Volume VI: 6.1 Community Standards

6.1 Community Standards

COMMUNITY STANDARDS

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PURPOSE

The purpose of the Canisius College Community Standards is to outline behavioral expectations for college students and to provide information to all student community members about what types of behaviors are not tolerated at Canisius College.

The Community Standards set specific expectations for Canisius College student behavior. It lists the behaviors prohibited at the college, the process for addressing allegations of community standard violations, and the possible consequences for students who violate the standards.

INTRODUCTION

Canisius is a community of learners dedicated to what the early Jesuits called cura personalis, the care of each and every individual. At Canisius, we all assume responsibility for the spiritual, intellectual, and physical growth of each person within our classrooms, residence halls, and neighborhoods. We strive to assist in the development of individuals so as to ready them for responsible roles in the larger world. To enter Canisius is to accept an invitation to participate in a community where it is expected that the unique gifts of each will be used in the service of others.

ARTICLE I: STATEMENT OF RESPONSIBILITIES & RIGHTS

Canisius College, a Catholic and Jesuit College, offers outstanding undergraduate, graduate, and professional programs distinguished by transformative learning experiences that engage students in the classroom and beyond. We foster in our students a commitment to excellence, service, and leadership in a global society. The Canisius Community Standards document is designed to foster a community conducive to achieving the mission of Canisius.

Canisius espouses the ideal of academic excellence along with a sense of responsibility to use one’s gifts for the service of others and the benefit of society. It seeks to promote the intellectual and ethical life of its students, helping to prepare them for productive careers as well as for meaningful personal lives and positive contributions to human progress. Its curricular and co-curricular programs are designed to educate the whole person through development of intellectual, moral, spiritual, and social qualities. It aims to promote the contemporary Jesuit mission of the service of faith and the promotion of social justice.

Responsibilities & Rights

A. Care for Persons and for Property

Canisius takes pride in itself as a community that nurtures the growth and development of leaders marked by integrity, propriety, and decency displayed toward themselves and toward others. Members of the Canisius community are expected at all times to demonstrate respect for themselves and for others. This respect includes a responsibility to show sensitivity to differences and act justly in interactions with one another. All members of the community are entitled to and responsible for maintaining an environment of civility that is free from disparagement, intimidation, harassment, and violence of any kind. Members are expected to respect college property, the private property of other members of the college community, and the property of the larger neighborhood in which we live.

B. Freedom of Expression and Participation

As a Jesuit academic institution, Canisius fosters an environment in which a variety of ideas can be reasonably proposed and critically examined. In particular, student groups have a right to invite speakers to campus within reasonable limitations applied by the college. See the College Guest Speakers and Performers Policy. The college recognizes that the free exchange of ideas and expression may produce conflict. This exchange is an important element in the pursuit of knowledge. Implicit in the pursuit of this exchange is the privilege to dissent and demonstrate in a peaceful and non-disruptive manner without unreasonable obstruction or hindrance. The college expects that those who enjoy this privilege also accept the responsibility for their actions and for maintaining order. The college also recognizes the rights of those who desire not to protest and who wish to continue to participate in the normal activities of the college. As responsible participants in the college community, students can expect fair and impartial treatment in their relations with the college and their dealings with college officials.

C. Intellectual Responsibility
Canisius espouses the ideal of academic excellence through active learning. All members of the community have responsibilities for and rights to learning, teaching, and scholarship. Within our community, teaching and learning occur in an atmosphere of reasoned discourse, intellectual honesty, mutual respect, and openness to constructive change. All members of the community are responsible for recognizing and actively avoiding violations of academic integrity, such as cheating, plagiarizing, and stealing another’s work.

D. Access and Privacy

Even while an integral part of the Canisius community, students are entitled to their individual sovereignty, particularly in regard to matters concerning privacy about and access to their educational records.

E. Communication Rights and Responsibilities

Students have the right to receive information from the college on a timely basis. Students should understand that the major form of communication and correspondence at the college is e-mail. Therefore, any college information, including but not limited to Community Standard notifications, will be shared by using a student’s Canisius College assigned e-mail. It is every student’s responsibility to monitor and manage their college e-mail account daily.

