

THE FLORIDA POLYTECHNIC UNIVERSITY BOARD OF TRUSTEES

FPU-3.006 Student Code of Conduct

(1) Introduction

- (a) **Community Values.** The Student Code of Conduct is designed to promote responsible behavior for all students consistent with the values and welfare of the Florida Polytechnic University (“University”) community. It exists to define the behavioral rights and responsibilities of University students and student organizations. The Student Code of Conduct fosters and enhances the academic mission of the University as well as protects the rights of all University students, faculty, and staff.
- (b) **Applicability.** The Student Code of Conduct applies to the conduct of any student or student organization that occurs: on University property; at University or student-sponsored activities; and at locations where a University course or program is being conducted, including foreign locations such as study abroad and exchange programs. It also applies to off-campus conduct and online conduct that adversely affects the University community and/or the pursuit of its objectives.
- (c) **Related Regulations and Policies.**
 - (i) **Academic Integrity.** Misconduct relating to academic dishonesty, which includes enabling dishonesty or actively potentially benefitting from dishonesty, in the classroom or academic setting is addressed through University Regulation FPU-5.005. Misconduct that is not related to academic dishonesty and that occurs in the classroom or other academic setting is addressed through this Regulation.
 - (ii) **Title IX. Sexual Misconduct** that falls within the jurisdiction of Title IX is addressed through this Regulation and supplemented by University Policy FPU-1.005P Sexual Misconduct. In the event of a conflict, University Policy FPU-1.005P Sexual Misconduct controls.

(2) Authority

- (a) The Florida Polytechnic University Board of Trustees is charged with the responsibility and authority for creating a Student Conduct Review Process. Authority for the Student Conduct Review Process rests with the University President or designee (“President”).
- (b) Student organizations are also regulated under this authority.

(3) Definitions

- (a) **Student.**
 - (i) Persons taking courses at the University (full-time or part-time) in undergraduate, graduate, or professional studies;
 - (ii) Persons who withdraw from the University after allegedly violating the Student Code of Conduct;
 - (iii) Persons who were previously enrolled but are not officially enrolled for a particular term and have a continuing relationship with the University; or
 - (iv) Persons who have been notified of their acceptance for admission to the University.
- (b) **Student Organization.** A registered student organization as described in FPU- 3.002 Student Government and Student Organizations.

- (c) **Reporting Party.** A person that believes that they have been a victim of a student's misconduct or any person who submits an allegation that a student violated the Student Code of Conduct.
 - (d) **Responding Party.** Any student or student organization that has been charged with violating the Student Code of Conduct.
 - (e) **Advisor.** A person chosen by the Responding Party or Reporting Party who may assist and/or accompany the Responding Party or Reporting Party throughout the Student Conduct Review Process.
 - (f) **Hearing Body.** Any impartial person or persons appointed by the Vice Provost of Student Affairs or designee to conduct hearings to determine whether the Responding Party has violated the Student Code of Conduct and impose Sanctions. This includes a Hearing Officer or Hearing Panel.
 - (g) **Representative.** A Department of Student Affairs employee designated by the Vice Provost of Student Affairs to fulfill specified duties under the Student Conduct Review Process.
 - (h) **Responsible.** A student or student organization that has been found to have violated the Student Code of Conduct by a preponderance of the evidence.
 - (i) **Witness.** A person who has relevant information to help a decision maker determine whether or not an alleged violation of the Student Code of Conduct has taken place.
 - (j) **Faculty Member.** Any person hired by the University to conduct classroom or teaching activities or who is otherwise considered by the University to be a member of its faculty.
 - (k) **University Community.** Includes any University officer, employee, student, applicant, visitor, agent, vendor, or contractor.
 - (l) **University Official.** Includes any person employed by the University that is performing assigned administrative or professional responsibilities.
 - (m) **University Property.** Property owned or controlled by the University.
 - (n) **Business Day.** Monday through Friday from 8 am to 5 pm, excluding University holidays.
 - (o) **Sanction.** Outcome(s) imposed on the Responsible.
 - (p) **May.** The term "may" is used in the permissive sense.
 - (q) **Policy.** Any written policies, regulations, or rules of the University as found in, but not limited to, the Student Code of Conduct; University Policies, Regulation and Rules webpage; the Student Handbook; Housing Policies and Rules, and the Undergraduate and the Graduate Catalogs.
 - (r) **Preponderance of the Evidence.** Information considered as a whole that indicates the facts sought to be proved are more likely than not. This is the burden of proof that must be met in a determination of responsible or not responsible.
 - (s) **Good Standing.** A conduct status describing a student who does not have pending charges under the Student Code of Conduct or incomplete misconduct Sanctions.
- (4) Student Rights in the Student Conduct Review Process.** The student has the right to:
- (a) A presumption that a violation of the Student Code of Conduct has not occurred.
 - (b) Be free from self-incrimination. However, the rights and rules of evidence or procedure in a civil or criminal proceeding do not apply to the Student Conduct Review Process.
 - (c) Be informed of and receive just and unbiased treatment under the Policies of the University, in its courses, in its residential life, and in its extracurricular activities;

