



**SOUTHERN UTAH UNIVERSITY**  
**Policies and Procedures**

**Policy #11.2**  
**Date Approved: 12/12/92**  
**Date Amended: 08/24/12**  
**Reviewed w/no Changes:**  
**Office of Responsibility: VP SS**  
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**SUBJECT: STUDENT CONDUCT CODE**

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**I. PURPOSE & PHILOSOPHY**

Southern Utah University (SUU) establishes high expectations and community standards for its students through its policies and procedures. Students voluntarily assume the responsibility to meet these standards and expectations when they enroll at the University. The Student Conduct Staff educates students about the University's standards and expectations, and when those standards and expectations are not met, seeks to hold students accountable for their choices leading to conduct incongruent with SUU's policies and procedures.

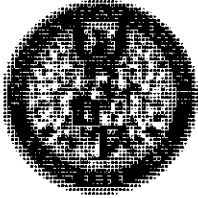
To address incidents of student misconduct, the Student Conduct Staff institutes proceedings to investigate, verify and, if necessary, issue corrective sanctions to help students repair the harm their actions may have inflicted on themselves, others, the campus and community. Through these proceedings, students are invited to:

- Consider the impact of their conduct on the community;
- Clarify their personal or organizational values;
- Reflect on their actions within the context of their personal, organizational, educational and professional goals;
- Evaluate their actions with respect to institutional values and policies and procedures;
- Contribute to the proceedings with a good-faith effort to provide honest and accurate information.

The University's conduct policy is designed to facilitate an educational process to encourage students to think critically, develop greater self-awareness, and respect the community and its standards.

**II. DEFINITIONS**

- A. **Code** – refers to this document, the Student Conduct Code, and other University policies referenced herein for the purpose of establishing a uniform set of conduct standards and expectations for students at Southern Utah University.
- B. **University** – means Southern Utah University.
- C. **Student** – refers to individuals who have paid the commitment fee to attend the University, are enrolled in courses offered by the University, or although not officially enrolled for a particular term, are eligible to enroll at the University without applying for readmission. Persons who register for a



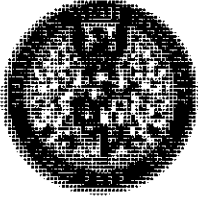
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semester and subsequently withdraw or who are withdrawn are considered enrolled for that semester.

- D. **Organization** – refers to any number of persons who have complied with University requirements to register a club or organization with the Southern Utah University Student Association or are organizationally aligned with a program. Any officer within the organization may represent the interests of that organization in the University’s conduct proceedings, and references to the “organization” should be read as “a representative of the organization.”
- E. **Instructor or Faculty Member** – Any person hired by Southern Utah University to conduct classroom activities or who is otherwise considered by the University to be a member of its faculty.
- F. **University Official** –any person, including students, employed by the University or serving on its governing boards, performing assigned administrative or professional responsibilities.
- G. **University Premises** – includes all land, buildings, facilities, and other property owned, managed, operated or controlled by the University. These terms also include the University’s domains on the World Wide Web and its intellectual property.
- H. **University Committee for Student Discipline (UCSD)** – refers to any person or persons authorized by the Vice President for Student Services or his/her designee to determine whether a student has violated the Code or associated policies and to establish sanctions that may be imposed when a student has been found responsible for a violation.
- I. **Advisor**- refers to the person who assists a student or student organization during and in preparation of a Conduct Review. An advisor may, but need not be an attorney.
- J. **Complainant**- means any person reporting an alleged violation of the Code.
- K. **Respondent** – means any student(s) or organization(s) alleged to have violated the Code and who or which is subsequently expected to respond to the allegation of misconduct. At times the terms “accused student or organization” are used as well.
- L. **Conduct Proceedings** – General reference used to characterize all facets of the conduct evaluation process at the University including but not limited to: investigation, initial conferences, Conduct Reviews, and appeals.
- M. **Initial Conference** – A meeting between the respondent and a student conduct officer for the purpose of reviewing reported code violations, determining responsibility, and sharing information about the University’s conduct policies and procedures.
- N. **Conduct Review** -A meeting of the University Committee for Student Discipline (UCSD) wherein the respondent(s) and the Student Conduct Administrator present information regarding an alleged violation of this Code



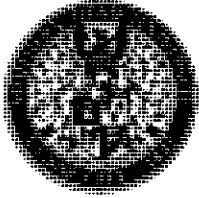
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or other University policy for the purpose of determining whether the respondent is responsible for the alleged violation. The Conduct Review is also used for the purpose of determining sanctions commensurate with the nature of the violation.

- O. **Appeal**- An appeal is an opportunity for a student or administrator to challenge a decision made by either a conduct officer or the UCSD. Decisions can only be appealed if there is a violation of due process, as provided by the Code, or if new information has been found that was not available at the time of the Conduct Review or Initial Conference.
- P. **Sanctions**- Sanctions are actions or conditions that are required as a result of being found responsible for a Code violation. Sanctions are determined by a conduct officer or the UCSD.
- Q. **Conduct Record**- refers to electronic and paper forms and documents containing information about a student's alleged misconduct and any evaluation, review, decision, sanction and/or appeal. Conduct records are considered a component of a student's educational records and are subject to the Family Educational Rights and Privacy Act (FERPA). Conduct records are maintained in the Office of the Vice President for Student Services (VPSS) and are kept for approximately seven years from the date a student graduates or was last enrolled at the University.
- R. **Student Conduct Officer**- refers to a University Official authorized on a case-by-case basis by the Vice President for Student Services to investigate alleged violations and impose sanctions upon any student(s) or organization(s) found to have violated the Code. Instructors or faculty members are authorized to serve as student conduct officers to resolve allegations of academic misconduct within their courses.
- S. **Student Conduct Administrator** – refers to a University Official(s) designated and authorized by the Vice President for Student Services to direct and supervise student conduct evaluation pursuant to the Code. The Student Conduct Administrator is also authorized to function as a Student Conduct Officer.
- T. **Vice President for Student Services (VPSS)** – is that person designated by the University President to be responsible for the administration of the Code and serves as an appellate authority for appeals.
- U. **Policy** – means the written regulations of the University as found in, but not limited to, the Code, the Academic Integrity Policy, Residence Life Handbook, the Student Handbook, the Handbook for Student Organizations, the University General Catalog, the University web page, and the computer use policy.
- V. **Academic Misconduct** – Any action or behavior engaged in during the completion of course-related tasks, assignments, or assessments that are not



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consistent with the guidelines, directions, or requirements instituted by an instructor or with the ethical and professional standards of an academic discipline. Such conduct is prohibited by SUU Policy # 6.33.

- W. Non-Academic Misconduct** – Any action, behavior or conduct that is inconsistent with (a) the expectations, standards, and requirements of the University as explained through its policies, (b) federal, state, or municipal laws, or (c) shared community standards. Such action, behavior or conduct does not directly pertain to or relate to the completion of course-related tasks, assignments, or assessments.

