



WORCESTER
STATE
UNIVERSITY

CODE OF CONDUCT
AND THE
CONDUCT SYSTEM



PUBLISHED BY THE DIVISION OF STUDENT AFFAIRS
WORCESTER STATE UNIVERSITY

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PURPOSE

This booklet contains the complete text of the *Student Code of Conduct and Conduct System*. The publication is designed to serve as a reference for the Worcester State University community. The Code of Conduct and Conduct System section provides a reference for conduct and appellate board members as well as students going through the conduct process.

The complete text of the *Academic Honesty Policy* can be found in the Worcester State University Catalog and online at www.worcester.edu/catalog. Other Worcester State University policies and the full text of the Student Handbook can also be found online at www.worcester.edu/handbook.

COVID-19 STATEMENT/POLICY

The novel coronavirus, COVID-19, is a highly infectious, life-threatening disease declared to be a global pandemic. The safety of the campus community, in respect to COVID-19, is a shared risk that all Worcester State University community members must do their part to contribute to the health and safety of the community. To that end, Worcester State University has implemented new safety rules and precautions to mitigate the spread of COVID-19, which the University may update or revise at any time in response to new information, recommendations or guidance from the CDC or Massachusetts Department of Health. All students must comply with these rules and precautions, including, but not limited to, wearing face coverings, washing or sanitizing hands, social distancing, contact tracing, University-sponsored testing, monitoring of symptoms, and self-reporting of symptoms or a positive COVID diagnosis.

Failure to comply with these state, local and University health directives and precautions jeopardizes the health and safety of the university community and is a violation of the University's Code of Conduct. Violations may result in sanctions up to and including expulsion from the University.

For more details, see the Mutual Contact of Social Responsibility in the Student Handbook.

WORCESTER STATE UNIVERSITY
STUDENT CODE OF CONDUCT
AND
THE CONDUCT SYSTEM
INTRODUCTION

Worcester State University seeks to promote the peaceful and productive pursuit of the intellectual and social development of its *students*, and to ensure the safety and welfare of all *members of the Worcester State University community*. To help accomplish these fundamental ends, it is essential for students and others to cooperate when dealing with *Worcester State University* representatives in any matter and to understand both the rights and the obligations they have as members of this community. This “Student Code of Conduct and Conduct System” will enumerate and explain some of those rights and obligations, but the underlying rationale for any such code is the recognition that, as students and employees of Worcester State University, we comprise a community that, like all communities, calls on its members to conduct themselves with proper regard for the rights of others and for the mission and goals of the institution. All members of the Worcester State University community share the responsibility for maintaining an environment in which all actions are guided by care, concern, respect, integrity, and reason.

The functioning of Worcester State University as an intellectual community depends, in the first instance, on establishing a set of rights that all members of the community can know will be guaranteed and preserved by the institution. In addition to the basic rights granted by the United States and the Commonwealth of Massachusetts, members of the Worcester State University community share some other rights crucial for the conduct of free inquiry that is central to Worcester State University’s mission. These include the right to reasonable use of Worcester State University facilities, the right to privacy with respect to one’s personal effects and academic records, the right to organize a democratic student government, and the right to establish a responsible Worcester State University-recognized press that will be free of censorship. It is, of course, understood that any such rights that any student has are equally possessed by all students (without regard to race, age, gender, religion, sexual orientation, or national origin). Further, the exercise of any of these rights must not interfere with a similar

freedom for any other member of Worcester State University.

The conduct code that follows outlines the procedures that Worcester State University will follow when the rights and responsibilities that we acquire as members of the Worcester State University community are violated. The details of the code and procedures to follow are included to ensure that both the accused student and, where applicable, the victim/survivor are treated fairly. But those details should not obscure the fundamental point: we are a community and, as such, we need a set of fair and explicit rules to govern our behavior.

JURISDICTION OF WORCESTER STATE UNIVERSITY

Worcester State University *shall* have jurisdiction over conduct that adversely affects the Worcester State University community and/or the pursuit of its objectives, wherever the conduct occurs.

If the conduct occurs off-campus Worcester State University shall have jurisdiction when:

- a. The victim/survivor of such offense is a member of the Worcester State University community.
- b. The offense occurred at a Worcester State University-Sponsored or sanctioned event.
- c. The accused student used their status as a member of the Worcester State University community to assist in the commission of the offense.
- d. The offense has a detrimental effect on the reputation of Worcester State University.

CONDUCT – RULES AND REGULATIONS

Any student found to have committed the following misconduct is subject to the disciplinary sanctions outlined in the Conduct Procedures. Please note that this list is not all-inclusive.

1. The rules and regulations of this student code are supplemented by the following Worcester State University policies, which were established by each division of Worcester State University within its area of authority with the approval of the President and, where appropriate, the Board of Trustees: (see appropriate complementary sections online at www.worcester.edu/handbook)
 - a. Academic Honesty Policy
 - b. Bomb threat policy
 - c. Gambling and Bookmaking Policy
 - d. Guest Policy
 - e. Hazing Policy/Chapter 665
 - f. Leafleting Policy
 - g. Sales and Solicitation Policy
 - h. Title IX Sexual Harassment Policy
 - i. Social Network and Code of Behavior and Caution
 - j. Sound Emission Policy
 - k. Weapons and Hazardous Materials Policy
 - l. Drone Policy
 - m. Hoverboard Policy
 - n. WSU Statement on Community and Free Speech
 - o. Mutual Contract of Social Responsibility
2. Acts of dishonesty, including but not limited to the following:
 - a. Cheating, plagiarism, or other forms of academic dishonesty. (See Academic Honesty policy)
 - b. Furnishing false information to any recognized Worcester State University official or office.
 - c. Forgery, alteration or misuse of any Worcester State University document, record, one card, keys or instrument of identification.
 - d. Tampering with the process of any recognized Worcester State University student organization including but not limited to elections, time sheets, budgets, etc.

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3. Disruption or obstruction of teaching, research, administration, disciplinary proceedings, or other Worcester State University activities, including its public- service functions on or off-campus, or other authorized non-Worcester State University activities when the act occurs on Worcester State University premises.
 4. Conduct that threatens or endangers the health or safety of any person including but not limited to:
 - a. physical abuse
 - b. verbal abuse
 - c. threats/threatening behavior
 - d. intimidation
 - e. harassment
 - f. coercion
 - g. retaliation
 5. Create an intimidating, hostile or demeaning environment for education, Worcester State University-related work, activities on premises or off-campus where Worcester State University jurisdiction applies.
 6. Open air fires are prohibited anywhere on Worcester State University premises or at Worcester State University-sponsored or supervised activities, with the exception of Chandler Village barbecues (charcoal only), or with expressed written permission from the Dean of Students or their designee.
 7. Attempted or actual theft of Worcester State University property or property of a Worcester State University community member or other public property.
 8. Hazing, defined as an act which endangers the mental or physical health or safety of a student, or which destroys or removes public or private property, for the purpose of initiation, admission into, affiliation with, or as a condition for continued membership in a group or organization. For more detail, see the Hazing Policy within the Student Handbook.
 9. Damage and/or Vandalism to Worcester State University property or property of a Worcester State University community member or other public property.