- (d) Be informed of decisions impacting their status, advancement, or exercise of University benefits, and have the opportunity to appeal, through a defined process and framework, those decisions in accordance with the procedures prescribed in this Student Code of Conduct;
- (e) Have past behavior considered only when related to the charge(s);
- (f) Privacy, including the confidentiality of education records according to the Federal Family Educational Rights and Privacy Act of 1974 (FERPA);
- (g) Adequate notice of charges and a fair and impartial hearing under the Student Code of Conduct;
- (h) Be secure in their persons, living quarters, papers, and effects against unreasonable searches and seizures by the University; and
- (i) Ready access to established University Policies.

(5) Student Responsibilities. The student has the responsibility to:

- (a) Observe and comply with all University Policies and local, state, and federal laws;
- (b) Respect the rights and privacy of others;
- (c) Accept the Sanctions imposed due to one's actions;
- (d) Maintain high standards of academic integrity and honor in all work submitted; and
- (e) Conduct oneself in a manner that does not infringe upon the rights of other members of the University community.

(6) Misconduct. Any student or student organization found to have committed or to have attempted to commit the following misconduct is subject to Sanctions in accordance with this Student Code of Conduct.

- (a) **Acts of Dishonesty**, including but not limited to the following:
 - (i) **Cheating, plagiarism**, or other forms of academic dishonesty as defined in University Regulation FPU-5.005 Academic Integrity.
 - (ii) **Furnishing false information** to any University official, faculty member, or office.
 - (iii) **Forgery, alteration, or misuse** of any University document, record, or instrument of identification.
- (b) **Disruption or obstruction** of teaching, research, administration, disciplinary proceedings, other University activities, including its public service functions, on or off campus, or of other authorized non-University activities when the conduct occurs on University property.
- (c) **Physical abuse, verbal abuse, threats, intimidation, harassment, stalking, coercion**, and/or other conduct that threatens or endangers the health or safety of any person, group, or animal that is not of a sexual nature, including bullying. Bullying is repeated and/or severe aggressive behaviors that intimidate or intentionally harm or control another person physically or emotionally, and such conduct is not protected by freedom of expression.
- (d) **Sexual misconduct** as defined in University Policies.
- (e) **Attempted or actual theft** of and/or **damage to property**, including intellectual property, of the University or property of a member of the University community or other personal or public property, on or off campus.
- (f) **Hazing**, means any action or situation, which occurs on or off University property, that recklessly or intentionally endangers the mental or physical health or safety of a student for purposes including, but not limited to, initiation, admission into, affiliation with, or the perpetuation or furtherance of a tradition or ritual of any University student organization or group whether or not officially recognized by the University. Hazing

includes, but is not limited to, pressuring or coercing the student into violating state or federal law; any brutality of a physical nature, such as whipping, beating, branding, exposure to the elements, forced consumption of any food, liquor, drug, or other substance; or other forced physical activity that could adversely affect the physical health or safety of the student; or any activity that would subject the student to extreme mental stress, such as sleep deprivation, forced exclusion from social contact, forced conduct that could result in extreme embarrassment, or other forced activity that could adversely affect the mental health or dignity of the student. Hazing does not include customary athletic events or other similar contests or competitions or any activity or conduct that furthers a legal and legitimate objective.

- (g) **Failure to comply with directions** of University officials or law enforcement officers acting in performance of their duties and/or failure to identify oneself to such persons when requested to do so.
- (h) **Unauthorized possession, duplication or use of keys** to any University property or unauthorized entry into or use of University property.
- (i) **Violation of any University Policy.**
- (j) **Violation of any federal state, or local law.**
- (k) **Use, possession, manufacturing, selling or distribution of marijuana, heroin, narcotics, or other controlled substances**, except as expressly permitted by law. This includes the misuse of prescription drugs, paraphernalia used for drugs (e.g. bong, glass pipes, etc.) and the un-prescribed use, inhalation, or ingestion of a substance (e.g. nitrous oxide, glue, paint, etc.) that could alter a person's mental state.
- (l) **Use, consumption, possession, manufacturing, selling or distribution of alcoholic beverages** (except as expressly permitted by University Policies), paraphernalia used for consumption of alcohol (e.g. kegs, bong, etc.) or public intoxication. Alcoholic beverages may not, in any circumstance, be used by, possessed by or distributed to any person under twenty-one (21) years of age.
- (m) Attending class, an Organizational meeting or other University event that is specific for an educational purpose while under the influence of the substances listed in sections (k) and (l)
- (n) **Control or operation of any vehicle**, including non-motorized vehicles, **while impaired** by alcohol or another substance.
- (o) **Illegal or unauthorized possession of firearms, explosives, weapons, or dangerous chemicals** on University property or use of any such item, even if legally possessed, in a manner that harms or threatens others.
- (p) Soliciting, facilitating, or participating in any **illegal gambling**, bookmaking or illegal betting whether through a bookmaker, a parlay card, a pool or any other method of organized gambling.
- (q) Causing or attempting to cause a **fire or explosion; falsely reporting a fire, explosion, or an explosive device; tampering with fire safety equipment; or failure to evacuate** University buildings during a fire alarm.
- (r) **Unauthorized posting of commercial advertising** or engaging in **commercial activity** as described in University Policies.
- (s) **Participation in an on-campus or off-campus demonstration, riot or activity that disrupts the normal operations** of the University and/or infringes on the rights of other members of the University community; or leading or inciting others to disrupt scheduled and/or normal activities within any campus building or area.
- (t) **Obstruction of the free flow of pedestrian or vehicular traffic** on University property or at University sponsored or supervised functions.