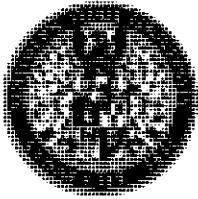
**III. STATEMENT OF AUTHORITY**

The Utah System of Higher Education (USHE) is led by the Utah State Board of Regents. The Board of Regents is empowered to establish and enforce rules and regulations regarding the conduct of students at the colleges and universities within the USHE through legislative mandate (See UCA 53B-1-101 and UCA 53B-3-103-1). The power to delegate this function to each institution's president and board of trustees is granted in UCA 53B-3-101. With the support and approval of the institution's Board of Trustees, institutional presidents may create policies that guide and govern student conduct (Regent's Policy R253). Institutional Presidents may enlist the support of other administrators, faculty, staff and students to advise and supervise "specified institutional matters" such as student conduct (See UCA 53B-2-106).

At Southern Utah University, the President has delegated the authority and jurisdiction for the establishment and enforcement of student conduct policies to the Vice President for Student Services (VPSS) and his or her designees. Under the direction of the VPSS, members of the campus community are selected and trained to serve on the University Committee for Student Discipline (UCSD) or as student conduct officers for the purpose of resolving allegations of misconduct. The VPSS may also select appeal officers from the University's faculty and staff to review and evaluate the decisions of student conduct officers or the UCSD.

**IV. SCOPE OF THE CODE**

The Southern Utah University Student Conduct Code applies to conduct that occurs on University premises, at University sponsored events and activities regardless of location, and at events or activities sponsored by students or student organizations regardless of location. In addition, student conduct that adversely affects the University, the pursuit of its objectives and interests, or the surrounding community is subject to the Code. These incidents will be reviewed



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by the Student Conduct Administrator on a case-by-case basis. The Student Conduct Administrator may institute conduct proceedings for off campus conduct at his/her sole discretion.

Students are responsible for their conduct from the time they pay their commitment fee through the awarding of a degree. The University may respond to allegations of student misconduct at any time during an academic year even if the alleged misconduct occurs before classes begin, after classes end, during breaks within the semester, or during the time between semesters. The University may also institute its conduct proceedings after a degree is awarded in the event misconduct is subsequently discovered. Where warranted, the University retains the right to revoke the degree.

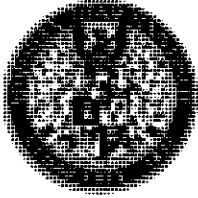
Student Organizations are subject to the same expectations and standards as are individual students at Southern Utah University. Any violation of the Code by a student organization or its members acting in concert, or the failure of the student organization to prevent violations of the Code by its members may result in the University instituting conduct proceedings.

Violations of local, state and/or federal law constitute violations of this Code. Students or student organizations whose behavior violates both the Code and applicable law may be subject to both the University's conduct proceedings, as well as formal local, state and/or federal administrative proceedings or civil or criminal proceedings in the related courts. The University's conduct proceedings may be instituted prior to, concurrently with, or following related civil or criminal proceedings. At his/her sole discretion, the Student Conduct Administrator will evaluate the circumstances regarding the violation and determine the most suitable time to institute student conduct proceedings.

V. **PROHIBITED CONDUCT**

A. **Academic Misconduct**

Southern Utah University expects that all work submitted by a student will represent that student's own ideas and effort. If it is not, the student has engaged in academic dishonesty. Cheating, forgery, plagiarism or the unauthorized use of work belonging to another, except under federal exemptions such as Fair Use, are all considered academic dishonesty. For examples of common types of academic dishonesty please refer to *SUU Policy # 6.33 – Academic Integrity*.



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The authority to resolve allegations of academic misconduct resides with the course instructor(s). The process and procedure is articulated in SUU Policy # 6.33. The University Committee for Student Discipline (UCSD) maintains appellate authority for allegations of academic misconduct and is also charged with determining the eligibility of a student to remain enrolled at the University.

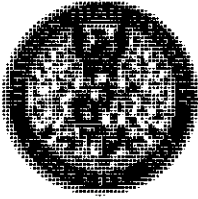
At their sole discretion, instructors may authorize the Student Conduct Administrator to use the procedures established in the Student Conduct Code to resolve an allegation of academic misconduct.

**B. Non-Academic Misconduct**

The University is committed to helping students develop a heightened sense of community and social responsibility. The University has emphasized the importance of treating all people with respect and civility, and therefore, expects all students to conduct their lives consistently with these values. Students achieve a heightened sense of community and social responsibility when they respect and revere the talent, worth and dignity of others and are considerate of others' interests, pursuits and possessions.

**1. Sexual Misconduct**

- a. Sexual Harassment <sup>i</sup> – Sexual harassment is unwelcome conduct of a sexual nature. It includes unwelcome sexual advances, requests for sexual favors, and other verbal, nonverbal, or physical conduct of a sexual nature. Sexual violence is a form of sexual harassment prohibited by Title IX.
- b. Sexual Violence <sup>ii</sup> – Is any physical sexual act perpetrated against a person's will (by force) or where a person is incapable of giving consent. Common acts of sexual violence include, *but are not limited to*: intentional touching of another person's body in an intimate or sexual way, forcing another person to touch one's own body in an intimate or sexual way, rape/attempted rape, forcible sodomy/attempted forcible sodomy, and sexual penetration with an object or the attempt to do so either by force or without consent.
- c. Sexual Exploitation <sup>iii</sup> – Any acts relating to sex or of a sexual nature wherein a person seeks to take an unjust advantage of another for their own benefit. Examples of sexual exploitation include, *but are not*



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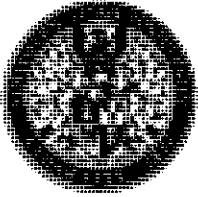
*limited to:* removing or tampering with prophylactics or methods of contraception prior to or during sexual contact; nonconsensual recording (video or audio) of sexual activity; allowing others to observe or watch sexual activity without the consent of a sexual partner; forcing or intimidating another person to make sexual advances or request sexual favors in one's behalf; prostituting one's self or another; and inducing incapacitation for the purpose of engaging in sexual activity.

- d. Retaliatory Harassment – Any words, actions or behaviors directed at a student who has reported an alleged incident of sexual misconduct that reasonably causes the reporting person to experience fear, alarm, intimidation or emotional distress. These words, actions, or behaviors need not be sexual in their nature, nor do they have to be from the student accused of the sexual misconduct. The accused student's friends or associates, or anyone found to be acting on behalf of the accused student may be held responsible and sanctioned for retaliating with harassing behavior.
- e. Other Acts – Incidents of intimate partner abuse, hazing, and stalking may also be considered sexual misconduct.

Although sexual misconduct is a violation of the Code, the grievance procedures for resolving such violations are enumerated in SUU Policy #5.27. The Department of Education has specified procedural standards unique to sexual misconduct under Title IX that necessitate a uniform policy for complaints filed by students against school employees, other students, or third parties. In situations where students are accused, they will be subject to the procedures outlined in policy #5.27. If students are determined to be responsible for the misconduct at the conclusion of those procedures, the University may recommend sanctions enumerated in the Code which are commensurate with the findings.