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10. Bullying, defined as the severe or repeated use by one or more students of a written, verbal or electronic expression, or a physical act or gesture, or any combination thereof, directed at another student or a member of the Worcester State University community that has the effect of:
 - Causing physical or emotional harm to the other student or damage to the other student's property.
 - Placing the other student in reasonable fear of harm to themselves or of damage to their property.
 - Creating a hostile environment at school for the other student
 - Infringing on the rights of the other student on campus.
 - Materially and substantially disrupting the education process or the orderly operation of Worcester State University.
 - Bullying through the use of technology or any electronic means (cyberbullying).
 11. Failure to comply, which includes, but is not limited to the following: a failure to cooperate with and/or a failure to adhere to the directions of recognized Worcester State University officials or law enforcement officers acting in performance of their duties and/or failure to identify oneself to these persons when requested to do so.
 12. Unauthorized possession of and/or duplication of keys or OneCard to any Worcester State University premises, or unauthorized entry to or use of Worcester State University premises.
 13. Misuse of OneCard which includes, but not limited to: possession of another person's OneCard and/or giving out your OneCard to another person.
 14. Use, possession or distribution of narcotic or controlled substances is prohibited except permitted by federal/state/ and local law. Possession of any item considered paraphernalia for the purpose of administering or consuming illegal or unauthorized substances is prohibited. Being in the presence of illegal drugs, drug paraphernalia, or under the influence is also prohibited.
 15. Consumption, possession, distribution, or evidence thereof, of alcoholic beverages except as expressly permitted by the law and Worcester State University regulations. Being in the presence of alcohol, possession of empty containers and public intoxication are also prohibited.

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16. Possession of firearms and/or explosives, other weapons, dangerous chemicals, paintball guns or other devices capable of launching projectiles on Worcester State University premises or off-campus where Worcester State University jurisdiction applies. For more information see also the Weapons and Hazardous Materials Policy within the Student Handbook.
 17. Participation in a campus demonstration that significantly disrupts the normal operations of Worcester State University by infringing on the rights of other members of the Worcester State University community.
 18. False reporting of an emergency. The false reporting of a bomb, or other emergency, falsely activating a fire alarm or otherwise falsely reporting an emergency.
 19. Motor Vehicle Violations:
 - a. Failure to operate a motor vehicle in a safe and reasonable manner
 - b. Failure to abide by posted traffic regulations or campus parking and motor vehicle regulations.
 - c. speeding
 - d. non-compliance with traffic signs, signals and/or parking lot/roadway markings.
 20. Tampering with equipment intended for emergency or assistance notification and/or response that results in a false alarm or interferes with the operation of equipment in the event of an emergency.
 21. Violation of Information Technology Services policies www.worcester.edu/information-technology including but not limited to:
 - a. **Network Acceptable Use Policy**—This statement represents a guide to the acceptable use of the Worcester State University Network for data communications.
 - b. **Copyright and Protected Digital Content Policy**—Worcester State University supports the intellectual property rights of software and digital content developers and requires that faculty, staff, and students to follow all local, state and federal laws governing copyright protection of software and digital content.

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- c. **RIAA & MPAA Complaint Policy**—Worcester State University will support the privileges of copyright owners of intellectual or creative property. This policy outlines Worcester State University’s response to complaints by RIAA, MPAA (or similar organizations) of potential copyright violations.
22. Interference with the processes of the Conduct System, including, but not limited to:
- a. Falsification, distortion, or misrepresentation of information before a conduct body.
 - b. Disruption or interference with the orderly conduct of a conduct proceeding.
 - c. Institution of a conduct proceeding knowingly without cause.
 - d. Attempting to discourage an individual’s proper participation in, or use of, the conduct system.
 - e. Attempting to influence the impartiality of a member of a conduct body prior to, and/or during the course of, the conduct proceeding.
 - f. Harassment (verbal or physical) and/or intimidation of a member of a conduct body or a witness prior to, during, and/or after a conduct proceeding.
 - g. Failure to comply with the sanction(s) imposed under the Student Code/Conduct System.
 - h. Influencing or attempting to influence another person to commit an abuse of the conduct system.
23. Violation of federal, state or local law and any other Worcester State University policies, rules or regulations on Worcester State University premises or at Worcester State University-Sponsored or supervised activities or off-campus where Worcester State University jurisdiction applies.
24. Conduct that has a detrimental effect on the reputation of Worcester State University.
25. Failure to abide by the Tobacco Free Campus Policy.

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26. Conduct unbecoming of a member of the WSU Community, including but not limited to:
 - a. Conduct that is lewd
 - b. Conduct that is indecent such as stripping, public urination, public defecation, and/or streaking
 - c. Conduct that is Disorderly
 - d. Conduct that Disturbs the Peace
 - e. Aiding, abetting, or procuring another person to disturb the peace of be disorderly
 27. Violation of Worcester State Residence Hall Policies.
 28. Tampering with any mechanical, plumbing, or electrical infrastructure.
 29. Illegal or unauthorized occupation of an office.
 30. Disruption to the Worcester State University community.
 31. Failure to comply with state, local and university health directives

TOBACCO FREE CAMPUS POLICY

Background

In 1997, the Massachusetts Legislature passed a law prohibiting smoking in State buildings. Mass. Gen. Laws Chapter 270, section 22. Specifically this law prohibits smoking in (1) the State House; (2) any building owned by the Commonwealth; and (3) any space occupied by a state agency or department of the Commonwealth but located in a building not owned by the Commonwealth. This law also prohibits smoking on public transportation and in all state vehicles.

Smoking in the Workplace

Pursuant to Mass. Gen. Laws Chapter 71 section 37H, smoking is prohibited in all public school buildings and grounds. All public school employees, students, and visitors are restricted from using any tobacco product, including smoking or chewing, within school buildings, the school facilities, or on school buses. Worcester State University accepts this law as binding upon its students and employees, as well as visitors to our school and buildings.

POLICY

1. Smoking and/or the use of tobacco products, including any nicotine delivery system, will not be permitted in or on University property, University- leased property, including buildings, residence halls, grounds, community garden, athletic fields, walkways, parking lots, and bus stops; all other property (enclosed or outdoors) owned, leased or operated by the University. The sale of any tobacco products, including smokeless tobacco, and nicotine delivery systems is prohibited on any property owned or leased by the University.
2. Smoking and/or the use of tobacco products in the University owned or leased vehicles is prohibited. Smoking and/or the use of tobacco products is also prohibited in personal vehicles when those vehicles are on University property.
3. Compliance with this policy is mandatory for all employees, faculty, staff, students, and visitors of the University.
4. Any employee who repeatedly violates this policy may be subject to disciplinary action.

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5. Any student who repeatedly violates this policy will be referred to the University's Office of Community Standards for disciplinary action.
 6. The University will not tolerate retaliation against any person who takes any action in furtherance of the enforcement of this policy or who exercises any right conferred by this policy.
 7. The University expects that all members of the campus community will respect the intent of this Policy and will comply with it voluntarily; however, it is the responsibility of anyone observing or affected by a violation of the policy to remind the user of the policy. If such a reminder is not effective, the individual should report the violation to University Police. If the alleged violator is an employee or a student, the violator may be subject to disciplinary action.
 8. Worcester State University asks our students, employees, faculty, and staff to help maintain a positive relationship with our neighbors. Smoking off campus does not give any smoker the right to litter on private or public property. Worcester State will inform our neighbors about our new smoke-free standards, and will encourage our neighbors to contact the University should problems arise. Worcester State would also like to remind you that smoking is prohibited on public school grounds, including the two schools that surround the University's campus.