- (u) **Conduct that is disorderly, lewd, or indecent; breach of peace;** or aiding, abetting, or procuring another person to breach the peace on University property or at functions the University or members of the University community have sponsored or participated in.
 - (i) **Disorderly Conduct** includes, but is not limited to: any unauthorized use of electronic or other devices to make an audio or video record of any person while on University property without his or her prior knowledge, or without his or her effective consent when such a recording is likely to cause injury or distress. This includes, but is not limited to, surreptitiously taking pictures of another person in a gym, locker room, or restroom.
- (v) **Theft or other abuse of computer facilities and resources,** including but not limited to:
 - (i) Unauthorized entry into a file to use, read, or change the contents, or for any other purpose.
 - (i) Unauthorized transfer of a file.
 - (ii) Use of another individual's identification and/or password.
 - (iii) Use of computing facilities and resources to interfere with the work of another student, faculty member or University Official.
 - (iv) Use of computing facilities and resources to send obscene or abusive messages.
 - (v) Use of computing facilities and resources to interfere with normal operation of the University computing system.
 - (vi) Use of computing facilities and resources in violation of copyright laws.
- (w) **Residence Hall Policy Violation,** includes violations of any policy or regulation governing University Housing, as well as, the Residential Life Handbook.
- (x) **Abuse of the Student Conduct Review Process,** including but not limited to:
 - (i) Failing to obey the notice from the Department of Student Affairs or a University official to appear for a meeting or hearing as part of the Student Conduct Review Process.
 - (ii) Falsifying, distorting, or misrepresenting of information before a hearing.
 - (ii) Disrupting or interfering with the orderly conduct of a Student Conduct Review Process.
 - (iii) Reporting a violation of the Student Code of Conduct in bad faith.
 - (iv) Attempting to discourage an individual's proper participation in, or use of, the Student Conduct Review Process.
 - (v) Attempting to improperly influence the impartiality of a Hearing Body prior to, and/or during the course of, the Student Conduct Review Process.
 - (vi) Harassing (verbal or physical) and/or intimidation of a Hearing Body prior to, during, and/or after a Student Conduct Review Proceeding.
 - (vii) Failing to comply with the Sanction(s) imposed under the Student Code of Conduct.
 - (viii) Influencing or attempting to influence another person to commit an abuse of the Student Conduct Review Process.
 - (ix) **Retaliation** against a person(s) alleging misconduct or participating in the student conduct review process.

(7) Actions that do not Constitute Misconduct.

- (a) Expressive Activities. This Regulation does not abridge academic freedom nor the University's educational mission. Actions that amount to expression protected by the state or federal constitutions or laws are not Misconduct.
- (b) Amnesty. The University encourages students to seek emergency assistance in situations where such assistance is needed. Any student who qualifies for Amnesty as described

below may not be charged with Misconduct if the Misconduct relates to the consumption or use of alcohol or drugs.

- (1) **Medical Amnesty.** Students who seek or receive emergency medical assistance for themselves or others in a situation where a reasonable person believes medical treatment is appropriate qualify for Medical Amnesty.
 - (i) If a Student is involved in any subsequent alcohol or drug incidents, the Representative will review the incident to determine if the Student qualifies for Amnesty.
- (2) **Hazing Amnesty.** A Student may not be charged with Misconduct if the Student establishes that before medical assistance or law enforcement arrived on the scene of the hazing event, the Student rendered aid to the hazing victim(s).

(8) Sanctions. The Responsible is subject to Sanctions commensurate with the offense with consideration given to any aggravating and mitigating circumstances, including but not limited to the Responsible's conduct record at the University. The Responsible's efforts to get help or assist others may be taken into account in determining Sanctions. The Responsible's failure to complete Sanctions may result in a registration, transcript, final grades, and/or diploma hold. Sanctions that may be imposed upon the Responsible include, but are not limited to:

- (a) **Deactivation.** The loss of all privileges, including University recognition, for a specified period of time when the Responsible is an organization.
- (b) **Discretionary Educational Sanctions.** Work assignments, essays, service to the University, or other related discretionary Sanctions.
- (c) **Fines.** Previously established and published financial fines may be imposed.
- (d) **Loss of Privileges.** Denial of specified privileges for a designated period of time.
- (e) **Probation.** A designated period of time where more severe disciplinary Sanctions will be imposed if the Responsible is found to violate the Student Code of Conduct during the probation period.
- (f) **Residence Hall Expulsion.** Permanent separation of the Responsible from the residence halls.
- (g) **Residence Hall Suspension.** Separation of the Responsible from the residence halls for a definite period of time, after which the Responsible is eligible to return. Conditions for returning to the residence halls may be specified.
- (h) **Restitution.** Requiring compensation for loss, damage, or injury. This may take the form of appropriate service and/or monetary or material replacement.
- (i) **Revocation of Admission and/or Degree.** Admission to the University or a degree awarded from the University may be revoked for fraud, misrepresentation, or other violation of University standards in obtaining the degree, or for other violations that were committed by the student prior to graduation.
- (j) **University Expulsion.** Permanent separation of the Responsible from the University.
- (k) **Deferred Suspension.** Suspension that will be imposed at a defined future date or time unless sanctions are completed as described by the Hearing Officer and there are no further policy violations.
- (l) **University Suspension.** Separation of the Responsible from the University for a definite period of time. Conditions for readmission to the University will be specified. The Vice Provost of Student Affairs or designee will instruct the Registrar to place an overlay on the Responsible's transcript during the period of suspension indicating the period of suspension. Further, while on University

Suspension, a hold will be placed on the Responsible's record to prevent registration. All assigned educational Sanctions must be completed prior to the restoration of student privileges; otherwise the suspension will remain in effect. A suspended student is not permitted on University property during the length of his/her suspension. A suspension may be deferred so that the Responsible can attend classes for the remainder of the semester.

- (m) **Warning.** A notice in writing to the Responsible that the Responsible is violating or has violated the Student Code of Conduct.
 - (n) **Withholding Degree.** The University may withhold awarding a degree otherwise earned until the completion of the process set forth in this Student Code of Conduct, including the completion of any Sanctions imposed.
 - (o) One or more of the Sanctions listed above may be imposed for any single violation.
- (9) Interim Suspension.** In certain situations, the Provost or designee may impose a University or residence hall interim suspension prior to the completion of the Student Conduct Review Process.
- (a) An interim suspension may be imposed:
 - (i) To ensure the safety and well-being of members of the University community or preservation of University property; or
 - (ii) If the student poses an ongoing threat of disruption of, or interference with, the normal operations of the University.
 - (b) The student may request a hearing to review the interim suspension by submitting such a request to the Provost or designee. The hearing will occur within three (3) business days of the Provost or designee receiving the request. The student may attend and present information during the hearing. During the hearing, the Provost or designee will review all relevant information and determine the status of the interim suspension. The outcome of an interim suspension hearing remains in effect until the final disposition of the charges unless the Provost or designee decides otherwise.
 - (c) During the interim suspension, the student 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 might otherwise be eligible, as the Provost or designee determines to be appropriate.
 - (d) The interim suspension does not replace the regular Student Conduct Review Process, which proceeds on the normal schedule, up to and through a formal hearing, if required.
 - (e) If the student is subsequently found not responsible for the violation, the University will:
 - (i) Correct any record of the change in enrollment status in the student's permanent records and reports in a manner compliant with state and federal laws; and
 - (ii) Refund to the student a pro rata portion of any charges for tuition and out-of-state fees, as appropriate, if the temporary suspension of the student's ability to attend classes lasts for more than ten (10) business days.

(10) Student Conduct Review Process

(a) General Provisions.

- (i) Requests for reasonable accommodations. The Responding Party, Reporting Party, or other person participating in the Student Conduct Review Process may submit a

request for reasonable accommodations for a documented disability for any part of the Student Conduct Review Process to the Department of Student Affairs representative (the “Representative”). The Representative must receive such requests at least three (3) business days prior to the part of the Student Conduct Review Process for which the person is requesting accommodations.