F. Student Bill of Rights – Sexual Violence

Canisius College is committed to providing options, support, and assistance to members of the college community that are affected by sexual assault, sexual harassment, domestic violence, dating violence, and stalking (“sexual violence”), regardless of whether the crime occurred on campus, off campus, or while studying abroad. The rights enumerated in the Student’s Bill of Rights below are afforded to all students reporting sexual violence, as well as all students accused of sexual violence, regardless of race, color, national origin, religion, creed, age, disability, sex, gender identity or expression, sexual orientation, familial status, pregnancy, predisposing genetic characteristics, military status, domestic violence victim status, or criminal conviction.

All students have the right to:

1. Make a report to local law enforcement and/or state police;
2. Have disclosures of domestic violence, dating violence, stalking, and sexual assault treated seriously;
3. Make a decision about whether or not to disclose a crime or violation and participate in the judicial or conduct process and/or criminal justice process free from pressure by the institution;
4. Participate in a process that is fair, impartial, and provides adequate notice and a meaningful opportunity to be heard;
5. Be treated with dignity and to receive from the institution courteous, fair, and respectful health care and counseling services, where available;
6. Be free from any suggestion that the reporting individual is at fault when these crimes and violations are committed, or should have acted in a different manner to avoid such crimes or violations;
7. Describe the incident as to as few institution representatives as practicable and not be required to unnecessarily repeat a description of the incident;
8. Be protected from retaliation by the institution, any student, the accused and/or the respondent, and their friends, family and acquaintances within the jurisdiction of the institution;
9. Access to at least one level of appeal of a determination;
10. Be accompanied by an advisor of choice who may assist and advise a reporting individual, accused, or respondent throughout the judicial or conduct process including during all meetings and hearings related to such process; and
11. Exercise civil rights and practice of religion without interference by the investigative, criminal justice, or judicial or conduct process of the institution.

For reporting on and off-campus confidential and non-confidential reporting options, as well as available support and assistance, refer to the college’s Sexual and Gender-Based Misconduct Policy.

G. Additional Rights in Cases involving Sexual and Gender-Based Misconduct

1. Rights During the Community Standards Process

In matters involving Sexual and Gender-Based Misconduct, the college shall ensure that Community Standards process affords every student the following rights:

1. The right to request that Community Standards charges be filed against the accused;
2. The right to a process, that includes, at a minimum: (i) notice to a respondent describing the date, time, location and factual allegations concerning the violation, a reference to the specific Community Standard provisions alleged to have been violated, and possible sanctions; (ii) an opportunity to offer evidence during an investigation, and to present evidence and testimony at a hearing, where appropriate, and have access to a full and fair record of any such hearing, which shall be preserved and maintained for at least five years from such a hearing and may include a transcript, recording or other appropriate record; and (iii) access to at least one level of appeal of a determination before a panel, which may include one or more students, that is fair and impartial and does not include individuals with a conflict of interest. In order to effectuate an appeal, a Respondent and Complainant in such cases shall receive written notice of the findings of fact, the decision and the sanction, if any, as well as the rationale for the decision and sanction. In such cases, any rights provided to a Complainant must be similarly provided to a respondent and any rights provided to a respondent must be similarly provided to a Complainant.
3. Throughout Community Standards proceedings involving an accusation of sexual assault, domestic violence, dating violence, stalking, or sexual activity that may otherwise violate the Community Standards, the right:

   a. For the Respondent and Complainant to be accompanied by an advisor of choice who may assist and advise a Complainant or Respondent throughout the Community Standards process including during all meetings and hearings related to such process. Rules for participation of such advisor are set forth in the Conduct Conference and Hearing Panel procedures, respectively.
   b. To a prompt response to any complaint and to have the complaint investigated and adjudicated in an impartial, timely, and thorough manner by individuals who receive annual training in conducting investigations of sexual violence, the effects of trauma, impartiality, the rights of the respondent, including the right to a presumption that the respondent is “not responsible” until a finding of responsibility is made pursuant to the Community Standards, and other issues including, but not limited to domestic violence, dating violence, stalking or sexual assault.
   c. To an investigation and process that is fair, impartial and provides a meaningful opportunity to be heard, and that is not conducted by individuals with a conflict of interest.
ARTICLE II: JUDICIAL AUTHORITY

Disciplinary authority is vested in college administrators, faculty members, committees, and organizations, as set forth in the Community Standards, or in other appropriate policies, rules, or regulations. Specifically, disciplinary authority for academic violations of the Community Standards is vested in faculty members, academic deans and the vice president for academic affairs. Disciplinary authority for all other violations of the Community Standards is vested in the vice president for student affairs (VPSA) or designee.
The senior associate dean of students (SADOS) or designee shall coordinate the judicial process and conduct hearings consistent with provisions outlined in Appendices B and C.