2. Violations Against Others

- a. Physical Abuse and/or Assault – Inflicting physical abuse or injury or threatening to physically abuse or injure another person.
- b. Harassment and Bullying – Any words, actions or behaviors that distress, demean, intimidate, threaten, or alarm another person and



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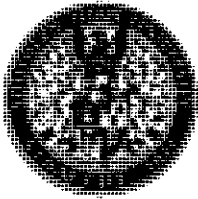
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interfere with his/her ability to participate in or derive the benefits from the experiences and activities of University life.

- c. Gender-based Harassment <sup>iv</sup> – Any acts of verbal, nonverbal or physical aggression, intimidation, or hostility based on sex or sex-stereotyping, even if those acts do not involve conduct of a sexual nature.
- d. Cyber Harassment and Bullying <sup>v</sup> – Refers to the use of e-mail, instant messaging, chat rooms, cell phones or other forms of information technology and social media to distress, demean, intimidate, or threaten, or alarm another person and interferes with his/her ability to participate in or derive the benefits from the experiences and activities of University life.
- e. Discrimination – Differential treatment that denies opportunities or privileges to others because of their actual or perceived gender, race, age, religion, sexual orientation, nationality, or disability and interferes with or impairs their ability to participate or derive the benefits from the experiences and activities of University life.
- f. Hazing <sup>vi</sup> – Any action taken or situation created, intentionally, to produce mental, emotional or physical discomfort, embarrassment, harassment or ridicule as a condition or requirement for any involvement with or participation in any organization, team, program or event associated with or sponsored by the University. Hazing can occur at any phase of membership within an organization - not solely during admission, entry or initiation.

Examples of hazing may include but are not limited to: use of alcohol, paddling in any form, creation of excessive fatigue, physical and psychological shocks, quests, treasure hunts, scavenger hunts, road trips or any other such activities carried on outside or inside of the confines of the University; wearing of apparel which is conspicuous and not normally in good taste in public, engaging in public stunts and buffoonery, morally degrading or humiliating games and activities, and any other activities which are not consistent with academic achievement or the regulations and policies of the University or applicable state law.





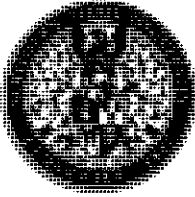
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The University evaluates hazing based on how a *reasonable person* would respond to the actions or situations created.

- g. Stalking – Repetitive behaviors or actions focused or fixated on a specific person or organization that would cause them to fear for his/her safety or well-being, the safety or well-being of another, or suffer emotional distress. Stalking behaviors may include but are not limited to: (a) loitering near another person, (b) repeatedly communicating or attempting to communicate without invitation or after being asked to stop, and (c) seeking to interfere with or intrude into the life of another. Such behaviors or actions need not be conducted in person and will be considered a violation if carried out, in whole or in part, using e-mail, social media, telephone, cell phone, or other communication devices. The use of University computers or networks for these purposes may result in forfeiture of computer privileges.
- h. Intimate Partner Abuse <sup>vii</sup> - A pattern of coercive behaviors that serve to exercise control and power in an intimate relationship. The coercive and abusive behaviors can be physical, sexual, psychological, verbal and/or emotional in nature. Intimate partner abuse can occur in relationships of the same or different genders; between current or former intimate partners who have dated, lived together, or been married.
- i. Invasion of Privacy – Using electronic devices (cell phones, cameras, camcorders, etc.) to create images, videos, or audio recordings of persons without their knowledge or consent when and where they have a reasonable expectation of privacy. Students participating in an Initial Conference or Conduct Review are prohibited from recording them because the proceedings are considered private and confidential.
- j. Hate/Bias-Related Violations – Violations against a person or organization or their property as specified by this Code that are committed with the intent to harm or debase others because of their perceived or actual gender, race, age, religion, sexual orientation, nationality, or disability.
- k. False imprisonment/Detention – Intentionally restraining others, or impairing their ability to freely move without justification or their consent.

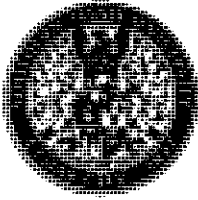


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1. Dangerous Conduct – Deliberate or reckless conduct that jeopardizes the health, well-being, and/or safety of others or oneself.
  
3. Violations against Property
  - a. Theft – Taking or removing another person’s property so as to deprive them of it. Students will also be held responsible for *attempts* to steal, take or remove another’s property. Robbery is a theft or attempted theft in the presence of the owner by force or threat of force.
  
  - b. Burglary – Entering any room, office, building or vehicle without authorization or consent from the rightful occupant or owner for the purpose of committing a crime or violation of University policy.
  
  - c. Property Damage – Intentionally or recklessly damaging or attempting to damage property owned by the University or another person.
  
  - d. Arson<sup>viii</sup> – The willful or malicious burning or attempt to burn University property or personal property of another.
  
  - e. Trespassing – Unauthorized or unlawful entry, presence or occupation of University facilities. Students or organizations that knowingly use campus facilities without receiving written authorization or permission from Centralized Scheduling may be charged with trespassing under this Code.
  
  - f. Copyright Infringement– Students or organizations that fail to secure permission prior to using a copyrighted work (films, songs, images, etc.) violate federal law and are subject to sanction under this Code. Students who use the campus computing network to illegally download and share copyrighted works may also lose their privilege to use campus computing resources.
  
4. Violations Obstructing Orderly Administration of University Operations
  - a. Misusing University Documents – Any unintended or unauthorized use of University documents or forging, altering, or falsifying University documents.

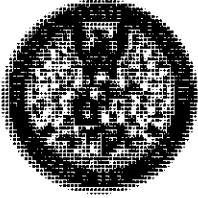


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- b. Misusing University Identification Cards – Altering, duplicating, or falsifying one’s own or another’s University identification card (T-card). Borrowing, lending or improperly possessing a University identification card.
- c. Unauthorized use of Facilities – Any use or occupation of campus facilities, grounds or materials that has not been duly approved by the appropriate administrative unit or authorized by an employment supervisor is prohibited. This provision includes the unauthorized use of keys or equipment and using University resources or facilities for personal gain.
- d. Computer Misuse – Any use or attempted use of University computing resources that is inconsistent with the purpose for which they are intended or is unauthorized by campus policies or administrators (See SUU Policy # 5.2).
- e. Disruptive Behavior - Behavior that intentionally or recklessly (without prudent regard) disrupts or interferes with the orderly functioning of the University, disturbs the peace or comfort of persons, or interferes with or precludes the performance of duties by University employees.
- f. Abusing the Organization and Event Registration Process – Providing false information or excluding requested information during the organization or event registration process.
- g. Misrepresenting oneself – Any action or attempt to convince, persuade, or mislead another that one’s identity, status, qualifications or achievements are not what they truly are.
- h. Abusing a position of trust – Any act that is not in accordance with the expectations, responsibilities, or privileges that accrue to an individual by virtue of their status or position.
- i. Furnishing false information to University officials – Knowingly providing inaccurate, incomplete, or false information to a University official or employee.