ALCOHOL POLICY

All policies and regulations regarding the consumption and/or sale of alcoholic beverages on the Worcester State University premises or off-campus where Worcester State University jurisdiction applies shall be in strict conformity to the appropriate Massachusetts General Laws, the regulations of the License Commission of the city of Worcester and in compliance with the Drug-Free Schools and Communities Act (DFSCA), and the Drug-Free Schools and Campuses Regulations.

References: Mass. General Law, Chap. 138, Sec. 34: Alcoholic Beverages (Procuring for persons under 21); Mass. General Law, Chap. 138, Sec 34A: Alcoholic Beverages (Procuring by false pretenses); Mass. General Law, Chap. 138, Sec. 34I3: Alcoholic Beverages (Liquor Purchase Identification Cards); Mass. General Law, Chap. 138, Sec. 34C: Alcoholic Beverages (Transportation by those under 21 years of age); Worcester City Ordinances Chap. 9 re: Open Alcoholic Beverage Containers.

In addition to the preceding laws and others which may be established by legislative bodies, the following rules and regulations apply to Worcester State University premises or off-campus where Worcester State University jurisdiction applies:

- Worcester State University prohibits the possession, consumption, storage or service of alcohol by students with the exception of prior approval from the Dean of Students Office or designee, and 21+ apartments designated by the Office of Residence Life and Housing.
- Students are not allowed in the presence of or in possession of empty or full containers of alcohol, including decorative containers.
- Public intoxication is prohibited.
- Operating a vehicle under the influence of alcohol is prohibited.
- The manufacturing of any alcoholic beverage is prohibited.
- Students are responsible for informing their guests of Worcester State University's Alcohol Policy prior to any campus visit. The student will be held strictly accountable for an alcohol violation when their guest violates the alcohol policy. Guests are defined as any person visiting the student whether or not the guest has signed-in to the residence halls through official procedures. Guests, regardless of their age are not permitted to bring alcohol onto the Worcester State University campus.

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- Providing alcoholic beverages to a person under age twenty-one (21), whether gratuitously or for sale, is prohibited.
 - The possession or use of alcoholic container(s) which indicates the probability of common source drinking (e.g. kegs, punch bowls, or the functional equivalent) is prohibited and shall result in a more severe sanction.
 - Drinking funnels, taps, ice luges or similar devices are prohibited.
 - Creating, offering, and playing drinking games such as beer pong are considered endangering behaviors and are prohibited.
 - Open alcoholic beverage containers (including cups containing alcohol) are prohibited.

ADDITIONAL GUIDELINES

- Intoxicated persons shall be subject to police intervention including medical transport, arrest, and/or other appropriate action.
- In the event that a student is suspended from Worcester State University housing or from Worcester State University for any disciplinary infraction(s), including but not limited to alcohol, no refund of any Worcester State University fees or tuition will be given to the student (to include residential meal plans).
- Any backpack, bag or similar container that anyone carries onto campus shall be subject to inspection and search by a member of the Worcester State University staff whenever there exists reasonable suspicion to believe that the container is being used to bring onto campus any alcoholic beverage or other material in violation of Worcester State University Policy.
- Students are encouraged and expected to seek help from Worcester State University Police or other Worcester State University staff when they witness others who are incapacitated due to alcohol or other drug use.
- Residency in a bedroom, apartment, or suite in which any alcohol containers, (empty or full to include decorative containers) are present is a violation of the policy. This includes the bedroom to which the person is assigned or in an adjacent common area.
- Visitation in a bedroom, apartment, or suite in which any alcohol containers, (empty or full to include decorative containers) are present, with reasonable opportunity to be aware of the presence of said item is a violation of the policy.

RESIDENCE HALL 21+ HOUSING

There are 21+ housing options that Residence Life and Housing offers in Chandler Village and Wasylean Hall only. Please see the specific policy located in the Residence Hall Handbook. Any violation of that policy will be considered an alcohol policy violation.

ALCOHOL AND DRUG EMERGENCY TRANSPORT/AMNESTY POLICY

Worcester State University considers the safety and personal well-being of the student body a priority. Worcester State University recognizes that there may be alcohol or other drug-related medical or safety emergencies in which the potential for disciplinary action could act as a deterrent to students who want to seek assistance for themselves or others.

Students who are evaluated for a substance abuse wellness check that may or may not result in being transported to a local hospital will be required to contact a member of the Office of Alcohol and Drug Prevention Education within twenty four (24) hours of receipt of letter from the Office of Alcohol and Drug Prevention Education. Failure to schedule and attend the sessions may result in conduct action.

When a student aids an intoxicated or impaired individual by contacting Worcester State University Police or Residence Life staff, neither the intoxicated individual nor the individual or student reporting the emergency will be subject to disciplinary action.

In the case of a second (2nd) transport; the student will attend two (2) educational meetings with the Office of Alcohol and Drug Prevention Education followed by a minimum of three (3) sessions with a member of the Counseling Services staff.

In the unlikely case of subsequent transports, the student will meet with an administrative team to discuss the students' well-being, evaluate their residency status and/or visitation privileges within the residence halls, and potential conduct action.

STATEMENT ON MEDICAL/RECREATIONAL MARIJUANA

Massachusetts state law permits the use of medical and recreational marijuana. However, federal laws prohibit marijuana use, possession, and/or cultivation at educational institutions, therefore Worcester State University will provide no change to its current drug policies. Please understand that the use, possession or cultivation of marijuana for medical or recreational purposes is not allowed in any Worcester State University property; nor is allowed at any University-sponsored event or activity off campus.

In addition, no accommodations will be made for any student in possession of a medical marijuana registration card. Worcester State University will release students from the occupancy license (with documentation) who needs to use or possess marijuana for medical purposes. Anyone who possesses or uses marijuana at Worcester State University may be subject to civil citation, state or federal prosecution, and university discipline.

DRUG POLICY

All policies and regulations regarding illegal consumption/use, possession, sale/ traffic and/or manufacture of narcotics, controlled substances, prescription drugs, counterfeit substances, drug paraphernalia and substances releasing toxic vapor on the Worcester State University campus and its properties shall be in strict conformity to the appropriate Massachusetts General Laws and in compliance with the Drug-Free Schools and Community Act (DFSCA) and the Drug-Free Schools and Campuses Regulations. Detailed descriptions of infractions and penalties can be found in the Massachusetts General Laws, sections 94C and 270. Federal Drug Statute Title 21, USC 841 may also apply. Listed is a summation of these laws. **These laws are subject to change**

1. **Controlled Substances** are classified according to their chemical characteristics and their effect on the human body.

Class A

Heroin, Morphine, Flunitrazepan, Gamma Hydroxy Butyric Acid (aka GHB), Ketamine Hydrochloride (aka “Special K”)

Class B

Cocaine, Codeine, Methadone, Oxycontin and Oxycodone, Amphetamines, Fentanyl, Methamphetamine and its isomers

and salts, Phenacyclidine (PCP, Angel Dust), Lysergic Acid Diethylamide (LSD), Opium in certain amounts, P2P, PCH, PCC, MDMA (ecstasy), Phenmetrazine, Percodan, Dilaudid

Class C

Valium, Librium, Morphine and Codeine in certain amounts, Flurazepam, Hallucinogenic substances including Dimethoxyamphetamine, Mescaline, Peyote, Psilocybin (aka Mexican Mushrooms), Tetrahydrocannabinol (THC, active ingredient in marijuana)

Class D

Marijuana, Barbitol, Phenobarbital

Class E

Compounds containing a small percentage of Codeine, morphine or opium, prescription drugs not included in any other class.