The VPSA shall develop policies and procedures for the administration of the Community Standards. Definitions of terms are available from the VPSA or SADOS.

The SADOS or designee may impose conditions on a student’s continued relationship with the college during the judicial process. Established time limits and any other aspects of judicial proceedings may be altered at the discretion of the SADOS.

The VPSA shall designate the director of public safety and all sworn public safety officers to issue Community Standards Citations to students who violate the Community Standards or complete Public Safety reports for violations.

ARTICLE III: PROSCRIBED CONDUCT

A. Jurisdiction of the College

By voluntarily choosing to affiliate with Canisius, students accept the responsibility to comply with the regulations outlined in the Community Standards, which apply to behavior both on and off campus. Therefore, college jurisdiction and discipline shall generally include conduct, which occurs off college premises (including abroad) or which adversely affects members of the college community or the pursuit of the college mission. The SADOS or designee shall decide whether the Community Standards shall be applied on a case-by-case basis.

B. Conduct – Rules and Regulations

Any student or student organization, club, or athletic team alleged to have committed or alleged to have attempted to commit any of the following acts is subject to the judicial process found in Article IV. Students shall be responsible for the behavior and conduct of any guests. Any violations of the following acts by a guest may result in the student being subject to the judicial process found in Article IV:

1. Physical abuse, verbal abuse, threats, intimidation, harassment, menacing, stalking, coercion, bullying, and/or other conduct which threatens or endangers the health, well-being or safety of any person. Harassment is defined as verbal, written or physical conduct directed at a person or a group of persons which impacts the person’s ability to participate in college activities. It may also include any conduct directed at a group to impair their ability to participate in college activities due to the race, color, national origin, ancestry, gender, religion, religious practice, age, disability or sexual orientation of a person, regardless of whether the belief or perception is correct, or intentionally commits the act or acts constituting the offense in whole or in substantial part because of a belief or perception regarding the race, color, national origin, ancestry, gender, religion, religious practice, age, disability or sexual orientation of a person, regardless of whether the belief or perception is correct.

2. Hate crimes - A person commits a hate crime when he or she commits a specified offense and either: intentionally selects the person against whom the offense is committed on the basis of race, color, national origin, ancestry, gender, religion, religious practice, age, disability or sexual orientation of a person, regardless of whether the belief or perception is correct, or intentionally commits the act or acts constituting the offense in whole or in substantial part because of a belief or perception regarding the race, color, national origin, ancestry, gender, religion, religious practice, age, disability or sexual orientation of a person, regardless of whether the belief or perception is correct.

3. Acts of domestic violence, dating violence, stalking and sexual assault. Sexual assault includes domestic violence, dating violence, stalking and sexual assault. Sexual assault refers to physical sexual acts perpetrated against a person’s will or where a person is incapable of giving consent due to the victim’s use of drugs or alcohol or other incapacity, such as being a minor or having an intellectual or other disability. Refer to the college’s Sexual and Gender-Based Misconduct Policy for additional information.

Students must have affirmative consent before engaging in any sexual activity. Affirmative consent is a knowing, voluntary, and mutual decision among all participants to engage in sexual activity. Consent can be given by words or actions, as long as those words or actions create clear permission regarding the sexual act.

1. Consent of the student or participant is not a defense. Apathy or acquiescence in the presence of hazing are not neutral acts and are considered violations.

2. Consent is given if the student or participant is not a defense. Apathy or acquiescence in the presence of hazing are not neutral acts and are considered violations.

3. Consent cannot be considered given if the student or participant is not a defense. Apathy or acquiescence in the presence of hazing are not neutral acts and are considered violations.

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8. Consent cannot be considered given if the student or participant is not a defense. Apathy or acquiescence in the presence of hazing are not neutral acts and are considered violations.

9. Behavior or conduct, which is disorderly, lewd, or indecent.

10. Use, possession or distribution of illegal drug-related paraphernalia, narcotics, or other controlled substances except as expressly permitted by federal, state and/or local law.