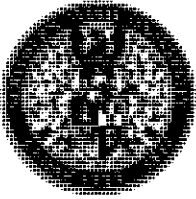


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- j. Failing to Comply with a University Official – Failure to comply with a request of an authorized University official, including failure of a student to present his/her identification card when requested.
  - k. Failing to adhere to or honor agreements – Any act or conduct that is inconsistent with the expectations or provisions of a signed waiver, release, or participation agreement.
  - l. Financial Irresponsibility – Any action or attempt to evade financial obligations to the University or the misuse of funds provided by the University.
5. Violations against Public Health and Safety
- a. Misuse of fire safety equipment or protocol – Any action, attempted action or inaction, intentionally or recklessly, that impairs the effective use of a fire safety device (fire extinguisher, fire alarm, fire safety doors, etc.) or interferes with the University's fire safety protocol.
  - b. Firearms and Weapons – The possession, use, or attempted use of any weapon or firearm upon or within 1,000 feet of any structure, facility, or grounds owned or controlled by the University, unless otherwise authorized by statute, is prohibited. This provision does not apply to a person's lawfully-controlled vehicle.
  - c. Fireworks and Explosives – The possession, use or attempted use of bombs, explosives, dangerous chemicals, incendiary devices or fireworks.
  - d. Obstructing ingress and egress – Any action or attempted action, intentionally or recklessly, that interferes with or obstructs another person's ability to freely enter and exit University buildings or grounds or obstructing University driveways, walkways or other thoroughfares.
  - e. Traffic Violations – Serious traffic violations on University property or while operating University-controlled vehicles, including operating any vehicle while intoxicated, speeding, reckless endangerment or reckless driving.



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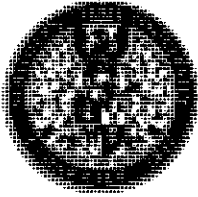
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- f. Smoking – Pursuant to the Utah Clean Air Act, smoking is prohibited in all campus buildings and within twenty-five (25) feet of any public building.
  - g. Obscene Conduct – Any act or action taken that is obscene based on contemporary community standards, lewd, repulsive, or indecent. When such conduct or expression has significant repercussions on the good name of the University, additional sanctions may apply.
6. Unlawful Conduct – Any act by a student or organization that violates any municipal ordinance of Cedar City, law of the State of Utah or the United States.
7. Housing Regulations – Violation of any SUU student housing unit policy, rule or regulation.
8. Interference with the Orderly Operation of the Conduct Process – Intentionally engaging in any of the following actions or behaviors will be considered interference with the orderly operation of the conduct process:
- a. Filing a malicious, frivolous or false report/complaint;
  - b. Falsifying testimony or fabricating evidence for a meeting with a student conduct officer or for a Conduct Review of the UCSD;
  - c. Disrupting the procedure of a meeting with a student conduct officer or a Conduct Review before the UCSD;
  - d. Discouraging or attempting to discourage another student or organization from participating in any part of an Initial Conference or Conduct Review;
  - e. Attempting to influence the impartiality of a student conduct officer or member of the UCSD prior to a Conduct Review;
  - f. Intimidating or attempting to intimidate a student conduct officer, member of the UCSD, witness or party prior to, during or after any conduct proceeding;
  - g. Failing to comply with any sanction imposed under this Code;

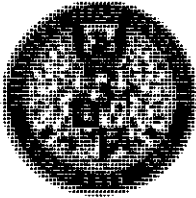


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- h. Violating the privacy and confidentiality of any student or University employee with respect to conduct proceedings;
  - i. Influencing or attempting to influence another person or organization to interfere with the orderly operation of conduct proceedings.
  - j. Abusing the Good Samaritan Provision of this Code.
9. Shared Responsibility Violations
- a. Conduct of Guests/Visitors – Students and organizations are responsible for the conduct of their guests or visitors and for informing them of the expectations, rules and regulations regarding appropriate conduct at the University or its sponsored events. If guests or visitors violate this Code or other University policies, their student host(s) may be held responsible even if the host did not participate in the activity or actions that violated policy.
  - b. Failure to Report/Complicity – Students that witness the violation of this Code, University policies, or any other extremely dangerous condition and do not report it to University officials may be held responsible under this Code.
10. Alcohol & Other Drug Related Misconduct
- a. Alcohol – Unlawful or unauthorized possession, consumption, distribution or use of alcoholic beverages is prohibited.
  - b. Drugs – Unlawful or unauthorized use, possession, distribution, manufacture or sale of any drug or controlled substance is prohibited. This provision includes prescription medications, synthetic drugs (e.g. spice or K2) and *salvia divinorum*, or other substances or compounds of a similar nature.
  - c. Paraphernalia – Possession of drug paraphernalia including but not limited to bongs, bowls, hookah pipes, scales and roach clips is prohibited.
11. Student Employment Misconduct



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Students who violate this Code within the capacity of their University-sponsored student employment may be subject to discipline under this Code and through their employment supervisor. In some circumstances, a student may receive disciplinary sanctions and employment sanctions for the same infraction.

**VI. GOOD SAMARITAN POLICY <sup>ix</sup>**

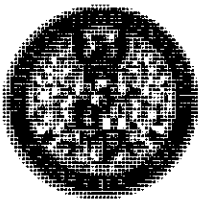
To promote the safety, health, and well-being of SUU students, the University expects its community members and student organizations to immediately contact emergency medical services or law enforcement by calling 911 when they have reason to believe a fellow student is too impaired/intoxicated to seek medical help. Students should not wait for an individual's condition to worsen before calling for help, but should act immediately when they feel another student's life, health or well-being may be in jeopardy.

SUU students and organizations who call for assistance and are subsequently reported to the Student Conduct Administrator as having violated the alcohol provisions of this Code will not be subject to disciplinary sanctions, nor have a conduct file created for an alcohol violation. However, if other forms of misconduct occur concurrently with the alleged alcohol violation, students will be held accountable for those violations. In other words, this provision does not preclude disciplinary action for other violations of this Code (e.g. hazing, property damage, sexual violence, etc.).

The Student Conduct Administrator will record the names of students involved in the incident for the purposes of accurate reporting and future evaluation of each student's conduct. In order for this provision to apply, students involved in the incident may be required to participate in an alcohol education program or seek medical treatment for alcohol/drug abuse, but these requirements will not be recorded as sanctions. These actions will be taken to address concerns about a student's health and well-being.

This provision will not prevent students from receiving a citation from local and state law enforcement authorities. Repeated reliance on this provision solely for the purpose of avoiding disciplinary action by the University will be considered interference with the orderly operation of the conduct process.

Students who have experienced sexual violence or attempted sexual violence while under the influence of drugs or alcohol may report the incident to



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University officials or University Police without being held responsible or sanctioned for a drug or alcohol violation of this Code.