Smelling Substance Releasing Toxic Vapor

Although not illegal to possess under certain conditions, these substance offenses occur when a person intentionally smells or inhales them. They include but are not limited to: glue, paint thinners, etc.

2. **Drug Paraphernalia** are objects used for the purpose of ingesting, injecting, inhaling, etc. any or all of the above substances. These include, but are not limited to, pipes (ceramic, metal, glass, etc.), syringes, or any other object modified for this purpose, (e.g. plastic containers, toilet paper rolls, etc.).
3. **Possession of a Controlled Substance** is simply proof the individual directly or constructively possessed some amount of a controlled substance without lawful authority.
4. **Possession with Intent to Distribute** does not require possession of a minimum quantity of a controlled substance where other signs of distribution exist, e.g. quantity (even a minute quantity can suffice), purity, street value, possession of a large amount of cash, uniform packaging, known drug area, behavior, possession of drug paraphernalia, etc.

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5. **Counterfeit Substances** are imitations intended to be offered off deceptively as a genuine controlled substance. Because fake substances are often more dangerous to ingest and because the dealer is attempting to make a profit while eliminating the risk of being caught with a controlled substance, possession and sale of a counterfeit substance are punishable crimes under the law.
 6. **The Drug-Free School and Park Zone Law** was designed to heighten safety and deter drug distribution in areas where children congregate most: schools and public parks. This law provides for an enhanced penalty for individuals who possess any illegal drug with the intent to distribute. This applies to a suspect within 100 feet of a public park or playground or 1000 feet of a public or private elementary, secondary or vocational school. **Worcester State University is within 1000 feet of two schools.**

In addition to the preceding laws and others which may be established by legislative bodies, the following rules and regulations apply to Worcester State University premises or off-campus where Worcester State University jurisdiction applies:

- Worcester State University prohibits the possession or use of drugs or drug paraphernalia.
- Operating a vehicle under the influence of drugs is prohibited.
- The manufacturing of any drug is prohibited.
- Students are responsible for informing their guests of Worcester State University's Drug Policy prior to any campus visit. The student will be held strictly accountable for a drug violation when their guest violates the drug policy. Guests are defined as any person visiting the student whether or not the guest has signed-in to the residence halls through official procedures.

ADDITIONAL GUIDELINES

- Any person shall be subject to police intervention including medical transport, arrest, and/or other appropriate action when reasonable suspicion that drugs are involved.
- In the event that a student is suspended from Worcester State University housing or Worcester State University for any disciplinary infraction(s), including but not limited to drugs, no refund of any Worcester State University fees or tuition will be given to the student (to include residential meal plans).
- Any backpack, bag or similar container that anyone carried onto campus shall be subject to inspection and search by a member of the Worcester State University staff whenever there exists reasonable suspicion to believe that the container is being used to bring onto campus any drug or other material in violation of Worcester State University policy.
- Residency in a bedroom, apartment or suite in which any drug or drug paraphernalia are present is a violation of the policy. This includes the bedroom to which the person is assigned or in an adjacent common area.
- Visitation in a bedroom, apartment or suite in which any drug or drug paraphernalia are present, with reasonable opportunity to be aware of the presence of said item, is a violation of the policy.

Alcohol

The following is a chart of **MINIMUM** sanctions for violations of the **Alcohol Policy**. More severe sanctions may be imposed based on the severity of the violation (**including first offense**). Sanctions are determined on a case by case basis.

Level **Levels may be increased with number of violations.**

1	RESIDENT STUDENT	COMMUTER STUDENT
	General Probation for one semester (15 weeks)	General Probation for one semester (15 weeks)
	Complete an online alcohol education course	Complete an online alcohol education course
	Parental/Guardian Notification for student under the age of 21	Parental/Guardian Notification for student under the age of 21

2	RESIDENT STUDENT	COMMUTER STUDENT
	General Probation for an additional one semester (15 weeks)	General Probation for an additional one semester (15 weeks)
	BASICS one on one educational course	BASICS one on one educational course
	\$100 fine	\$100 fine
	Complete five (5) hours of service	Complete five (5) hours of service
	Residence Hall Probation for up to one academic year	Residence Hall Probation for up to one academic year
	Parental/Guardian Notification for student under the age of 21	Parental/Guardian Notification for student under the age of 21

3	RESIDENT STUDENT	COMMUTER STUDENT
	Disciplinary Probation for one semester (15 weeks)	Disciplinary Probation for one semester (15 weeks)
	\$150 Fine	\$150 Fine
	Residence Hall suspension for up to one academic year or residence hall expulsion	Permanent No Trespass Notice for the residence halls
	Parental/Guardian notification for student under the age of 21	Parental/Guardian notification for student under the age of 21

4	RESIDENT STUDENT	COMMUTER STUDENT
	Suspension from Worcester State University for no less than (1) semester	Suspension from Worcester State University for no less than (1) semester
	Disciplinary Probation for no fewer than 15 weeks and no more than 30 weeks upon return from suspension	Disciplinary Probation for no fewer than 15 weeks and no more than 30 weeks upon return from suspension
	Parental/Guardian notification for student under the age of 21	Parental/Guardian notification for student under the age of 21

*If students are found in the presence of or in possession of EMPTY containers of alcohol, they may be given a written warning. Please note that subsequent violations for being in the presence of or possession of empty containers of alcohol (including decorative containers) will result in increased sanctions and levels.

Marijuana/THC

The following is a chart of **MINIMUM** sanctions for violations of the **Drug Policy (Marijuana/THC)**. More severe sanctions may be imposed based on the drug class and the severity of the violation (**including first offense**). Sanctions are determined on a case by case basis.

Levels may be increased with number of violations.

Level

RESIDENT STUDENT		COMMUTER STUDENT		1
General Probation for one semester (15 weeks)		General Probation for one semester (15 weeks)		
Complete an online drug education course		Complete an online drug education course		
\$100 fine		\$100 fine		
Complete five (5) hours of service		Complete five (5) hours of service		
Parental/Guardian notification for student under the age of 21		Parental/Guardian notification for student under the age of 21		
RESIDENT STUDENT		COMMUTER STUDENT		2
Disciplinary Probation for one semester (15 weeks)		Disciplinary Probation for one semester (15 weeks)		
One on one drug education course/meeting		One on one drug education course/meeting		
\$150 fine		\$150 fine		
Complete ten (10) hours of service		Complete ten (10) hours of service		
Residence Hall Review+		Residence Hall No Trespass for up to one academic year		
Parental/Guardian notification for student under the age of 21		Parental/Guardian notification for student under the age of 21		
RESIDENT STUDENT		COMMUTER STUDENT		3
Disciplinary Probation for no fewer than 15 weeks and no more than 30 weeks		Disciplinary Probation for no fewer than 15 weeks and no more than 30 weeks		
\$200 fine		\$200 fine		
Residence Hall suspension for up to one academic year		Permanent Residence Hall No Trespass		
Parental/Guardian notification for student under the age of 21		Parental/Guardian notification for student under the age of 21		
Referral to Worcester State's Student Intervention Team		Referral to Worcester State's Student Intervention Team		
RESIDENT STUDENT		COMMUTER STUDENT		4
Suspension from WSU for no less than one (1) semester		Suspension from WSU for no less than one (1) semester		
Parental/Guardian notification for student under the age of 21		Parental/Guardian notification for student under the age of 21		

+ Residence Hall Review: Together, the Office of Community Standards and the Office of Residence Life and Housing will make a determination on the status of the student remaining a member of the residential community.