11. Public intoxication or the use, possession or distribution of alcoholic beverages except as expressly permitted by federal, state, and/or local law and college policies and regulations (see college Alcohol Policy). Intoxication is not a mitigating circumstance.

12. Unauthorized possession of weapons, replica firearms, ammunition, explosives, fireworks, other weapons, or replica weapons, or unauthorized use of dangerous chemicals or substances on college premises (see college Weapons and Other Dangerous Weapons Policy).

13. Tampering with/falsely activating fire or other safety equipment; causing or creating a fire, regardless of intent; and/or failing to conform to safety regulations, including but not limited to, falsely reporting an incident, failure to evacuate facilities in a timely fashion in emergency situations or in response to fire alarms, inappropriate use of the fire alarm system.

14. Attempted or actual theft of, damage to, or unauthorized possession or alteration of property of the college, property of a member of the college community or other personal or public property.

15. Attempted or actual theft or other abuse of computer resources and systems pursuant to the Acceptable Use of College Computer and Network Systems Policy. This includes downloading copyrighted material.

16. Use of the college’s Internet access in a malicious manner is a violation of the Canisius college community standards.

17. Engaging in activities that harass, degrade, intimidate, demean, slander, defame, interfere with, or threaten others through the use of electronic or social media or any other social media site.

18. Behavior or conduct resulting in the disruption or obstruction of teaching, research, administration, disciplinary proceedings, student organization, other college activities or events, including its public-service functions on- or off-campus, or other authorized non-college activities, when the act occurs on college premises.
A. Interim Suspension

ARTICLE IV: JUDICIAL POLICIES

Any violation of proper conduct in the neighborhood will be considered a violation of the Community Standards. Each student should follow a basic code of conduct in the neighborhood:

E. Neighborhood Respect

1. Loud, disruptive noises are unacceptable at any time, especially after 11 pm (i.e. screaming, loud music, excessive crowd noise);
2. Consumption of alcohol or illegal substances while on the streets or sidewalks of the neighborhood is prohibited;
3. Trespassing on private property is prohibited;

Any violation of proper conduct in the neighborhood will be considered a violation of the Community Standards.

F. Violation of Law & College Discipline

1. College judicial proceedings may be instituted against a student charged with violation of a law, which is also a possible violation of the Community Standards, for example, if both violations result from the same factual situation. Proceedings under the Community Standards shall normally be carried out without regard to the status of off-campus civil or criminal proceedings. Determinations made and/or sanctions imposed under the Community Standards, shall not be subject to change because criminal/civil charges arising out of the same facts were dismissed, reduced, or resolved in favor of the defendant. This includes, but is not limited to, violations related to sexual violence.
2. When a student is charged by federal, state or local authorities with a violation of law, the college shall not request or agree to special consideration for that individual because of his or her status as a student. If the alleged offense is also the subject of a federal, state or local proceeding, the college may advise off-campus authorities of the existence of the Community Standards and of how such matters shall be handled internally within the college community.

ARTICLE IV: JUDICIAL POLICIES

A. Interim Suspension

1. In certain circumstances, the VPSA, SADOS or designee may impose an interim suspension for the following reasons:
   a. To ensure the safety and well-being of members of the college community or to preserve college property; or
   b. If a student poses a threat of disruption or interference with the normal operations of the college.
   c. During the interim suspension, a student may be denied access to college activities, facilities and/or classes or other privileges for which the student might otherwise be eligible, as the VPSA, SADOS or designee may determine to be appropriate.
d. The interim suspension or altered privileges shall remain in effect until a final decision has been made regarding pending complaints or until the VPSA, SADOS or designee determines that the reason for imposing the interim suspension no longer exists.

B. Complaints & Hearings

1. Any member of the Canisius community may file a complaint against a student for alleged violation of the Community Standards. In cases involving Sexual and Gender-Misconduct, Canisius College students have an affirmative right to request that Community Standards charges be filed against the accused. All complaints shall be in writing and directed to the appropriate Associate Academic Dean or SADOS or designee. Complaints may be filed via incident reports, Public Safety reports, Community Standards Citations, or police reports. All complaints should be filed as soon as possible after an alleged violation of the Community Standards. However, the college is not required to respond to any allegations within a prescribed time limit.