- (1) The Representative has the discretion to grant such requests. The Representative also has the discretion to waive the three (3) business day requirement.
- (ii) Requests for Postponement. The Responding Party or Reporting Party may request to postpone any part of the Student Conduct Review Process.
- (1) Requests to postpone any part of the Student Conduct Review Process must:
 - (i) Be submitted in writing to the Representative at least three (3) business days prior to the part of the Student Conduct Review Process for which the person is requesting postponement, and
 - (ii) State the reason(s) for the request.
 - (2) The Representative has the discretion to grant such requests. The Representative also has the discretion to waive the three (3) business day requirement.
 - (3) The University is not required to postpone a Student Conduct Review proceeding pending the outcome of a criminal prosecution.
- (iii) Notices. All notices to a student are sent to the student’s official University email account. Notices to a student organization are sent to the student organization’s highest-ranking officer’s official University email account.
- (iv) Remote Participation. The Representative has the discretion to allow the Responding Party, Reporting Party, and/or Witness to participate in the Student Conduct Review Process remotely via telephone or other electronic means.
- (1) Requests to participate remotely must be received by the Representative at least three (3) business days prior to the part of Student Conduct Review Process for which the request is being made.
 - (2) The Representative has the discretion to waive the three (3) business day requirement.
- (v) Failure to Attend Scheduled Meeting or Hearing.
- (1) After receiving notice, if the Responding Party, Reporting Party, or Witness does not timely request a postponement and does not attend a scheduled meeting or hearing, the meeting or hearing will take place as scheduled.
 - (2) Sanctions may be imposed against the Responding Party even if the Responding Party does not attend scheduled meetings and hearings. The Responding Party will be sent written notice of any imposed Sanctions.
 - (3) The Representative may have a hold placed on the Responding Party’s registration, transcript, final grades and/or diploma if the Responding Party does not attend a scheduled meeting or hearing. This hold is removed once the Responding Party attends the re-scheduled meeting or hearing, or the Student Conduct Review Process is concluded.
- (vi) Advisor. The Responding Party and the Reporting Party may have, at their own expense and initiative, an Advisor present for any part of the Student Conduct Review Process. The Advisor may be an advocate or legal representative.
- (1) If the Responding Party or Reporting Party chooses to have an Advisor, it is

- his or her responsibility to make appropriate arrangements for the Advisor to attend the Student Conduct Review Process. No part of the Student Conduct Review Process will be delayed due to scheduling conflicts with an Advisor.
- (2) The Advisor may be present to advise the Responding Party or Reporting Party and may participate in all aspects of the Formal Hearing but cannot testify for the student nor serve in any other role, including as a witness, an investigator, decider of fact, Hearing Body, or person appointed to decide an appeal.
 - (3) If the Responding Party or Reporting Party chooses an attorney as the Advisor, the Responding Party or Reporting Party must inform the Representative of such at least three (3) business days prior to the Initial Meeting.
- (vii) University's Right to Attorney. The University may be advised by an attorney at any time prior to, during, or after the Student Conduct Review Process.
- (viii) Burden of Proof. The burden of proof for any portion of the Student Conduct Review Process is not on the Responding Party.
- (ix) Student's Eligibility to Attend Classes and University Activities.
- (1) A student remains eligible to attend classes and University activities pending the outcome of the Student Conduct Review Process and until any appeal is concluded except for in the following situations:
 - (i) The student is currently subject to an Interim Suspension; or
 - (ii) Where there is an appeal and the Sanction(s) imposed included University or Residence Hall Suspension or Expulsion.
 - (2) If the student is subsequently found not responsible, the University will:
 - (i) Correct any record of the change in enrollment status in the student's permanent records and reports in a manner compliant with state and federal laws; and
 - (ii) Refund to the student a pro rata portion of any charges for tuition and out-of-state fees, as appropriate, if the suspension of the student's ability to attend classes lasted for more than ten (10) school days.
- (x) Alleged Violations of University policy FPU-1.005P Sexual Misconduct may require additional procedural rights. In the event of a conflict between this regulation and University policy FPU-1.005P Sexual Misconduct, University policy FPU-1.005P Sexual Misconduct controls. Additionally, in the event of a conflict between this regulation and University Regulation FPU-1.005 Discrimination and Harassment Complaint and Investigation Procedures, University Regulation FPU-1.005 Discrimination and Harassment Complaint and Investigation Procedures controls.
- (b) **Student Conduct Report**. Any person or entity may report an alleged violation of the Student Code of Conduct to the Department of Student Affairs. The University may conduct an investigation regarding the circumstances of the report. An investigation is a neutral fact-finding process that determines whether there is sufficient information to move forward with formal student conduct charges or other action as appropriate. An investigation may include interviews with the Reporting Party, the Responding Party, and any Witnesses.
- (c) **No Charges Filed**. The Representative may choose to not file charges if:
- (i) It is found that there are not sufficient facts or information to substantiate a violation of the Student Code of Conduct.
 - (ii) The person being accused of violating the Student Code of Conduct is not a