Other Drugs (Not Marijuana)

The following is a chart of **MINIMUM** sanctions for violations of the **Drug Policy (Not Marijuana)**. More severe sanctions may be imposed based on the drug class and the severity of the violation (**including first offense**). Sanctions are determined on a case by case basis. Levels may be increased with number of violations.

Level **Levels may be increased with number of violations.**

1 RESIDENT STUDENT		COMMUTER STUDENT	
General Probation for two semesters (30 weeks)		General Probation for two semesters (30 weeks)	
Complete an online drug education course		Complete an online drug education course	
\$100 fine		\$100 fine	
Complete five (5) hours of service		Complete five (5) hours of service	
Residence Hall Probation for up to one academic year		Residence Hall No Trespass Notice for up to one academic year	
Parental/Guardian Notification for student under the age of 21		Parental/Guardian Notification for student under the age of 21	
2 RESIDENT STUDENT		COMMUTER STUDENT	
Disciplinary Probation for one semester (15 weeks)		Disciplinary Probation for one semester (15 weeks)	
One on one drug educational course/meeting		One on one drug educational course/meeting	
\$150 fine		\$150 fine	
Complete ten (10) hours of service		Complete ten (10) hours of service	
Residence Hall suspension for one academic year		Permanent No Trespass Notice for the residence halls	
Parental/Guardian Notification for student under the age of 21		Parental/Guardian Notification for student under the age of 21	
3 RESIDENT STUDENT		COMMUTER STUDENT	
Disciplinary Probation for no fewer than 15 weeks and no more than 30 weeks (upon return from suspension if applicable)		Disciplinary Probation for no fewer than 15 weeks and no more than 30 weeks (upon return from suspension if applicable)	
Residence Hall Expulsion and/or suspension from Worcester State University		May be suspended from Worcester State University	
\$200 Fine &		\$200 Fine	
Parental/Guardian notification for student under the age of 21		Parental/Guardian notification for student under the age of 21	
Referral to Worcester State's Student Intervention Team		Referral to Worcester State's Student Intervention Team	
4 RESIDENT STUDENT		COMMUTER STUDENT	
Suspension from Worcester State University for no less than one semester		Suspension from Worcester State University for no less than one semester	
Parental/Guardian notification for student under the age of 21		Parental/Guardian notification for student under the age of 21	
Disciplinary Probation for no fewer than 15 weeks and no more than 30 weeks (upon return from suspension if applicable)		Disciplinary Probation for no fewer than 15 weeks and no more than 30 weeks (upon return from suspension if applicable)	

TITLE IX SEXUAL HARASSMENT POLICY

Worcester State University is committed to creating and maintaining an academic and work environment that is free from sex discrimination (including discrimination on the basis of sex, sexual orientation, gender identity, and gender expression) and sexual misconduct (including sexual harassment, sexual assault, domestic violence, dating violence, and stalking).

Adherence to this commitment is ensured by University policies against discrimination and compliance with The U.S. Department of Education's Office for Civil Rights (OCR) Title IX of the Education Amendments of 1972 (Title IX). Title IX protects people from discrimination based on sex in education programs or activities that receive Federal financial assistance and are bound by Title IX and required by federal regulation to adopt and publish grievance procedures to address complaints of Title IX violations.

Title IX states, in its entirety:

No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.

On May 19, 2020, the U.S. Department of Education issued the "Final Rule" under Title IX of the Education Amendments of 1972 that:

- Defines the meaning of "sexual harassment" (including forms of sex-based violence)
- Addresses how this institution **must** respond to reports of misconduct falling within that definition of sexual harassment, and
- Mandates a grievance process that this institution must follow to comply with the law in these specific covered cases before issuing a disciplinary sanction against a person accused of sexual harassment

The full text of the Final Rule and its extensive Preamble are available here: <http://bit.ly/TitleIXReg>

Title IX Scope:

Title IX prohibits sex discrimination in all university programs and activities, including, but not limited to, admissions, recruiting, financial aid, academic programs, student services, counseling and guidance, discipline, treatment of pregnant and parenting students, class assignment, grading, recreation, athletics, housing, and employment.

- The Final Rule, covers a much narrower geographic scope of its authority to act under Title IX and the types of “sexual harassment” that it must subject to its Title IX investigation and adjudication process. Only incidents falling within the Final Rule’s definition of sexual harassment will be investigated through the Title IX Grievance Policy.

Policy violations that do not fall under the scope of standards defined by the Title IX Grievance Policy or misconduct falling outside the Title IX Grievance Policy is discovered in the course of investigating covered Title IX misconduct, Worcester State retains authority to investigate and adjudicate the allegations under the WSU Sexual Violence Policy located on page 31 of this code of conduct.

University Response to Sexual Harassment

When the University has actual knowledge of sexual harassment in a WSU education program or activity, against a person in the United States, it will respond promptly in a manner that is not deliberately indifferent.

Making a Report

Complainants have the right to not make a complaint to anyone. However, a number of reporting options are available and we strongly encourage seeking support from support services, medical, and counseling services.

TITLE IX COORDINATOR

The Title IX Coordinator is charged with managing the University's response to reports of sex discrimination, which includes reports of sexual assault, sexual harassment, gender-based harassment, dating violence, domestic violence, stalking, and retaliation. Guided by University and federal procedures, (Title IX and WSU Sexual Violence Policy) the Title IX Coordinator aims to ensure that the University's response promptly, effectively, and equitably addresses the incident, prevents its recurrence, and remedies the effects of all forms of such prohibited conduct. In some instances, Title IX issues may impact a student's academic performance. Eligible recipients of supportive measures will be determined and coordinated by the Title IX Coordinator.

Inquiries regarding Title IX may be referred to the Title IX Coordinator, Jennifer Quinn, Dir. Of Title IX at Jquinn@worchester.edu, wsu_titleix@worchester.edu, 508-929-8243, or in person in the Student Center, room 338. A report may also be filed at this link: https://cm.maxient.com/reportingform.php?WorcesterStateUniv&layout_id=7

Reports may be submitted at any time, even during non-business hours but please note the Title IX Coordinator does not monitor email on a 24 hour basis and may not review on weekends and evenings. Therefore, contact may not be available during non-business hours except by referral from University Police. If you are not safe please contact University Police immediately at 508-929-8911.

Confidential Reporting

Persons who have experienced prohibited forms of sexual harassment under these policies may share information confidentially with designated employees ("Confidential Employees") who cannot reveal information to any third party unless one or more of the following conditions are present:

- the individual has provided written consent to disclose information,
- there is a concern about imminent harm to self or others;
- the information concerns the neglect or abuse of someone who is a minor, elderly, or disabled; or
- an employee has been charged with providing non-identifiable information for purposes of the Clery Act.