2. The adjudication process for violations of the Community Standards is outlined in Appendix B and Appendix C. Normally, the SADOS shall assign a hearing officer for a conduct conference or convene a hearing panel, drawn from the membership of the Community Standards Hearing Panel, based upon the severity of the alleged violation of Community Standards. A complaint filed with the SADOS shall normally be directed to the Community Standards Hearing Panel if it fulfills one or more of the following criteria:
   a. the potential sanction falls within items i, m, n, and o of Article IV, Section C; (although a lesser sanction may be imposed);
   b. the alleged violation has wide ranging community implications or is a violation of Article III, B, 2 or 3;
   c. the alleged violation has not been previously encountered within the college community;
   d. However, the SADOS or designee may choose to hear any case as a conduct conference and may impose any sanction(s) listed in Article IV, Section C.

C. Sanctions

1. One or more of the following sanctions may be imposed upon any student found responsible for violating the Community Standards:
   a. Warning — A written or verbal notice to the student that the student has been found responsible for violating Community Standards.
   b. Fines — A monetary fee may be imposed.
   c. Restitution — Compensation for loss, damage or injury. This may take the form of appropriate service and/or monetary or material replacement.
   d. Discretionary Sanctions — Work assignments, community service, participation in or completion of college service or program, service to the college and/or other related discretionary assignments.
   e. Educational Program or Project — Participation in or completion of a program or project specifically designed to help the student understand why the Community Standards violation was inappropriate.
   f. Loss of Privileges — Denial of specified privileges for a defined period of time. (e.g. guest, computer, housing selection, residence hall visitation, dining services, representing the college, co-curricular activities, athletics participation, campus employment).
   g. Residence Hall Probation — Probation is for a defined period of time and includes the probability of more severe disciplinary sanctions if the student is found responsible for violating any Community Standards during the probationary period.
   h. Administrative Relocation — Requirement to relocate within the residence hall system on a space-available basis. Requirement to relocate to another section of the same academic course or complete a course as an independent study.
   i. Residence Hall Suspension — Separation of the student from the residence halls for a defined period of time, after which the student is eligible to return. Conditions for readmission may be specified. The residence hall suspended student will receive no refund of residence hall or meal plan fees regardless of the timing of the suspension.
   j. Residence Hall Expulsion — Permanent separation of the student from the residence halls. The residence hall expelled student will receive no refund of residence hall or meal plan fees regardless of the timing of the expulsion.
   k. College Probation — A written reprimand for violation of specified Community Standards. Probation is for a designated period of time and includes the probability of more severe disciplinary sanctions if the student is found responsible for violating the Community Standards during the probationary period.
   l. College Suspension — Separation of the student from the college for a defined period of time, after which the student is eligible to return. Conditions for readmission may be specified. A notation on the transcript will be added for a suspension imposed in cases of a crime of violence, including but not limited to sexual violence.
   m. College Expulsion — Permanent separation of the student from the college with no opportunity for readmission to the college at any time in the future. The notation on the transcript will further note if the expulsion resulted from being found responsible for a crime of violence, including but not limited to an act of sexual violence.
   n. Revocation of Admission and/or Degree — Revoking admission to or a degree awarded from Canisius for fraud, misrepresentation, or other violations of Community Standards in obtaining the degree, or for other serious violations committed by a student prior to graduation.
   o. Withholding Degree — Withholding awarding a degree otherwise earned until the completion of the process set forth in the Community Standards including the completion of all sanctions imposed, if any.
   p. The proper college authorities shall be notified of any sanction. Parent(s)/guardian(s) shall be notified of alleged violation(s) of the Community Standards and/or sanction(s) when deemed appropriate.
   q. Sanctions shall not normally be made part of the student’s permanent record except for suspension, expulsion, degree revocation, or being found responsible for a crime of violence, including but not limited to an act of sexual/violence. In cases where notation on the
If a respondent voluntarily withdraws from the college while a complaint is pending, a registration hold shall be placed on the respondent's account and the respondent shall not be permitted to re-enroll until after the complaint has been resolved. If a respondent withdraws after being accused of criminal violence, including but not limited to an act of sexual violence, a notation indicating the student withdrew with conduct charges pending will be made on the student's transcript. Normally, the judicial process shall continue and a decision may be rendered based on available information whether or not the respondent is available. No student may be found to have violated the Community Standards solely because the student failed to appear.