- student;
 - (iii) The action claimed as misconduct is not a violation of the Student Code of Conduct;
 - (iv) Or in other appropriate circumstances such if the student qualifies for Amnesty.
- (d) **Filing Charges and Timeline.** The Representative will review the relevant information to determine if a student or student organization will be charged with violating the Student Code of Conduct. Upon receipt of a report, the Representative has six (6) months to file a charge. The Representative may exercise discretion when applying the time provision to account for circumstances that warrant a waiver of the six (6) month time limit.
- (e) **Notice of Charges.** The Representative will give the Responding Party written notice of the charge(s) at least seven (7) business days prior to the Initial Meeting, unless student has waived the seven (7) business day requirement in writing. The Notice of Charges must include:
- (i) Specific charges including specific code sections alleged to have been violated;
 - (ii) The process to be used in determining whether a violation has occurred and associated rights
 - (iii) A description of the behavior that led to the charges; and
 - (iv) An opportunity for the Responding Party to attend an Initial Meeting.
- (f) **Notice of Reporting Party's Rights.** The Representative will give the Reporting Party written notice of their rights. The Reporting Party has the same rights as the Responding Party, including the right to appeal and the rights described in Section (9)(j)(v) Reporting Party's Rights. The Reporting Party also has the same responsibilities as the Responding Party.
- (g) **Initial Meeting.** The Responding Party has the opportunity to attend an Initial Meeting with the Representative. The Responding Party may choose an Advisor to accompany the Responding Party to the Initial Meeting.
- (i) At the Initial Meeting, the Responding Party will be given an overview of the Student Conduct Review Process, information known at the time the charge(s) were filed, and an opportunity for the Responding Party to accept or deny responsibility for the charge(s).
 - (ii) At the conclusion of the Initial Meeting, the Representative will select an option for resolution. The options are: 1) Dismissal of Charges; 2) Non-Formal Resolution; or 3) Formal Hearing.
 - (1) Responding Party Accepts Responsibility. If the Responding Party accepts responsibility, the Representative may choose to resolve the violation through non-formal resolutions.
 - (2) Responding Party Denies Responsibility. If the Responding Party denies responsibility or wishes to have a Formal Hearing, the charge(s) will be resolved by a Formal Hearing.
 - (3) Non-Formal Resolution Requirements. Non-formal resolutions may be used when the student accepts responsibility and possible Sanctions do not include suspension or expulsion. Non-formal resolutions may not be used for violations that the Representative deems to be serious, such as sexual misconduct, violence, or violations involving weapons.
- (h) **Non-Formal Resolution.** Non-formal resolutions include:
- (i) Mediation Agreement: Depending on the nature and severity of the charge, the Representative may recommend mediation. The Responding Party and

the Reporting Party must both agree to mediation for mediation to be an option. Mediation is confidential.

- (1) In mediation, the Responding Party and the Reporting Party voluntarily meet with an impartial mediator to communicate their concerns and needs to each other and to reach their own agreement on the resolution of the case (“Mediation Agreement”). The Responding Party and Reporting Party are responsible for honoring their Mediation Agreement or renegotiating it, if necessary.
 - (2) Breach of a Mediation Agreement may result in a follow up mediation session, or the Representative may refer the matter back through the Student Code Review Process.
 - (3) If the Responding Party and Reporting Party do not agree to mediate or mediate but do not reach a full and final resolution, the matter will be referred back through the Student Conduct Review Process for an Administrative Agreement or a Formal Hearing.
- (ii) **Administrative Agreement**: An Administrative Agreement is negotiated by the Representative and the Responding Party. The Administrative Agreement is between the Responding Party and the Department of Student Affairs.
- (1) The Administrative Agreement may include punitive Sanctions (disciplinary warning or disciplinary probation) as well as educational Sanctions (papers, seminars, community service, etc.).
 - (2) Breach of an Administrative Agreement may result in a new Administrative Agreement, or Representative may refer the matter to be resolved by a Formal Hearing or Mediation.
- (iii) **Deferred Determination**: Deferred Determination is when the determination is delayed so the Responding Party can complete certain requirements in an allotted timeframe. The Representative determines the requirements and timeframe in which the requirements must be met. At the completion of all requirements, the Responsible Party will be found “not responsible.” Deferred Determination only be used for specific non-violent first-time offenses.
- (i) **Failure to Resolve Through Non-Formal Resolution**. If the charge is not resolved by a non-formal resolution, the matter will be resolved through a Formal Hearing.
- (j) **Formal Hearing**: The Formal Hearing is not a criminal or judicial proceeding and is designed to address student or student organization behavior; therefore, alleged violations of the Student Code of Conduct will be addressed independently of any penalty imposed by the courts for a criminal offense. All Formal Hearings are recorded and confidential.
- (i) **Notice of Formal Hearing**. The written Notice of Formal Hearing is sent to the Responding Party and the Reporting Party at least seven (7) business days prior to the Formal Hearing. The notice must include:
- (1) The date, time, and location of the Formal Hearing;
 - (2) The names of witnesses to be called and information to be used in the Responding Party’s matter;
 - (3) The process to be used in determining whether a violation has occurred and associated rights;
 - (4) Whether the Hearing Body received any additional information after the Initial Meeting that will be used in the Formal Hearing, and, if so, will indicate when and where the additional information may be viewed; and
 - (5) The names of the members of the Hearing Body.