WSU confidential employees include employees who work in:

Counseling Services
Student Center Suite 325
508-929-8072
Counseling_wsu@worchester.edu

Health Services
Sheehan Hall 1st Floor
508-929-8875

Pastoral Services
508-929-8077

Please note if one requests certain supportive measures from the University, e.g., extension for academic work or changing classes, residence halls or work locations, the Title IX Coordinator will need to be contacted only for the purpose of providing the requested measures. In such cases, one's privacy will be maintained to the extent that maintaining confidentiality will not impair the University's ability to provide the requested measures.

REQUIRED REPORTERS

Pursuant to University policy certain employees called “Required Reporters” are obligated to report incidents or incidents of disclosure, to the Title IX Coordinator, to ensure the student has access to resources, safety measures, supportive measures, or interim measures. The following officials will provide privacy, but not confidentiality, upon receiving a report of conduct prohibited under these policies:

Required Reporters include persons holding the following positions:

Members of the Boards of Trustees; The President and Vice Presidents; Assist./Assoc. Vice Presidents; Title IX Coordinator/Deputy Coordinators; EO Officer; Campus Police; Institutional Security Officers; Director and Assist./Assoc. Director of Human Resources; Departmental Directors and Assist./Assoc. Directors; Residence Life Staff (including RDs and RAs); Athletic Coaches, Assistant Coaches and Athletics Administrators; Studio Managers; Lab Managers; Deans and Assistant/Associate Deans; Academic Department Chairs; Academic and Non-Academic Program Directors/ Coordinators; Faculty/Staff Leading or Chaperoning Travel or Overnight Trips; Faculty/Staff Advisors to Student Organizations; Orientation Leaders; Presidential Student Ambassadors

UNIVERSITY POLICE

Complainants may file a criminal complaint with Campus Police, the local police department where the incident occurred, and/or other state and federal law enforcement agencies. Complainants can make both a criminal report and a report to the University; one does not have to choose one or the other. Complainants are never required to report an incident to Campus Police or local law enforcement. If a Complainant elects not to make a criminal report, the University will respect that decision; however, the University may have an obligation under the Clery Act to inform Campus Police/Public Safety of an alleged crime but will not disclose the Complainant's name.

If a Complainant chooses to make a report to University Police, they will conduct an investigation and, if wished, assist the Complainant in filing criminal charges against the Respondent. University Police can also assist a Complainant in the process of obtaining protective restraining orders and abuse prevention orders for sexual harassment, sexual assault, dating violence, domestic violence, and stalking.

Reports to law enforcement and/or criminal complaints do not constitute a formal complaint under Title IX.

COMMUNITY COUNSELING AND SUPPORT RESOURCES

Many off-campus counseling resources are available. These service providers are not required to report any information to the University and will generally maintain one's confidentiality. A comprehensive list of resources can be found on the WSU Title IX webpage: worchester.edu/Title-IX

False Complaints

Students who knowingly file a false complaint under Title IX or the University's Sexual Violence Policy, or who knowingly provide false information to or intentionally mislead University officials who are investigating or reviewing a complaint, is subject to disciplinary action, up to dismissal .

Title IX Complaint and Resolution Procedures

The University has adopted grievance procedures that provide for the prompt and equitable resolution of student and employee complaints alleging any action that would be prohibited by this policy.

The Title IX Complaint and Resolution Procedures include an objective evaluation of all relevant evidence, including both inculpatory and exculpatory evidence, and provides for credibility determinations that are not based on a person's status as a Complainant, Respondent, or witness.

Title IX Supportive Measures

Supportive measures means non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the complainant or the respondent before or after the filing of a formal complaint or where no formal complaint has been filed. Such measures are designed to restore or preserve equal access to the recipient's education program or activity without unreasonably burdening the other party, including measures designed to protect the safety of all parties or the recipient's educational environment, or deter sexual harassment.

Examples of Supportive Measures but not limited to:

- counseling
- referrals to medical or advocacy services.
- extensions of deadlines or other course-related adjustments
- modifications of work or class schedules
- individualized academic accommodations
- campus escort services
- restrictions on contact between the parties (no contact orders)
- changes in work, dining, or housing locations
- leaves of absence
- increased security and monitoring of certain areas of the campus

Appeals

Either party may appeal a determination regarding responsibility, a dismissal of a formal complaint, or any allegations therein, on the following bases:

- procedural irregularity that affected the outcome of the matter;
- new evidence that could affect the outcome of the matter was not reasonably available at the time the determination regarding responsibility or dismissal was made; and
- the Title IX Coordinator, investigator(s), or Decision Maker(s) had a conflict of interest or bias for or against either Complainants or Respondents generally, or the individual Complainant or Respondent, which affected the outcome of the matter.

Procedures for filing an appeal can be found in the Title IX Sexual Harassment Policy.

Final Note:

Regulations, policies, and penalties imposed hereunder shall not be deemed exclusive of and shall not preclude Worcester State from pursuing resolution under other University policies, regulations and procedures defined within the Policy Against Discrimination, Discriminatory Harassment and Retaliation of the Board of Higher Ed. Equal Opportunity, Diversity and Affirmative Action Plan.

WORCESTER STATE UNIVERSITY SEXUAL VIOLENCE POLICY

(Which falls under the policy against discrimination, discriminatory harassment and retaliation within the State University Equal Opportunity, Diversity and Affirmative Action Plan)

INTRODUCTION AND APPLICATION

For complaints of discrimination, discriminatory harassment, sexual violence, sexual harassment, gender-based harassment, domestic/dating violence, stalking, and/or retaliation that does not fall under the scope of the Title IX Sexual Harassment Policy listed in the previous section, may be covered under the Worcester State University policy.

This policy applies to discrimination or discriminatory harassment on the basis of:

Sex/Gender

- Sexual Orientation
- Gender Identity
- Gender Expression
- Genetic Information
- Pregnant/Parental Status

Complaints of the following prohibited behaviors may be made under this policy:

- Sexual Violence
 - Rape
 - Sexual Assault
 - Sexual Exploitation
 - Incest
 - Statutory Rape
 - Aiding in the commission of sexual violence
- Sexual Harassment
- Gender Based Harassment
- Domestic Violence
- Dating Violence
- Stalking
- Hostile Environment

INVESTIGATION AND RESOLUTION

Investigations of complaints are necessary to determine:

- whether a complaint alleges a violation of the EO Plan or the Student Code of Conduct;
- whether prohibited conduct has occurred;
- whether there is an ongoing risk of harm for further prohibited conduct and, if so, what steps must be taken to prevent its recurrence;
- whether interim protective measures should be in place for the safety of the complainant or the community, or to redress the effects of prohibited conduct;
- whether the conduct warrants disciplinary action; and
- whether local or system-wide changes to policies, practices or training should be considered and implemented by the Universities.

These Procedures have been designed to provide prompt, thorough, fair and impartial processes from investigation to final result. The proceedings pursuant to these Procedures will be conducted transparently and consistently with the Universities' policies. The formal rules of process or evidence, such as those applied in criminal or civil courts, are not used under these Procedures.

The complaint investigation and resolution process is comprised of two processes, the **Informal Resolution Procedure** and the **Formal Investigation Procedure**, which are detailed below.

Deviations from the Informal Resolution Procedure or Formal Investigation Procedure shall not necessarily invalidate a decision, unless significant prejudice may result to a party or the University.

A. Informal Resolution Procedure

After full disclosure of the allegations and the parties' option for formal resolution, and if the University determines that a particular complaint is appropriate for such process, the parties to a dispute may attempt to reach an informal resolution of the potential violation. The University encourages involved parties to request the intervention of the University to assist in an informal resolution by contacting the Title IX Coordinator.