If the judicial process could not continue due to the respondent's voluntary withdrawal, re-enrollment shall normally be denied. Permission for readmission shall be granted solely at the discretion of the VPSA or the VPSA's designee.

ARTICLE VI: INTERPRETATION & REVISION

Any question of interpretation regarding the Community Standards shall be referred to the VPSA or designee for final determination.

A review of the Community Standards shall be coordinated by the VPSA every three years, but the Community Standards may be revised when deemed appropriate or required by state or federal law.

RELATED POLICIES

Acceptable Use of College Computer and Network Systems Policy
Alcohol and Drug Prevention Program Policy
Anti-Discrimination and Harassment Policy
Gambling Policy
Notice of Non-Discrimination Statement (TBA, will be included in Volume II)
Information Technology Policies
Housing Application & Forms
Use of Non-human Animals in Research, Teaching, and Demonstrations Policy
Assistance Animals Policy
Smoking and Tobacco Use Policy
Guest Speakers and Performers Policy
Political Activities and Speakers Policy
Parking Policy
College Catalog
Weapons and Other Dangerous Instruments Policy

Appendix A: Code of Academic Integrity

Visit the college's web site at https://www.canisius.edu/academics/academic-affairs/academic-integrity-canisius for a full description of the policy.

Appendix B: Conduct Conference Procedures

The conduct conference procedures apply to all violations of the Community Standards, except those that are directed to the Community Standards Hearing Panel

A. Procedures:

1. A complaint is filed with the SADOS, Public Safety, or Residence Life.
2. The SADOS or designee serves as the Hearing Officer (HO) and contacts the student (respondent) to discuss the incident.
3. A conference shall occur between the HO and respondent and the following shall occur:
   a. The HO shall inform respondent of the alleged violation(s) of Community Standards.
   b. The respondent may make a statement regarding the allegations.
   c. The respondent may bring forth witnesses to the alleged incident if deemed pertinent by the HO.
   d. Upon completion of the conduct conference the HO shall make a determination of responsibility for the incident. This determination shall be based upon the facts of the incident, and whether it is more likely than not that the student is responsible for the alleged violation(s).
Appendix C: Hearing Procedures

The following procedures apply when a complaint has been directed to the Community Standards Hearing Panel.

1. Composition of the Community Standards Hearing Panel

The Community Standards Hearing Panel shall be comprised of 3 members of the Canisius Community. These 3 individuals will receive appropriate and on-going training. One of the 3 individuals will be the Hearing Panel Chairperson.

2. Pre-Hearing Procedures

A. Complainant

A complaint alleging a violation of the Community Standards shall be filed in writing with the Hearing Panel Coordinator (HPC). The complainant (who may elect to bring an advisor of choice) shall have a pre-hearing meeting with the HPC to discuss the following: the hearing process, the complainant’s responsibilities while preparing for the hearing, and the available services.

At the pre-hearing meeting:

1. The complainant shall be informed that she/he is entitled to select an advisor of choice to provide assistance while preparing for the hearing and to be present at the hearing.
2. The role of the advisor shall be explained.
3. The complainant shall be informed that if he or she chooses to have an advisor during the hearing process, the name of that advisor shall be presented to the HPC as soon as possible.
4. The complainant shall be informed that if he or she chooses to identify witnesses to be interviewed by an investigator or provide written statements, the names of all of these witnesses shall be presented to the HPC not more than five business days after the pre-hearing meeting.
5. The complainant shall be informed of the opportunity to present a statement about the incident in question at the hearing.
6. The process of the hearing shall be explained.
7. The complainant shall be informed of the availability of the HPC to answer any procedural questions pertaining to the hearing.

The complainant shall be responsible for securing an advisor and determining and contacting appropriate witnesses prior to submitting their names to the HPC.

