantine or isolate (i.e. traditional halls) will be required to relocate to a specific area. Food, linens, toiletries, health products (etc.) will be provided.

Students who do not follow established guidelines and protocols will be subject to disciplinary action or immediate removal from the residence halls.

### 2020-2021 Academic Year Rock Apartment Agreement

In consideration of an assignment in the ROCK Apartments, I agree to pay Slippery Rock University room charges and acknowledge receipt of and agree to the terms and conditions of occupancy as specified in these agreement terms and conditions.

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BY CHECKING THE BOXES AND TYPING YOUR NAME BELOW WILL SERVE AS YOUR SIGNATURE FOR

ON-CAMPUS HOUSING FOR THE 2020-2021 ACADEMIC YEAR. THIS IS A LEGALLY BINDING CONTRACT.

- I understand this agreement is for the entire 2020-2021 academic year (both for Fall and Spring semesters).
- I understand that I should not sign an agreement with an off-campus facility.

If you agree, type your name exactly as it appears next to the Electronic Signature box. If you do not agree, [click here](#) to exit the application.

**EXECUTION OF THIS AGREEMENT REQUIRES THAT BEFORE REGISTRATION, THE STUDENT MUST HAVE SATISFIED ALL OUTSTANDING FINANCIAL OBLIGATIONS (OR OTHERWISE) TO THE UNIVERSITY FROM PRIOR PERIODS OF ATTENDANCE INCLUDING HOUSING, MEAL PLANS, AND TUITION.**

In consideration of an assignment to the R.O.C.K. Apartments, I agree to pay Slippery Rock University room charges for said apartment and acknowledge that I have received, read, and agreed to the terms and conditions of occupancy as specified in these agreement terms and conditions. I understand this is a legally binding agreement for the 2020-2021 ACADEMIC YEAR, both fall and spring semesters. I further understand that I am signing up as a group with the other three students. I understand that this agreement is collective and that our group is responsible for the entire cost of the apartment. If one or more persons vacate due to release from the agreement, withdrawal, suspension, or transfer to another institution, the remaining occupants **MUST** find a replacement within 15 working days **OR** cover the entire cost of the apartment, both fall and spring semesters. My signature below indicates my acceptance of this agreement.

*Residence Life Residence Hall and Rock Apartment Agreement As of 8/4/2020 at 2:30pm*

## **APPENDIX Q: CHALKING POLICY**

### **Purpose**

The use of sidewalk chalk to promote campus events or make announcements is permitted for student organizations recognized by the Center for Service, Involvement, and Leadership (CSIL), University departments, or academic programs. No other chalkings will be permitted. The intent of this policy is 1) to describe expectations for those who wish to chalk on sidewalks, 2) to ensure chalking does not permanently or adversely impact the campus grounds, and 3) to ensure messages are consistent with the law and university policy.

### **Policy**

The use of water-soluble chalk (sidewalk chalk) is permitted on University sidewalks provided the chalking complies with the following requirements:

1. Each individual chalking message must bear the name of the recognized student organization, University department, or academic program. The name must be legible.
2. Chalking is permitted only in open areas that can be directly washed by rain. The chalking must be on a horizontal surface not covered by an overhang. Chalking is prohibited in parking areas or on roadways.
3. Chalking is prohibited on all structures and vertical surfaces, including buildings, walls, benches, signs, poles or columns, light poles, and trees.
4. The material used to mark the sidewalk must be water-soluble (sidewalk chalk). The use of markers, paints, oil-based products, sprayable chalk, or other aerosol-based products is prohibited.
5. Overwriting, erasing, defacing, or altering the chalking of another person or organization is prohibited.
6. The content of the chalking shall not violate the law and university policies.

### **Procedures for Reporting and Responding to Violations of the Policy**

Individuals who believe that a student or student organization has violated this policy should contact the CSIL.

The office or their designees will investigate the concerns and make a determination if the policy has been violated. A determination that this policy has been violated will constitute grounds for the immediate removal of the material. The cost of removing the writings or any repairs required as a result of the violation may be assessed to the offending person(s) and/or organization. The CSIL may initiate disciplinary action against the offending student organization in accordance with its established procedures.