**VII. Process for Resolving Allegations of Misconduct**

**A. Administrative Resolution**

**1. Receipt of an Incident Report/Complaint**

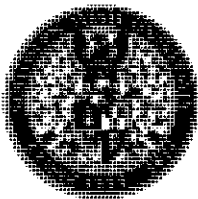
The University maintains an online *Incident Report Form* for collecting information about alleged violations of University policy (herein after referred to as a complaint). Members of the campus community are encouraged to submit a complaint by completing an incident report and providing it to the Student Conduct Administrator when they observe or have reason to believe a violation of University policy has occurred. Complaints may be based on, but are not limited to, perceived violations of: (1) The Student Conduct Code, (2) Residence Hall Policies, (3) The Student Handbook, (4) The Handbook for Student Organizations, or (5) The Academic Integrity Policy. The Students of Concern Committee or the Threat Assessment Team may also refer students to the Student Conduct Administrator for consideration. In addition to complaints from members of the campus community, the Student Conduct Administrator may also receive information regarding alleged violations of University policies from reports created by the University Police, the Cedar City Police Department, and members of the surrounding community.

**2. Review of Incident Report/Complaint**

Complaints are reviewed and evaluated by the Student Conduct Administrator. If the information presented in the complaint provides reason to believe the student(s)/student organization(s) named in the report may have violated University policy, the student or an officer from the organization will be notified that they must meet with a conduct officer regarding their alleged involvement in the incident. Students/student organizations will be notified in writing through the best available means and provided five (5) school days to respond to the notification by scheduling an appointment with the Student Conduct Administrator or appointed conduct officer.

In the event a complaint specifying academic misconduct is received by the Student Conduct Administrator, he/she will consult with the instructor





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responsible for the course in which the student was alleged to have violated this Code or the Academic Integrity Policy. The instructor may elect to serve as the conduct officer, or invite the Student Conduct Administrator to assign the alleged violation to another conduct officer. In circumstances where the instructor observes the alleged violation or learns of it on their own, they will conduct an initial meeting at their discretion as authorized in *SUU Policy #6.33 – Academic Integrity*.

3. Status of the Student or Organization Pending Conduct Review

To ensure compliance with the request to meet with a designated conduct officer, the Student Conduct Administrator will place a hold on the accused student's account or the accounts of officers of an accused organization. Aside from this administrative hold, the status of a student or organization will not be changed nor will the student be required or expected to abstain from any component of the University experience UNLESS the Student Conduct Administrator determines that an interim suspension of the student or organization is necessary:

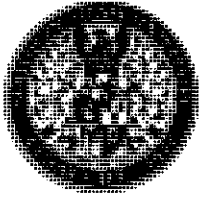
- a. To protect the safety of the University community and its members.
- b. To prevent the disruption of, or interference with, the normal operations of the University.

During the interim suspension, a student or organization may be denied access to the residence halls and/or to the campus (including classes) and/or all other University activities or privileges for which the student(s)/organization might otherwise be eligible, as the Student Conduct Administrator may determine to be appropriate.<sup>x</sup>

An interim suspension will remain in effect until all information has been reviewed and appropriate proceedings have been concluded. An interim suspension is not a formal sanction and does not replace or obviate regular conduct proceedings.

Students/organizations may request that an interim suspension be reviewed and removed after 72 hours by submitting a written request to the Student Conduct Administrator. The written request should specify reasons why the interim suspension should be removed.

4. Initial Conference



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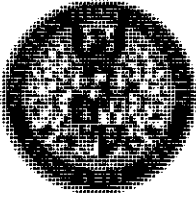
During an initial conference between the student(s)/student organization(s) and the designated student conduct officer, the parties discuss the details of the complaint or reported incident and whether or not the student or organization may have been involved. This meeting provides the accused student or organization an opportunity to review the report, respond to the allegation(s), and ask questions concerning the University's conduct process.

Based on the information shared during the initial meeting, the following will occur:

- a. Resolution by Mutual Consent – The allegation may be disposed of administratively by mutual consent of the designated conduct officer and the accused student or organization. Such resolution, including the decision and any sanctions, will be recorded in writing and upon review and approval of the written decision by all parties, the decision will be final.
- b. Determination by Conduct Officer – The designated student conduct officer may determine it is more likely than not that the student or organization is or is not responsible for the alleged violation of university policies.

If the student or organization is found to be responsible for the alleged violation, the designated student conduct officer may assign sanctions (*see section II c of this Code*) commensurate with the type and nature of the misconduct and the student's or organization's conduct history. The student conduct officer's administrative disposition, his/her determination of responsibility and assigned sanctions, will be provided in writing to the accused student or organization. The accused student or organization will have three (3) school days to accept or reject the administrative disposition. If the administrative disposition is not rejected within three (3) days, it will be deemed accepted and imposed as final. If the administrative disposition is rejected, the allegation will be referred to the UCSD for a Conduct Review.

- c. Additional Investigation – The designated student conduct officer may inform the student or organization that additional time is needed to investigate the allegations for the purpose of determining



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responsibility and that a subsequent meeting will occur once the investigation is completed. Further investigation may result in a referral to the UCSD.

- d. Refer the Allegation to the University Committee for Student Discipline – At the sole discretion of the student conduct officer, he or she may determine that the allegation is best resolved by convening a Conduct Review by the UCSD.

5. Failure to Respond or Appear

If the student or officer of an organization does not respond to the notification to participate in the initial meeting or responds by scheduling a meeting and does not attend the scheduled meeting, the designated student conduct officer may proceed by determining responsibility and, if applicable, sanctions. The conduct officer may also elect to forward the allegation for a Conduct Review by the UCSD.

- B. University Committee for Student Discipline (UCSD)

1. Membership

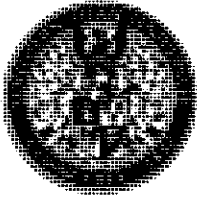
- a. Selection

The (UCSD) is comprised of SUU faculty, staff and students. Faculty and staff will be recommended by the Faculty Senate and Staff Association Executive Board, respectively, and confirmed by the Vice President for Student Services. The Southern Utah University Student Association (SUUSA) Senate will recommend students to the Vice President for Student Services and they will be appointed by the Vice President at his/her discretion.

- b. Term of Office

Members of the UCSD are expected to serve a minimum term of one (1) academic year. Members may continue for successive terms at their discretion with the annual approval of the Vice President for Student Services (VPSS).