B. Respondent

The respondent shall be notified by email of the complaint alleging a violation of the Community Standards not more than two business days after the complaint has been filed. A scheduled pre-hearing meeting shall be indicated in the notification. During the pre-hearing meeting the respondent shall be notified of the options for responding to the complaint. The respondent shall file the response to the complaint not more than five business days after the pre-hearing meeting. Failure to respond shall not be considered an admission of responsibility; however, the hearing process shall proceed.
The respondent shall have a pre-hearing meeting with the HPC to discuss the following: the hearing process, the respondent’s responsibilities while preparing for the hearing, and the available services. At the pre-hearing meeting:

1. The respondent shall be informed that she/he is entitled to select an advisor of choice to provide assistance while preparing for the hearing and to be present at the hearing.
2. The role of the advisor shall be explained.
3. The respondent shall be informed that if he or she chooses to have an advisor during the hearing process, the name of that advisor shall be presented to the HPC as soon as possible.
4. The respondent shall be informed that if he or she chooses to identify witnesses to be interviewed by an investigator or provide written statements, the names of all of these witnesses shall be presented to the HPC not more than five business days after the pre-hearing meeting.
5. The respondent shall be informed of the opportunity to present a statement about the incident in question at the hearing.
6. The process of the hearing shall be explained.
7. The respondent shall be informed of the availability of the HPC to answer any procedural questions pertaining to the hearing.
8. The respondent shall be responsible for securing an advisor and determining and contacting appropriate witnesses prior to submitting their names to the HPC.

C. Advisors

The complainant and respondent may select an advisor of choice. Advisors may be present during the pre-hearing meeting and the hearing; however, advisors shall not address the hearing panel, investigators, or anyone else present at the hearing. Advisors may confer quietly with their advisees as necessary, as long as they do not disrupt the process. If the advisor continues to disrupt or otherwise fails to respect the limits of the advisor role, the advisor will be asked to leave the meeting. When an advisor is removed from a meeting or hearing, that meeting or hearing will typically continue without the advisor present. Subsequently, the HPC or Title IX Coordinator in cases involving Sexual or Gender-based Misconduct will determine whether the advisor may be reinstated, may be replaced by a different advisor, or whether the party will forfeit the right to an advisor for the remainder of the process.

A party may elect to change advisors during the process, and is not locked into using the same advisor throughout.

D. Hearing Panel Preparation

The hearing panel shall receive all materials prepared by the investigators and any materials submitted by the complainant and respondent and approved by the HPC prior to the scheduled hearing. The hearing panel shall meet before the scheduled hearing in order to review the complaint and prepare for the process of the hearing.

E. Scheduling the Hearing

A hearing shall be scheduled to take place not less than ten but no more than 20 business days after the respondent has been notified of the complaint. The availability of the hearing panel members shall be the first consideration when scheduling the hearing. The scheduling of the hearing shall take into consideration only scheduled classes. Normally, the hearing shall proceed without regard to pending civil or criminal litigation. Established time limits for scheduling of hearings may be altered at the discretion of the HPC.

3. Hearing

A. Attendance

The hearing shall be private and closed and shall be attended only by members of the hearing panel, college investigators, the complainant, the respondent, their advisors and the HPC. In hearings involving more than one respondent, the HPC, in his/her discretion may permit the hearings concerning each respondent to be conducted either separately or jointly.

The hearing panel may accommodate concerns for the personal safety, well-being, and/or fears of confrontation of the complainant, and/or respondent during the hearing by providing separate facilities, by using a visual screen, and/or by permitting participation by telephone, videophone, closed circuit television, video conferencing, videotape, audio tape, written statement, or other means, where and as determined in the sole judgment of the HPC.

B. Hearing Panel Coordinator (HPC)

The HPC shall be available to the hearing panel for consultation regarding procedures and/or sanctions at any time during the hearing, including the deliberations. The HPC may request that the Hearing Panel Chairperson recess the hearing at any time.

C. Record of the Hearing

A single verbatim recording of the hearing shall be made by the HPC. Deliberations shall not be recorded. No other recording shall be made. This record shall be confidential and shall remain the property of and be preserved by the college for seven years from the date of the hearing. The recording shall be available to the complainant and respondent for use during an appeal and in the Office of Student Affairs.

D. Role of the Hearing Panel Chairperson

The chairperson of the hearing panel shall preside over the hearing and shall be responsible for governing the hearing procedure. All procedural questions shall be subject to the final direction and discretion of the chair. The Chair of the hearing panel shall introduce members of the hearing panel and ask all hearing participants to identify themselves. All statements and questioning shall be at the direction and discretion of the chair. The chair may limit or exclude the statements or questioning of any hearing participant to the extent that such statements or questioning are repetitive of matters previously presented or is not relevant to the incident in question. The chair may recess the hearing at any time.