Student(s) and/or student organization accused of violating this policy also may be subject to university disciplinary action in accordance with the rules and procedures described in the Student Conduct Code. Questions about this policy should be directed to:

The Center for Service, Involvement, and Leadership  
234 Smith Student Center

***Chalking Policy Approved: February 6, 2017/ Approved by State System legal counsel (MF) 6/1/17***

## **APPENDIX R: OFFICE OF STUDENT CONDUCT MISSION AND GOALS**

### **Mission of the Office of Student Conduct:**

The mission of the Office of Student Conduct is to address violations of the University's Student Code of Conduct through an established educational process. The process is designed to enhance the development of students through facilitating student learning, accountability, ethical growth, and civic responsibility. The office aspires to support a safe and inclusive environment that promotes scholarly integrity and student success.

### **Goals of the Office of Student Conduct:**

To develop, distribute, and interpret campus conduct policies.

To uphold community standards consistently and equitably.

To educate students about appropriate behavior and community membership.

To provide educational leadership opportunities for students who take part in the hearing board procedures.

To provide programs and activities that foster intellectual, ethical, and cultural development.

To teach students to accept responsibility for their own behaviors.

## APPENDIX S: HAZING INSTITUTIONAL REPORT (5 YEAR) 7/1/2015 – 8/1/2020 as of 8/1/2020

Subject [Organization]	Date of Alleged Incident(s)	Date Violation Charged	Description of Violation	Investigation Findings	Sanctions	Date Resolved
1) Men's Rugby (Club Sport)	11/10/2015- 11/13/2015 and other dates in fall 2015	SRU received conduct referral on 1/19/2016 for Men's Rugby hazing incidents that occurred in fall 2015.	It was reported that Men's Rugby hazed new members by requiring new members to drink excessively.	The Office of Student Conduct had evidence to indicate that Men's Rugby hazed new members of Men's Rugby, provided a place for underage individuals to consume alcohol, and furnished alcohol to minors at Men's Rugby parties. Men's Rugby team members also participated in and condoned extreme and potentially	The Office of Student Conduct sanctioned the following for Men's Rugby: Social suspension 4/6/2016 through 5/1/2016 until full disciplinary suspension started 5/1/2016. Two years of suspension from SRU from 5/1/2016 – 5/1/2018. Hosting fee for providing alcohol to those under the age of 21 (\$200.00) due 5/1/2018.  Alcohol/Hazing education provided by Slippery Rock University for all Men's Rugby members prior to 5/1/2018. Documentation of participants and education required due to the Office of Student Conduct by 5/1/2018.	Date All Sanctions Resolved for Men's Rugby: 8/24/2018  Dates Individual Sanctions Resolved:  Social suspension ended 5/1/2016; Full disciplinary suspension began 5/1/2016.  Suspension period ended 5/1/2018.  Hosting fee paid 5/24/2018.  Men's Rugby leadership members completed on-line

Subject [Organization]	Date of Alleged Incident(s)	Date Violation Charged	Description of Violation	Investigation Findings	Sanctions	Date Resolved
				dangerous drinking behaviors.	Meeting with the Office of Student Conduct Director prior to 5/1/2018 to discuss action plan for Men's Rugby upon re-initiation as an SRU recognized activity.	Prevent Zone hazing education as of 8/24/2018.  5/24/2018. The fall 2018 Men's Rugby President met with the Office of Student Conduct director on 5/24/18.
2) Men's Ice Hockey (Club Sport)	1/22/2018	N/A; no evidence presented to proceed with investigation	It was reported that Men's Ice Hockey members were requiring other members to drink from a dirty boot.	The reporter did not provide names or evidence, and did not wish to participate in an investigation. The Assistant Director of Recreational Sports addressed the alleged hazing concern with a mandatory Men's Ice Hockey meeting with all members present.	N/A; the reporter did not wish to participate in an investigation, and there was no evidence to move forward with an investigation. Due to the lack of evidence, the alleged incident was addressed educationally with a mandatory Men's Ice Hockey meeting on hazing for all members on 1/25/2018, facilitated by the Assistant Director of Recreational Sports.	1/25/2018
3) Sigma Tau Gamma (Fraternity)	10/10/2018	10/25/2018	It was reported that Sigma Tau Gamma	Office of Student Conduct found Sigma Tau	The Office of Student Conduct sanctioned the	Sigma Tau Gamma case resolved 2/1/2019.