- c. UCSD Chair



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Any member of the UCSD may choose to be trained to assume the role of Chair and do so accordingly.

d. Quorum

To hold a Conduct Review, a minimum of five (5) members of the UCSD, not including the Chair, must be present. At least one (1) student must be among the five (5) members. This constitutes a quorum of the Committee.

e. Vacancies

Vacancies on the UCSD may be filled by the VPSS or his or her designee in consultation with the Faculty Senate President, Staff Association President, and the SUUSA Academic Vice President, respectively.

f. Removal from the University Committee for Student Discipline

Members of the UCSD may be removed from service by the VPSS for the following reasons:

- i. Failing to respond to meeting notices more than twice a semester;
- ii. Violating the privacy expectations of anyone involved in a conduct proceeding;
- iii. Violation of University policies with respect to acceptable conduct for faculty, staff and students, while alleged violations are being investigated and addressed by the University. (See SUU Policies 6.22, 8.3.5, and 11.2 respectively)

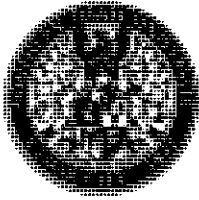
2. Procedure

a. Administrative Purview

A UCSD Conduct Review may be convened when:

- i. An accused student rejects an administrative disposition;
- ii. A designated conduct officer determines the allegation is best resolved by a Conduct Review;

b. Notice of Conduct Review



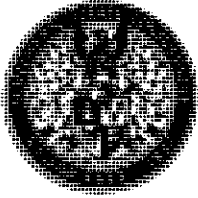
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Upon receipt of a rejected administrative disposition or recommendation from a conduct officer, the Student Conduct Administrator will prepare written notice for a Conduct Review and provide it to the accused student or officer of the accused organization. The notice will include:

- i. The source of the complaint;
- ii. A citation of the provision(s) of the Student Conduct Code or other University policy alleged to have been violated;
- iii. The date, time and location of the Conduct Review. Every effort will be made to schedule the review within fifteen (15) school days from the date the notice was provided, but not fewer than five (5) school days from the same date unless the accused student and the University agree to an earlier date;
- iv. A statement informing the student or organization officer that s/he may be accompanied by an advisor of their choosing. The advisor may not participate in the review proceeding other than to consult with the accused student or organization's officer(s). The student or organization is responsible for any expenses associated with having an advisor present;
- v. A statement informing the student or organization that failure to appear and respond to the allegations may allow the UCSD to conclude that the allegations are true and valid, and that appropriate sanctions are warranted.
- vi. A statement informing the accused student or organization officer that s/he must provide the UCSD, any documents or other information, along with the names of those who will provide oral information and a brief summary of their expected statement(s), intended to refute the allegations. This information must be provided at least three (3) school days prior to the Conduct Review. The statement will also advise that the accused student or organization officer may, within five (5) school days after receiving the notice, request an opportunity to review documents, or other information, including names of those who will give oral information and summary statements which the Student Conduct Administrator or designated conduct officer intends to offer during the Conduct Review. In the event new information is discovered after the initial requests have been fulfilled, such new information must be made available to the UCSD and



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respective parties at the time of and prior to the beginning of the Review.

- vii. The names of those who will serve on the UCSD Conduct Review Committee, advising that any objection to a specific committee member must be made in writing within five (5) days following receipt of the notice. The written objection must provide a factual basis for any objection.

- c. **Failure to Appear**

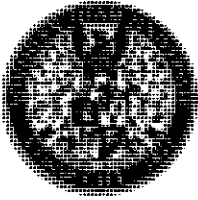
A UCSD Conduct Review may proceed in the absence of the accused student or organization if the UCSD committee members are satisfied that the student or organization was given proper notice and where the student or organizational representative failed to appear at the time and place specified.

- d. **Quorum Requirements**

Ordinarily a quorum of the UCSD (see VII B.1.d) is required for a Conduct Review. However, the accused student or officer of the accused organization may stipulate and agree in writing that the review may proceed with only those members of the UCSD who are present. Where the parties are unwilling to stipulate, the review will be rescheduled to occur when a quorum of the UCSD can be present.

- e. **Disqualification of Committee Members**

- i. Any member of the UCSD who believes that his/her relationship with the accused student or organization may impair his/her ability to render an impartial and fair decision, must disqualify him/herself from the Conduct Review.
- ii. Any member of the UCSD may decline to serve or recuse themselves from service if they believe there may be an appearance of impropriety by serving on the committee for the scheduled review.
- iii. A timely objection to a scheduled committee member by the accused student or organization will require the Student Conduct Administrator, in his/her discretion, to determine whether or not the objection will be honored. If not, the committee will remain as originally constituted. If so, an alternate committee member will be assigned to the scheduled



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review and the parties will be notified. Any subsequent objection to a specific committee member by either party will be considered in the same way, with the possibility that the Conduct Review will have to be rescheduled once the committee composition is finalized. Where it becomes apparent that objections are being made only to delay the formal review, the Student Conduct Administrator may deny such requests and hold the review as scheduled.

f. **Closed Conduct Review Meetings**

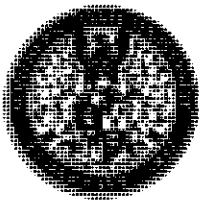
All Conduct Reviews will be closed to the public to comply with the Family Educational Rights and Privacy Act (FERPA). Admission of anyone other than the complainant(s), the respondent(s), and their respective advisors will be at the discretion of the UCSD and/or the Student Conduct Administrator.

g. **Separated Reviews**

In proceedings instituted to resolve allegations of misconduct naming more than one student or organization, the UCSD Committee may review the allegations and information in a combined proceeding and make separate determinations and establish related sanctions for each student or organization. However, students or organizations may request a separate review. Such requests will be at the discretion of the Student Conduct Administrator, who will consider the interests of fairness as well as procedural expediencies in deciding whether or not to grant the request.

h. **Conduct Review Records**

All Conduct Review meetings, including statements by parties and others relevant to the allegations, but not including committee deliberations, will be recorded by audio recording. Such recording(s), along with submitted documents and other materials associated with the Conduct Review, as well as the committee's written determinations and sanctions (if any), will be stored in the Office of the Vice President for Student Services. These records will generally constitute student records protected under federal law (FERPA), and where such is not the case, will be designated as



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“Protected” for purposes of Utah’s Government Records law (GRAMA). These records in all cases are University property and will be kept for seven (7) years pursuant to statute and University policy.

i. Conduct Reviews during the final two weeks of the semester and Intersession and Summer Session

The University may be unable to empanel a quorum of the UCSD for a Due Process Review during the final two weeks of the semester, the period of time in between semesters, or during the summer semester. During these times, the Vice President for Student Services may designate one or more conduct officers to conduct informal Due Process Reviews and render decisions in accordance with the procedures and hearing protocol of the UCSD.

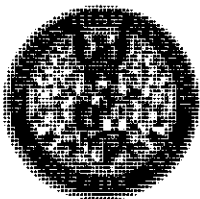
j. Conduct Review Sequence & Protocol

i. Order of participation during the presentation of information at a Due Process Review

Parties will participate in the following order:

- A. The University’s designated conduct officer may offer documents, other information and individual oral statements supporting the likelihood that the misconduct occurred as alleged by the complainant. The UCSD Chair, at his or her sole discretion, may permit members of the Review Committee and the respondent to ask questions in a manner and order that maintains decorum. Questioning may proceed in a conversational manner or a formal manner wherein all questions are directed to the Chair. UCSD Committee members may also ask questions to individuals presenting oral statements or directly to the respondent(s) based on their questions.
- B. The respondent may offer supporting documents, other information and individual oral statements intended to refute the allegations or other information presented by the University. Again, the UCSD Chair, at his or her sole discretion, may permit members of the Review





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Committee and the University's designated conduct officer to ask questions in a manner and order that maintains decorum. UCSD Committee members may also ask questions to individuals presenting oral statements or directly to the student conduct officer based on his/her questions.