4. Hearing Procedures

A. Process

- The chair shall make opening remarks.
- The complainant shall have the opportunity to present a statement about the incident in question. The respondent shall then have the opportunity to present a statement about the incident in question.
- The lead investigator shall present his/her findings, along with all relevant records, exhibits, and witness statements, to the hearing panel.
• After the statements by the complainant, the respondent, and the lead investigator, members of the hearing panel shall have the opportunity to question both the complainant, the respondent, and the lead investigator. Only questions relevant to the alleged incident, and not repetitive of the hearing panel’s questioning, shall be allowed.
• Members of the hearing panel shall have the opportunity to ask final questions. Prior to deliberations, the complainant and the respondent shall each be allowed to make student impact statements.
• After the presentation of all statements and evidence, and subsequent questioning, the chairperson shall call the panel to deliberate. The chairperson shall direct the complainant and respondent to leave contact information with the HPC so that they may be contacted at the conclusion of the deliberations. The HPC shall excuse the complainant, the respondent, and their advisors.
• Formal rules of process, procedure, and/or technical rules of evidence, such as are applied in criminal or civil court, are not used in Community Standards proceedings.

B. Deliberations

Normally, deliberations shall be carried out and completed immediately following the hearing. Deliberations shall take place in private, with only the members of the hearing panel present. The HPC shall be available to the hearing panel during the deliberations for consultation regarding procedure and sanctioning. Deliberations shall not be recorded.

C. Decision

Upon hearing all statements and after deliberations, the hearing panel shall either dismiss the complaint or find the respondent responsible for violating the Community Standards.

Determinations of responsibility shall be made on the basis of whether it is more likely than not that the respondent violated the Community Standards. A respondent shall be presumed not responsible for a violation of the Community Standards until it has been demonstrated that it is more likely than not that the student committed the violation. Final decisions shall reflect the majority opinion of the hearing panel. Names of panel members shall not be attached to the final decision and the vote shall not be made public. If the hearing panel determines that the respondent shall be considered responsible for a violation of the Community Standards, it shall then be their responsibility to determine an appropriate sanction.

D. Communication/Implementation of Decision

The chairperson, upon the panel’s reaching a decision, shall notify the HPC. The chair and the HPC shall be responsible for providing written notification (a formal letter sent as an email attachment is acceptable) to the complainant and the respondent not more than two business day after the decision is rendered. If no appeal is filed, the sanction of the hearing panel shall be imposed.

E. Appeals

Requests for appeals are directed to the Community Standards Hearing Panel Appeals Panel. Requests for appeals shall be made in writing within five business days of the written decision. Contact information for the Chair of the Appeals Panel shall be provided to both the complainant and respondent in the written notification of the hearing panel’s decision. In cases involving multiple parties, all parties may file an appeal but as an individual party. If the written appeal is not filed on time it will be dismissed. A party is allowed only one appeal.

In the written appeal, it shall be the responsibility of the student pursuing the appeal to provide evidence of one or more of the following grounds for appeal:

1. The original hearing was not conducted in conformity with prescribed procedures.
2. The facts in the case were not sufficient to establish that a violation of the Community Standards occurred.
3. The sanction imposed was not appropriate for the violation of the Community Standards for which the student was found to be responsible.
4. The existence of new relevant facts, sufficient to alter the decision, not brought out in the original hearing, which could not have been known to or available to the appellant at the time of the original hearing.

The Appeals Panel may review the single verbatim recording of the hearing, the written appeal, and any documents submitted by the lead investigator, and a decision regarding the appeal shall be rendered not more than 10 business days after receipt of the appeal.

The Appeals Panel may make the following determinations: 1) the sanction may be replaced with another which may be more severe, less severe, or otherwise different; 2) the matter may be remanded to the original hearing panel for reconsideration of the original determination and/or sanction; or the Appeals Panel finds no merit to the appeal, the decision of the hearing panel shall stand.

During the appeal process the imposition of the sanction(s) shall not occur; however, the appeals Pane may impose limitations or conditions on the appealing respondent’s continued relationship with the college during the appeals process. The decision made in the appeal process is final.