Subject [Organization]	Date of Alleged Incident(s)	Date Violation Charged	Description of Violation	Investigation Findings	Sanctions	Date Resolved
			participated in hazing involving a kidnapping and “drop off” of new members of Sigma Tau Gamma.	Gamma responsible for hazing from fall 2014 through fall 2018 including:  1) participating in a kidnapping and “drop off” of new members 2) requiring new members to consume expired foods, 3) requiring new members to participate in drinking games, 4) restricting new member activities, and 5) isolating and yelling at new members prior to meeting their big brothers at initiation	following for Sigma Tau Gamma:  1) 5-year suspension 1/9/2019 – 1/22/2024.  2) Previous Sigma Tau Gamma members or alumni are not permitted to participate in re-initiation of Sigma Tau Gamma on campus. The Sigma Tau Gamma national organization will re-initiate the organization on campus.  3) Financial obligation for removal of signs on campus.	Sigma Tau Gamma’s suspension ends 1/22/2024. Sigma Tau Gamma will be eligible to reestablish the chapter by the national headquarters on 1/23/2024 if all stipulations of the sanction have been completed. Previous Sigma Tau Gamma members or alumni are not permitted to participate in the reestablishment of Sigma Tau Gamma at SRU.
4) Women’s Rugby (Club Sport)	Fall 2014 through Fall 2018	1/2019	It was reported that Women’s Rugby required a scavenger hunt for new members	Office of Student Conduct found Women’s Rugby responsible for hazing from fall 2014 through	The Office of Student Conduct sanctioned the following for Women’s Rugby: 1) 5-year suspension 3/7/2019 – 5/18/2024	Women’s Rugby (Club) case resolved 3/8/2019. Women’s Rugby suspension ends 5/18/2024. Women’s

Subject [Organization]	Date of Alleged Incident(s)	Date Violation Charged	Description of Violation	Investigation Findings	Sanctions	Date Resolved
			including violations of the law including drinking games, and humiliating acts.	fall 2018 including requiring a scavenger hunt that included violations of the law including drinking games, and humiliating acts.	2) Previous Women’s Rugby members or alumni are not permitted to participate in re-initiation on campus. 3) Women's Rugby would be required to have an SRU faculty or staff member (campus security authority/ mandated reporter) coach before reinstatement at SRU. This coach would need to be approved by Club Sports staff under the Office for Student Engagement and Leadership. This coach would also need to have training, including training on hazing, as approved by Club Sports under the Office for Student Engagement and Leadership. 4) Previous Women’s Rugby members or alumni are not permitted to participate in re-initiation on campus.	Rugby will be eligible for re-establishment at SRU on 5/19/2024 if all stipulations of the sanction have been completed. Previous Women’s Rugby members or alumni are not permitted to participate in the reestablishment of Women’s Rugby at SRU.
5) SRU Marching Pride Band	8/29/2018	N/A; the report was determined a rumor and therefore the	It was reported to SRU staff that SRU Band was hazing.	After gathering information from multiple parties including the SRU	N/A; No evidence was found to support that SRU Marching Pride Band was hazing. The report was determined a rumor.	SRU Marching Pride Band case resolved 9/7/2018.

Subject [Organization]	Date of Alleged Incident(s)	Date Violation Charged	Description of Violation	Investigation Findings	Sanctions	Date Resolved
		organization was not charged.		Marching Pride Band director, it was determined that there was no evidence to support that the SRU Marching Pride Band was hazing. An SRU Marching Pride Band member was changing majors, and a rumor started that Band was hazing. The report was determined a rumor.		
6) Men's Rugby (Club Sport)	Fall 2018/ Spring 2019	3/21/19	It was reported that Men's Rugby was still participating in "Scav," a scavenger hunt including violations of the law.	After a thorough investigation, the Office of Student Conduct did not determine evidence to support that Men's Rugby has participated in a scavenger hunt or hazing activities in fall 2018 or spring 2019.	N/A; Men's Rugby was found not responsible for hazing.	Men's Rugby (Club) case resolved 4/9/2019.