- C. The University's designated conduct officer may offer documents, other information and individual oral statements to refute that offered by the respondent(s).
- D. The University's designated conduct officer may make a closing summation and recommend commensurate sanctions.
- E. The respondent(s) may also make a closing summation and address the recommended sanctions.

After the closing summations, the University's designated conduct officer, and the respondent and his/her advisor will be asked to leave so the committee may deliberate.

ii. Exceptions to the Appearance of Parties

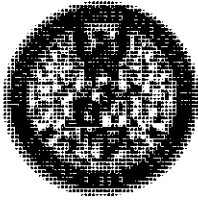
The Student Conduct Administrator or UCSD Chair may address reasonable concerns for personal safety, well-being, and/or fears of confrontation by the parties or individuals providing oral information by providing alternative methods for participation (written statements, audio or video recordings, etc.).

Reasonable accommodations will also be provided for participants with documented disabilities.

iii. Role of an Advisor

An accused student or organization may seek the help of an advisor of his/her choosing and have that individual present in the Review proceedings. However, the advisor will not participate in the Review proceedings other than to consult with the accused student or organization; rather, the accused party will address the Committee as prescribed above.

iv. Standards of Information Presented



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- A. A UCSD Conduct Review Committee is not bound by any formal rule of evidence; rather, by fairness and the best means available, to arrive at the most accurate representation of the facts. Consequently, the UCSD may accept "hearsay", but will give it little or no probative value if it is contradicted by written or oral information from someone who directly observed a relevant event or was a direct party to a relevant conversation.
- B. Those providing oral information may address actual events. Proposed statements of or related to character must be submitted in writing. The Committee may, by majority vote, limit the number of individuals providing oral information to avoid redundant, irrelevant or immaterial information.

v. Burden of Proof

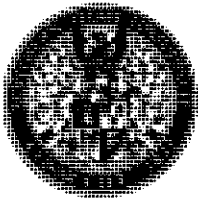
The University, acting on behalf of the complainant, is responsible to establish the alleged misconduct by a preponderance of the information shared during the Conduct Review.

vi. Questions of Procedure

All procedural questions are subject to the final decision of the UCSD Chair<sup>xi</sup>.

vii. Deliberations

The UCSD Conduct Review Committee is responsible for evaluating all information fairly and impartially. Preponderance of the information is determined by the information, considered as a whole, which persuades members of the Committee that the information, as presented by one party, is more convincing than that offered by the opposing party. In order for the Committee to find a student or organization responsible for the alleged misconduct, a majority of members present must be convinced that it is more likely than not the violation occurred after considering and evaluating



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all information introduced during the course of the Conduct Review.

Committee deliberations regarding the information presented will occur in private without the designated conduct officer, the complainant, and the accused student or organization present. The deliberations will not be recorded.

k. Decisions by Student Conduct Officers and the UCSD

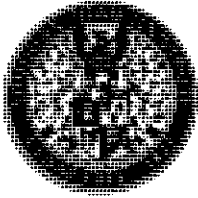
Following deliberations the UCSD Conduct Review Committee will arrive at a decision by majority vote. The decision may result in one of the following findings:

- i. Not Responsible – The alleged misconduct *has not been* established by a preponderance of the information presented.
- ii. Responsible – The alleged misconduct has been established by a preponderance of the information presented. A determination of responsibility will be accompanied by sanctions at the discretion and judgment of the majority of members of the Review Committee.

l. Sanctions for Non-Academic Misconduct

The UCSD Conduct Review Committee or designated conduct officers may impose any one or combination of the following sanctions they believe are commensurate with the gravity of the Non-Academic Misconduct and the conduct history of the accused student or organization:

- i. Warning Letter/Letter of Censure: The student/student organization is notified in writing that their actions have constituted a violation of University policy and are therefore inappropriate. The letter will be included in the student's or organization's conduct file.
- ii. Educational Experiences: The student or organization is required to demonstrate their responsibilities within the University community by performing certain reasonable and relevant educational or related service activities.

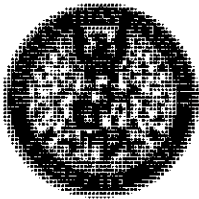


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- Failure to complete the educational experience in the time prescribed may result in suspension from the University. Failure of student organizations to complete the educational experience in the time prescribed may result in withdrawal of University recognition and cancellation of registration status with SUUSA. Any fees associated with the educational experiences will be the responsibility of the student/student organization.
- iii. Community Service: Students/student organizations may be required to perform community service. The assigned community service must be performed at an approved agency within the surrounding community or the University. The location of the service must be approved by the designated conduct officer or the Student Conduct Administrator before commencing the service.
  - iv. Restitution: Compensation for loss, damage, or injury. This may take the form of appropriate service or be monetary or material.
  - v. Formal and/or Public Apology: A student/student organization may be asked to formally, in writing or with a staff member present, publicly apologize for a violation of the Code where an individual or individuals are affected by the violation.
  - vi. No Contact: A student/student organization may be directed that they are to have no contact with certain persons involved. The duration of the sanction will be determined by the designated conduct officer or UCSD.
  - vii. Parental Notification: A parent/guardian will be notified of the student's misconduct or violation when there is a health or safety concern relevant to that student.
  - viii. Disciplinary Probation: This action is given for a stated period of time. A student/student organization's further misconduct during this period of time may lead to increased sanctions, including suspension or dismissal. A student/student organization on such probation may remain



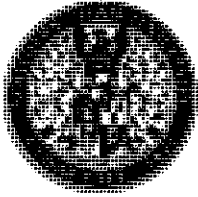
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at the University only upon condition that the student complies with regulations or circumstantially indicated restrictions as may be imposed as a condition of the probation.

- ix. Disciplinary Suspension: Separation of the student/student organization from the University for a defined period of time, after which they are eligible to return. During the period of suspension access to campus is prohibited and a violation will be treated as a criminal trespass. Conditions for return or readmission may be specified. In case of students, Disciplinary Suspension will be noted on the transcript.
- x. Disciplinary Dismissal: Separation of the student/student organization from the University with the expectation that the separation will be permanent. Dismissal means access to campus is prohibited and a violation will be treated as a criminal trespass. In the case of students, Disciplinary Dismissal will be noted on the transcript. In the case of student organizations, Disciplinary Dismissal results in the cancellation of the organization's registration status with SUUSA and a withdrawal of University recognition.
- xi. Facilitated Dialogue: Student organizations may be required to participate in a dialogue facilitated by a conflict resolution professional to discuss the nature of its misconduct, the consequences, and strategies for creating meaningful change. The expense associated with securing an appropriate professional will be the responsibility of the organization.
- xii. Mediation: Students or student organizations may be referred to participate in mediation to resolve conflicts associated with their misconduct if the parties agree to mediate in good faith. Under no circumstances will students be forced to participate in mediation. Mediation is not permitted for violations of Title IX.
- xiii. Future Housing Privilege Revocation: Students found in violation of University policy may have their privilege to



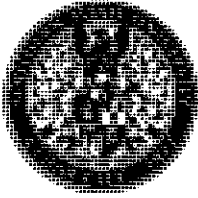
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live in University housing revoked for subsequent years. Students who have their future housing privilege revoked will not be permitted to participate in the housing registration and selection process. Further violation of University policy may result in immediate removal from the residence halls.