- (ii) Opportunity to Inspect Information. The Responding Party and the Responding Party's Advisor, and the Reporting Party and the Reporting Party's Advisor, have the right to inspect all known information, both inculpatory and exculpatory, in the University's possession related to the allegation, including all known witnesses at least five (5) business days before the Formal Hearing.
- (iii) Responding Party's Right to Hearing Panel and Waiver. The Responding Party has the right to a Formal Hearing conducted by a Hearing Panel. If the Responding Party chooses to waive this right, a Hearing Officer conducts the Formal Hearing. The Responding Party may waive their right to a Hearing Panel if:
 - (1) The Responding Party requests such a waiver in writing on forms provided by the University that include an explanation of the effect of the waiver; and
 - (2) The Vice Provost of Student Affairs or designee approves the Responding Party's request.
- (iv) Responding Party's and Reporting Party's Right to Inspect Information. The Responding Party and the Reporting Party each have the right to inspect all of the information, including witnesses, that will be presented against the Responding Party at least three (3) business days before the Formal Hearing.
- (v) University's Right to Inspect Information. The University also has the right to review any information, including witnesses, the Responding Party and Reporting Party intend to use at least three (3) business days before the Formal Hearing.
- (vi) Reporting Party's Rights. Reporting Party has the right:
 - (1) To have unrelated past behavior excluded from the hearing.
 - (2) To participate in and be present throughout the entire Formal Hearing or any portions thereof. If the Reporting Party does not want to be present in the same room as the Responding Party, the Hearing Body will make alternative arrangements, if possible.
 - (3) To testify in limited privacy. In lieu of testifying in person or via telephone, the Reporting Party may submit a written or recorded statement. The determination of whether the testimony will be given in limited privacy is made at the discretion of the Vice Provost of Student Affairs or designee.
 - (4) To submit a "student impact statement" and offer to the Hearing Body a suggestion of what the Reporting Party believes to be an appropriate Sanction for the Responding Party. This information may be used only to determine Sanctions.
 - (5) To be excluded from direct examination in cases where sexual misconduct or abuse is alleged. The Responding Party will not be permitted to directly question the Reporting Party where the alleged violations are sexual misconduct or abuse. In such cases, the Responding Party and the Reporting Party must submit questions to the Hearing Body; however, the Hearing Body is not required to ask all of the questions submitted.
- (vii) Hearing Body. The Hearing Body reviews all information presented during the Formal Hearing and determines whether the Responding Party is responsible. The Representative that conducts the Initial Meeting cannot serve as a Hearing Body.

- (1) Formal Hearing Conducted by Hearing Panel. The Representative facilitates a Formal Hearing conducted by a panel. The Representative does not participate in deliberations. The Representative selects a member of the Hearing Panel to chair the hearing and report the recommended finding(s) and sanctions, if any. The Hearing Panel must consist of at least 50% students. The Provost or designee appoints faculty, staff, and student representatives to the Hearing Panel.
 - (2) Formal Hearing Conducted by Hearing Officer. The Hearing Officer conducts the hearing and determines the findings and Sanctions.
 - (3) Hearing Body for Charges Involving Sexual Misconduct. The Hearing Body is comprised of staff and/or faculty for charges involving sexual misconduct. However, upon request by the Responding Party, and provided there is no objection from the Reporting Party, Representative may approve that the Hearing Body will be a Hearing Panel with at least one-half of the members being students.
 - (4) Hearing Body Member Unable to Serve. If a Hearing Body member is unable to serve due to an emergency or unforeseeable occurrence, the Provost may appoint a new Hearing Body member prior to the scheduled hearing.
 - (5) Challenging a Hearing Body Member's Impartiality. The Responding Party and/or Reporting Party has the right to challenge any Hearing Body member's impartiality at least three (3) business days prior to the scheduled hearing. The Responding Party may challenge the substitution of a substituted Hearing Body member at the time of the Formal Hearing. The challenge must be in writing, and must show actual bias (such as a conflict of interest, animosity, pressure, or influence) that would preclude a fair and impartial hearing. The Vice Provost of Student Affairs or designee determines whether to grant such a challenge and such decision is final.
- (viii) Witnesses and Information. The Responding Party and/or Reporting Party may present or arrange for witnesses to voluntarily present relevant information during the Formal Hearing. Character witnesses cannot participate in the Formal Hearing. The Hearing Body may accept pertinent records, reports, exhibits, and written statements as information for consideration.
- (1) The Hearing Body facilitates the questioning of witnesses.
 - (2) The Responding Party and/or Reporting Party may submit a request in writing to the Representative to provide relevant information during the Formal Hearing in a manner that avoids direct contact with the Responding Party and/or Reporting Party.
 - (3) The Representative has the discretion to approve or deny the request.
- (ix) Questions for Parties and Witnesses. Both parties may submit questions they would like the Hearing Body to ask of the other party or witnesses in writing and at least three (3) business days prior to the Formal Hearing. The Hearing Body will then review the questions to ensure they are relevant and appropriate. Both parties also have the opportunity to submit additional questions to the Hearing Body during the Formal Hearing.
- (x) Determination of Responsibility. The determination of "responsible" or "not responsible" will be based upon a preponderance of the information. The determination must be based solely upon the information presented at the Formal Hearing.