In conference with the Title IX their designee the request for informal resolution against the severity of allegations and the potential risk of a hostile environment or safety concern for other campus community members will be assessed. If an informal resolution is appropriate, the Title IX Coordinator will notify the parties. The University will not ask a complainant to resolve a problem with a respondent without the involvement of the Title IX Coordinator or designee.

The Title IX Coordinator or designee will facilitate a dialogue with the parties in an attempt to reach a resolution.

At no time prior to the resolution of the matter shall either party question or confront the other, or engage a third party to do so, outside the presence of the Title IX Coordinator or designee.

The matter will be deemed resolved when all parties expressly agree to an outcome that is acceptable to them and to the University. Every attempt will be made to conclude the Informal Resolution Process within sixty (60) days of the date of the complainant's request.

A complainant is not required to use the Informal Resolution Procedure before initiating the Formal Investigation Procedure. A party may withdraw from the Informal Resolution Procedure and initiate the Formal Investigation Procedure at any time.

B. Formal Investigation Procedure

Submission of Complaint and Initial Review

When a person believes that they have been harassed, discriminated or retaliated against, stalked or subjected to violence in violation of the EO Plan and/or the Student Code of Conduct, they may file a written complaint, preferably using the Complaint Form attached to these Procedures. Individuals are encouraged to file complaints directly with the Title IX Coordinator, but complaints may also be reported with other offices, such as the Community Standards Office, Residence Life or University Police. Any complaint that is initially filed with other offices will be reported to the Title IX Coordinator.

In certain circumstances, the University may initiate the Complaint Investigation and Resolution Procedures without the filing of a written complaint or the active participation of a complainant. Complaints may be generated upon receipt of a report by a complainant or by a third-party reporter.

A complaint must be filed by the complainant or a University official, and the complaint must be in the words of the complainant or the University official. Complaints should contain all known facts pertaining to the alleged violation, the names of any known witnesses and others with knowledge of the allegations, and an identification of any documents or other evidence.

Upon receipt to the Title IX Coordinator, the University will implement any necessary and/or appropriate interim protective measures, or monitor and/or revise any measures already in place. If the University determines that the complaint is not properly filed pursuant to these Procedures, it will provide written notice to the complainant (or third party reporter).

Investigation Process

1. Complaints and the Respondent's Response

If a complaint has been properly filed, or the University otherwise determines that an investigation is necessary, the University will assign the matter to two (2) Administrative Investigators. Under circumstances where the University deems it necessary or appropriate, the University may also appoint an external investigator.

The Title IX Coordinator will notify the respondent of the complaint, provide him or her with a copy of the complaint, and invite the respondent to submit a written response. If the respondent does not respond, or otherwise fails to participate in the investigation, the Administrative Investigators will complete the investigation on the basis of the other information obtained.

Where a complaint is brought by a third party reporter, the Title IX Coordinator shall attempt to meet with the potential complainant to discuss their participation in the investigation, and to gain additional information.

2. Counterclaims

At times a Respondent may assert a counterclaim against the Complainant in which the Respondent alleges that the Complainant has engaged in conduct that violates the EO Plan. Such counterclaims are treated as separate complaints under the EO Plan.

The University has the discretion to consolidate into one investigation all complaints between a Complainant and a Respondent (or among multiple parties), if the evidence related to each incident would be relevant and probative in reaching a determination on the other incident(s).

Any complaint by a Respondent against a Complainant that is frivolous, knowingly false, or asserted in bad faith will be considered retaliation against the Complainant who filed the original complaint, and will become a separate violation of the EO Plan for which the Respondent may be subject to potential sanctions.

3. Investigation

The investigation shall include, but is not limited to: an analysis of the allegations and defenses presented using the preponderance of the evidence (more likely than not) standard; consideration of all relevant documents, including written statements and other materials presented by the parties; interviews of the parties and other individuals and/or witnesses; and/or reviewing certain documents or materials in the possession of either party that the Administrative Investigators has deemed relevant. The Administrative Investigators may also review any available campus police investigation reports or the investigation reports of local law enforcement authorities.

In regards to complaints alleging sexual violence, domestic violence, dating violence or stalking, questions, statements, or information about the sexual activity of alleged victim with any person other than the other party(ies) to the investigation is not relevant and will not be considered. Parties to such complaints are permitted to submit questions for the Administrative Investigators to ask of the other parties and witnesses, but the questions must be specifically about the allegations of the present complaint.

At the conclusion of the investigation of the complaint, the Administrative Investigators shall prepare an Investigation Report for an administrative review. The Investigation Report shall: outline the investigatory steps undertaken; summarize the factual findings; state whether any policy violations have occurred based on the preponderance of the evidence; explain the rationale for each violation determination; and, if applicable, recommend a sanction(s).

Both parties shall be provided with an opportunity to review the Investigation Report and an opportunity to respond in writing in advance of a decision of responsibility and before the Investigation Report is submitted for administrative review.

In providing both parties with the opportunity to review the Investigation Report before a decision of responsibility is made, both parties should be afforded the opportunity to come to campus with their advisor to review the Investigative Report. To minimize the risk of compromising the investigation and to protect the sensitivity of the information contained in the Investigation Report, the parties should be given as much time as they need to review the Investigative Report, but should not be provided with a hard or electronic copy of the Investigative Report to take with them. Both parties shall then be afforded ten (10) calendar days to respond in writing to the Investigative Report. The Investigators should follow-up on any material comments made by either party that have not already been given appropriate consideration. Subsequently, the Investigative Report should be finalized by the Investigators to include a decision of responsibility and then submitted for administrative review.

A person making a complaint of sexual violence, domestic violence, dating violence or stalking may submit an impact statement during the Investigation Process. A respondent to such a complaint may submit a statement of mitigation or extenuation during the Investigation Process. At any point during the investigation, a respondent to any complaint may agree to the allegations and the recommended sanction.

Administrative Review

The Administrative Review Board will conduct an administrative review of the Investigation. The purpose of the administrative review is to determine whether the investigation is prompt, fair, impartial and thorough. If the reviewing body determines the investigation is deficient, the reviewing body shall remand the matter back to the Administrative Investigators for further investigation.

If the reviewing body determines that the investigation is prompt, fair, impartial and thorough, the reviewing body will then consider whether the recommended discipline or sanction for each violation is consistent with University policy and practice. In determining discipline, the Administrative Investigators and the reviewing body may consider the disciplinary history, if one exists, of the party found responsible. The Administrative Investigators and/or reviewing body may discuss sanctions with other University personnel as necessary, such the Office of Community Standards or upper-level administrators.

Notice of Outcome

At the completion of the administrative review, the University will notify both parties of the outcome and sanctions imposed, if applicable

C. Appeals

Upon notice of outcome either party may appeal the results of an investigation under these Procedures by submitting an official appeal request to the Title IX Coordinator of their designee via the online appeal request form within ten (10) calendar days. Appeals may be submitted on *at least one* of the following grounds:

1. to allege a material procedural error within the investigation and resolution process that would substantially change the outcome; or
2. to consider new evidence that was not known at the time of the investigation that would substantially change the outcome.

Appeals will not be considered on any other basis or if received after the deadline.