Subject [Organization]	Date of Alleged Incident(s)	Date Violation Charged	Description of Violation	Investigation Findings	Sanctions	Date Resolved
7) Men's Basketball Team (Athletics)	Fall 2018	Fall 2018	It was reported that members of the Men's Basketball team were being treated in a manner that placed team members in physical jeopardy and were subject to acts that adversely affect player's mental health	Protected by 18 Pa.C.S. §2809(d)	Protected by 18 Pa.C.S. §2809(d)	On-going. Head Coach removed from duties.
8) Alpha Sigma Phi (Fraternity)	9/16/19	Ongoing	It was reported that Alpha Sigma Phi hazes.	Ongoing	Ongoing	Ongoing
9) Club Sport (Anonymous)	9/16/19	N/A; Organization was not charged.	It was reported that Club Sport members were concerned that an outing required by the coach for team building constituted hazing.	The director of Student Conduct followed up with the reporter and the Assistant Director of Club Sports. Based on the information provided, hazing was not determined. The reporter provided information to	N/A; Organization was not charged.	Club Sport (Anonymous) case resolved 10/7/2019. On 10/7/19, the reporter indicated that after the reporter provided follow up information, the reporter had not heard back from the Club Sport members regarding the alleged hazing. The Assistant Director of Club Sports also confirmed as of

Subject [Organization]	Date of Alleged Incident(s)	Date Violation Charged	Description of Violation	Investigation Findings	Sanctions	Date Resolved
				the concerned Club Sport members for follow up, and the Club Sport members did not follow up with the reporter or the Assistant Director of Club Sports with additional details, to determine if there were additional details to constitute alleged hazing.		10/7/19 that he had not heard from any of the Club Sports members.
10) Kappa Delta Rho (Fraternity)	Date of alleged incident: 9/17/19	N/A; Organization was not charged.	Based on a student comment, there was concern that a physical assault that occurred involving Kappa Delta Rho members was related to hazing.	The director of Student Conduct gathered additional information, and determined that the evidence gathered did not support that the physical assault was related to hazing.	N/A; Organization was not charged with hazing. The director of Student Conduct gathered additional information, and determined that the evidence gathered did not support that the physical assault was related to hazing.	12/11/2019

Subject [Organization]	Date of Alleged Incident(s)	Date Violation Charged	Description of Violation	Investigation Findings	Sanctions	Date Resolved
11) Pi Kappa Phi (Fraternity)	Date of alleged incident: 9/17/19	N/A; Reporter retracted allegation of alleged Pi Kappa Phi hazing.	It was reported that Pi Kappa Phi is hazing, including paddling new members.	N/A; Reporter retracted allegation of alleged Pi Kappa Phi hazing.	N/A; Reporter retracted allegation of alleged Pi Kappa Phi hazing.	10/10/2019
12) Men's Ice Hockey (Club Sport)	9/21/2019	3/5/2020	It was reported that Men's Ice Hockey hazed new members.	Ongoing	Ongoing	Ongoing
13) Pi Kappa Alpha (Fraternity)	Date of alleged incidents: Fall 2016 through Fall 2019.	1/28/20	Pi Kappa Alpha allegedly hazed pledges fall 2016 through fall 2019.	Office of Student Conduct found Pi Kappa Alpha responsible for hazing from fall 2016 through fall 2019, including: 1. Requiring new members to participate in "Hell Week" activities, 2. Requiring new members to participate in line-ups, 3. Requiring new members to participate in drinking activities, and 4. Paddling new members.	The Office of Student Conduct sanctioned the following for Pi Kappa Alpha: 1) 5-year suspension 1/28/2020 – 1/28/2025. 2) Previous Pi Kappa Alpha members or alumni are not permitted to participate in the reestablishment of the chapter by the national headquarters of Pi Kappa Alpha at SRU.  3) Financial obligation for removal of signs on campus.	3/31/2020

Subject [Organization]	Date of Alleged Incident(s)	Date Violation Charged	Description of Violation	Investigation Findings	Sanctions	Date Resolved
14) Student Organization (Name Unknown)	11/20/2019	N/A; Student Organization Name Unknown	It was reported that 4 (four) males were sleeping in the library, with one designated as a "lookout."	The director of Student Conduct encouraged the reporter to attempt to gain names of the sleeping males if it happened again in the future.	N/A; Student Organization Name Unknown	Student Organization (Name Unknown) case resolved 11/20/2019.
15) Alpha Kappa Psi Business Fraternity (Student Organization)	2/6/2020	2/25/2020	It was reported that Alpha Kappa Psi Business Fraternity members hazed new members.	Ongoing	Ongoing	Ongoing