- xiv. Deferred Housing Registration and Selection: Students found in violation of University policy may have their housing registration and selection privilege restricted. Such a sanction means that the student will not be permitted to participate in the housing registration and selection process until all other returning residential students have made their selections.
- xv. Removal from University Housing: A student may be removed from University owned and operated housing. The removal may be for a defined period of time or may be permanent. If the former, conditions for potential return to University housing may be specified but are not a guarantee to future housing.
- xvi. Removal from Course: A student may be removed or administratively withdrawn from a course.
- xvii. Loss of Degree: A student may have his/her degree revoked or rescinded by the University if misconduct warranting such action is discovered after it has been awarded. The University may also postpone the awarding of a degree or withhold the degree all together for misconduct that warrants such action and such misconduct is discovered before the degree has been awarded.
- xviii. Loss of Privilege to Represent the University: A student or organization may have its privilege of representing the University removed. This may include positions, employment, or attendance at conferences, activities, and events.



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The Student Conduct Administrator will prepare a letter that contains the Committee's determination of responsibility and, if necessary, any sanctions. A copy of the letter will be mailed by first class mail or hand-delivered to the student within ten (10) school days of the hearing.

n. Notice of Outcome

In some cases, the University is permitted to share the outcome of conduct proceedings with the complainant and the public. If the alleged misconduct is considered a crime of violence under FERPA, the University may share the outcome with others. Crimes of violence include: arson; assault offenses; burglary; criminal homicide – manslaughter by negligence; criminal homicide- murder and non-negligent manslaughter; destruction, damage and vandalism of property; kidnapping/abduction; robbery; and forcible sex offenses.

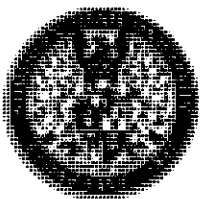
The outcome of conduct proceedings may not always include the sanctions issued to the accused student or organization. More often than not, sanctions will only be shared with the complainant when those sanctions directly relate to the complainant. Some forms of misconduct also warrant the University sharing the outcome of its conduct proceedings with the public for reasons of safety. If the University determines that the student or organization is an alleged perpetrator of a *crime of violence* or *forcible sex offense*, and, with respect to the allegation made, the student has committed a violation of the University's policies then the University may disclose the outcome to anyone<sup>xii</sup>. The University will also disclose determinations of responsibility for hazing.

C. Appeals

1. Opportunity to Appeal

An accused student or organization found responsible for an allegation of misconduct by the UCSD Conduct Review Committee may request an appeal of the Committee's decision to the VPSS. Complainants may also request an appeal.

2. Appeal Timeline



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Requests for an appeal must be submitted in writing to the Vice President for Student Services within ten (10) school days after the Review Committee's decision was provided to the student or student organization. If the VPSS is unable, for any reason, to review the appeal, his/her designee or the Provost will serve as the appeal officer.

**3. Appealable Issues**

Appeals will only be considered if the written request raises and substantiates one or both of the following issues:

- a. New information that opposes the Review Committee's determinations has subsequently been discovered and was unavailable at the time of the Review.
- b. The Review Committee failed to follow applicable procedures and as a result the accused student or organization did not receive a fair and impartial Review.

An appeal that fails to raise and substantiate one of these issues will be denied without further consideration.

**4. Status Pending Appeal Review**

If a request for an appeal is granted, the sanctions assigned by the UCSD Conduct Review Committee will be suspended until the appeal is completed. This provision does not pertain to interim suspensions.

**5. Review of the Appeal**

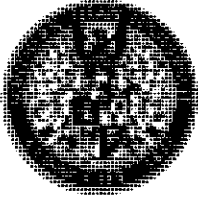
The VPSS will have ten (10) school days after granting the request to consider the appeal. The Vice President may determine to review only those issues raised by the request or the entire record at his or her discretion.

**6. Decision of the Vice President**

After completing a review of the appeal, the VPSS may decide to:

- a. Affirm the Review Committee's determination and sanctions;





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- b. Require a subsequent Conduct Review to reconsider the allegation with instructions to correct any issues found to exist in the original Review proceedings and/or to review new information not available at the time of the original Review.

7. Delivery of the Decision

The Vice President shall provide his/her decision in writing to the student or organization within five (5) school days after the review has been completed unless the review occurs during Dead Week, Finals Week, Intersession or during Summer Session. During these times, the VPSS will deliver the decision as quickly as time permits. A copy of the decision will also be provided to the student conduct officer.

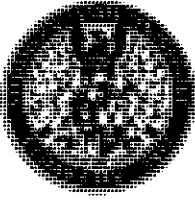
8. Review Committee Reconsideration Resulting from an Appeal

The student or organization will be notified of the UCSD Conduct Review Committee's reconsideration within ten (10) school days of the day the appellate decision was provided to the student or organization. The notification will be consistent with section VII-B-2-c.

- VIII. Conduct Records

Conduct records maintained by the Office of the Vice President for Student Services are considered educational records and are subject to the provisions of the Family Educational Rights and Privacy Act (FERPA). Law enforcement records are not part of a student's educational record and are maintained independently by the University Police. Conduct Records are kept for a period of seven (7) years to comply with the *Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act*.

Conduct records will not be eliminated unless a student or organization can demonstrate with significant information and persuasive argument that their record is deserving of such action. As a general matter, violations of state and federal law will not be eliminated from a record. A decision to eliminate a conduct record shall be at the sole discretion of the Vice President for Student Services.



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Endnotes

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<sup>i</sup> Policy language was taken/derived from the Department of Education's Dear Colleague Letter dated April 4, 2011.

<sup>ii</sup> Policy language was taken/derived from the Department of Education's Dear Colleague Letter dated April 4, 2011.

<sup>iii</sup> Policy language was taken/derived from SUNY Albany's Code of Student Conduct.

<sup>iv</sup> Policy language was taken/derived from the Department of Education's Dear Colleague Letter dated April 4, 2011.

<sup>v</sup> Policy language was taken/derived from the Utah State Board of Education's policy on bullying and hazing.

<sup>vi</sup> Policy language was taken/derived from the Fraternal Information Programming Group (FIPG) Risk Management Policy. Permission was obtained.

<sup>vii</sup> Policy language was taken/derived from SUNY Albany's Code of Student Conduct.

<sup>viii</sup> Policy language was taken/derived from the Clery Handbook.

<sup>ix</sup> Policy language was taken/derived from Dartmouth University.

<sup>x</sup> Policy language was taken/derived from the Stoner Model Code of Conduct.

<sup>xi</sup> Policy language was taken/derived from the Stoner Model Code of Conduct.

<sup>xii</sup> Policy language was taken/derived from the Department of Education's Dear Colleague Letter dated April 4, 2011.