- (k) **Deliberations.** Deliberations by the Hearing Body are not part of the hearing and are confidential. Deliberations occur after the close of the hearing and are not recorded.
- (l) **Findings, Recommendation, and Determination.**
 - (i) Presentment of Proposed Findings and Sanctions to Vice Provost. The Hearing Body's proposed findings and Sanctions must be presented to the Vice Provost of Student Affairs or designee within a reasonable period of time after the conclusion of the Formal Hearing.
 - (ii) Vice Provost's Determination. The Vice Provost of Student Affairs or designee may accept the proposed findings of responsible or not responsible or remand the matter for a rehearing.
 - (1) If the Vice Provost of Student Affairs or designee accepts the proposed finding of responsible, then they may approve, mitigate, or increase the Sanctions proposed by the Hearing Body.
 - (2) If the Vice Provost of Student Affairs or designee alters the proposed Sanctions or remands the matter for a rehearing, the Responding Party must be given a concise and explicit written statement that explains the basis for the decision to alter the Sanctions or remand the matter for a rehearing.
- (m) **Notice of Determination and Sanctions.** Following the Student Conduct Review Process, the Vice Provost of Student Affairs or designee notifies the Representative of the determination. The Representative notifies the Responding Party and the Reporting Party in writing of the determination and, to the extent permitted by law, of any Sanctions imposed.
- (n) **Official Record.** The recording of the Formal Hearing will serve as the official record of the Formal Hearing and is the property of the University. Retention of the record is subject to the General Records Schedule GS5 for Universities and Community Colleges.
- (o) **Appeal Process.**
 - (i) Responsibility. The Provost is responsible for overseeing the appeal process. The Provost may designate a University employee as an appellate officer to review the appeal and render a determination.
 - (ii) Appeal deadline. The Responsible or the Reporting Party may appeal a determination reached or an imposed Sanction to the Representative. Such appeals must be in writing and must be received by the Representative no later than five (5) business days after the date the determination was sent.
 - (iii) Persons who may not hear or decide an appeal. No person may hear or decide an appeal if he or she conducted or participated in the Student Conduct Review Process being reviewed on appeal.
 - (iv) Basis of Appeal. When submitting an appeal, the student must state the reason(s) for appeal, the supporting facts, and the recommended solution. This is not a rehearing of the conduct case. An appeal cannot be filed simply because the student is dissatisfied with the decision. Failure to describe the nature of the information in full detail in the appeal letter will result in the denial of an appeal.
 - (1) Formal Hearing was not Properly Conducted. The purpose of the appeal will be to determine whether the Formal Hearing was conducted fairly in light of the charges and information presented, and in conformity with prescribed

procedures. This includes evident bias in the decision of the Hearing Body. However, deviations from designated procedures will not be a basis for sustaining an appeal unless significant prejudice results.

- (2) **Sanctions Imposed were Improper.** The purpose of the appeal will be to determine whether the Sanction(s) imposed were inconsistent or overly severe for the charge(s) for which Responsible was found responsible.
- (3) **New Information not known at time of Formal Hearing.** The purpose of the appeal will be to consider new information, sufficient to alter a recommendation that was not known to the Responsible at the time of the Formal Hearing.
- (v) **Information to be Reviewed on Appeal.** An appeal is limited to a review of the verbatim record of the Formal Hearing and supporting documents unless the basis of appeal is to consider new information.
- (vi) **Appeals Decision.** The Provost or appellate officer determines whether to uphold the determination and sends written notification of such decision to the Representative within five (5) business days of receiving the appeal.
 - (1) If the result of the appeal is to uphold the determination, the matter is final and binding on all involved.
 - (2) If the earlier determination is not upheld on appeal, a new Formal Hearing will occur.
- (vii) **Notice of Appeal Outcome.** The Representative provides written notice of the outcome of the appeal within three (3) business days of receiving the decision from the Provost or appellate officer.
- (viii) **Final Decisions Resulting in University Suspension or Expulsion.** Final appellate decisions that result in a University Suspension or Expulsion of the Responsible must include notice of the right to appeal to an external judicial forum.

(10) Disciplinary and Academic Records. The Vice Provost of Student Affairs determines whether disciplinary Sanctions are noted on the Responsible student's permanent academic record and disciplinary record. Upon graduation, the Responsible student may submit a request to the Department of Student Affairs to have his/her disciplinary record expunged of disciplinary actions other than Residence Hall Expulsion, University Suspension, University Expulsion, or revocation or withholding of a degree.

(11) Student's Education Record. The records of the Student Conduct Review Process and of the Sanctions imposed, if any, are considered "education records" of both the Responsible and the Reporting Party (if Reporting Party is a student) pursuant to The Family Educational Rights and Privacy Act (FERPA) (20 U.S.C. § 1232g; 34 CFR Part 99).

(12) Interpretation and Revision.

- (a) Any questions of interpretation or application of the Student Code of Conduct are referred to the Provost or designee for final determination.
- (b) The Student Code of Conduct is reviewed periodically by a committee that includes student representation under the direction of the Provost or designee.

Authority: FBOG regulations 1.001(4)(a)(10), 6.010, 6.0105

*History: New 1.14.14, Amended 7.29.14, Amended 12.6.2017, Amended 5.20.20,
Amended 9.15.21, Amended 12.08.22*