Upon timely receipt of the appeal request, the Title IX Coordinator shall transmit the Investigation Report and the appeal request to the appropriate appellate board for review. If the appealing party has presented an appeal on the basis of the grounds set forth above, the appellate board, who shall not have participated in the investigation or administrative review, will review the appeal and make a determination to uphold, reverse or modify the decision. When necessary, the appellate board may seek additional information and/or refer the matter back to the Administrative Investigators, prior to making an appellate determination.

Where practicable, within thirty (30) days of receiving the appeal, the Title IX Officer shall contemporaneously issue a written decision to the parties

Under limited, exceptional circumstances, and in compliance with the principles of due process, the University reserves the right to correct, amend, supplement or modify a finding, conclusion or sanction to ensure that an investigation has been prompt, fair, impartial and thorough.

*For possible sanctions of the WSU Sexual Violence Policy, please see page(s) 50-53.

DEFINITIONS FOR TITLE IX SEXUAL HARASSMENT POLICY AND WSU SEXUAL VIOLENCE POLICY

Sexual Harassment

The Universities prohibit, under this Policy, conduct on the basis of sex that satisfies one or more of the following conditions:

1. An employee of the University conditioning the provision of an aid, benefit, or service of the University on an individual's participation in unwelcome sexual conduct; or,
2. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the University's education program or activity.

Sexual Assault

An offense classified as a forcible or non-forcible sex offense under the uniform crime reporting system of the Federal Bureau of Investigation.

Sexual Assault – Rape

The penetration, no matter how slight, of the vagina or anus, with any body part or object, or oral penetration by a sex organ of another person without the consent of the victim (or attempts to commit the same). This includes any gender of victim or Respondent.

Sexual Assault – Fondling

Fondling is the touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances in which the victim is incapable of giving consent because of age and/or because of temporary or permanent mental incapacity

Statutory Rape

Sexual intercourse with a person who is under the statutory age of consent, which is 16 years old in Massachusetts.

Incest

Non-forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

Dating Violence

Any act of violence or threatened violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim; the existence of such a relationship shall be determined based on a consideration of the following factors: (i) the length of the relationship, (ii) The type of relationship, and (iii) the frequency of interaction between the persons involved in the relationship. This includes, but is not limited to, sexual, emotional or physical abuse, or the threat of such abuse.

Domestic Violence

Includes felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction receiving grant monies, or by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction.

Stalking

Engaging in a course of conduct directed (directly, indirectly, through a third party or other means) at a specific person that would cause a reasonable person to— (A) fear for their safety or the safety of others; or (B) suffer substantial emotional distress. For the purposes of this Policy, the behaviors must be directly related to that person's sex.

Retaliation

Neither the Universities nor any other person may intimidate, threaten, coerce, or discriminate against any individual for the purpose of interfering with any right or privilege secured by Title IX or this policy, or because the individual has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under Title IX or this policy. Intimidation, threats, coercion, or discrimination, including charges against an individual for code of conduct violations that do not involve sexual harassment, but arise out of the same facts or circumstances as a report or formal complaint of sexual harassment, for the purpose of interfering with any right or privilege secured by Title IX or this policy, constitutes retaliation.

The Universities will keep confidential the identity of any individual who has made a report or complaint of sexual harassment, any Complainant, any individual who has been reported to be the perpetrator of sexual harassment, any Respondent, and any witness, except as may be permitted by the FERPA statute, 20 U.S.C. 1232g; or FERPA regulations, 34 CFR part 99; or as required by law; or to carry out the purposes of Title IX and this policy, including the conduct of any investigation, hearing, or judicial proceeding arising thereunder.

Sexual Exploitation

Sexual Exploitation is taking sexual advantage of another person for one's own benefit or the benefit of anyone other than that person with that person's consent.

Aiding in the Commission of Sexual Violence

The aiding or assisting in the commission of an act(s) of sexual violence is prohibited.

Hostile Environment

A hostile environment exists when sexual harassment is sufficiently serious to deny or limit a person's ability to participate in or benefit from the University's programs or activities. A hostile environment can be created by anyone involved in the University's programs or activities.

To make the ultimate determination of whether a hostile environment exists for campus community the member(s), the University considers a variety of factors related to the severity, persistence, or pervasiveness of the sexual harassment, including: (1) the type, frequency, and duration of the conduct; (2) the identity and relationships of persons involved; (3) the number of individuals involved; (4) the location of the conduct and the context in which it occurred; and (5) the degree to which the conduct affected one or more person's education or employment.

A single or isolated incident may create a hostile environment if the incident is sufficiently severe. The more severe the conduct, the less need there is to show a repetitive series of incidents to show evidence of a hostile environment, particularly if the harassment is physical.

Important Definitions

A comprehensive list of definitions can be found in the Title IX Sexual Harassment Policy.

Consent

An understandable exchange of affirmative words or actions, which indicates a willingness by all parties to participate in mutually agreed upon sexual activity. Consent must be informed and freely and actively given. It is the responsibility of the initiator to obtain clear and affirmative responses at each stage of sexual involvement. Consent to sexual activity may be withdrawn at any time, as long as the withdrawal is communicated clearly.

Whether an individual has taken advantage of a position of influence over a Complainant may be a factor in determining consent. A position of influence could include supervisory or disciplinary authority.

Silence, previous sexual relationships or experiences, and/or a current relationship may not, in themselves, be taken to imply consent. While nonverbal consent is possible (through active participation), it is best to obtain verbal consent. Similarly, consent to one form of sexual activity does not imply consent to other forms of sexual activity.

Incapacitation

An individual who is incapacitated by alcohol and/or drugs, whether voluntarily or involuntarily consumed, may not give consent. Alcohol or drug related incapacitation is more severe than impairment, being under the influence, or intoxication. Evidence of incapacity may be detected from context clues, such as slurred speech, bloodshot eyes, the smell of alcohol on the breath, shaky equilibrium, vomiting, unusual behavior or unconsciousness. While context clues are important in determining incapacitation, they alone do not necessarily indicate incapacitation.

Persons unable to consent due to incapacitation also include, but are not limited to: persons under age sixteen (16); persons who are intellectually incapable of understanding the implications and consequences of the act or actions in question; and persons who are physically helpless. A physically helpless person is one who is asleep, blacked out, involuntarily physically restrained, unconscious, or, for any other reason, unable to communicate unwillingness to engage in any act. The use of alcohol or drugs to render

another person mentally or physically incapacitated as a precursor to or part of a sexual assault is prohibited.

The use of alcohol, medications or other drugs by the Respondent or accused does not excuse a violation of this Policy.

INAPPROPRIATE BEHAVIORS THAT WILL NOT BE TOLERATED

The following partial list of inappropriate behaviors depicts those behaviors, which may lead to a student's suspension or dismissal from Worcester State University whenever a determination of responsibility has been made. While not an exhaustive listing, students should use this list as a general reference. Immediate interim suspension pending a hearing/investigation will occur whenever the accused student is deemed a safety threat.

Acts against persons, including, but not limited to:

- Hate Crimes
- Murder
- Physical Assault
- Violation of WSU Sexual Violence Policy

Acts against property, including, but not limited to:

- Arson
- Illegal occupation of a building
- Intentional destruction of property
(including electronic property medium)
- Possession or discharge of illegal weapons
- Illegal alcohol or drug distribution

Jeopardizing the safety of self and/or lives of others,
including, but not limited to:

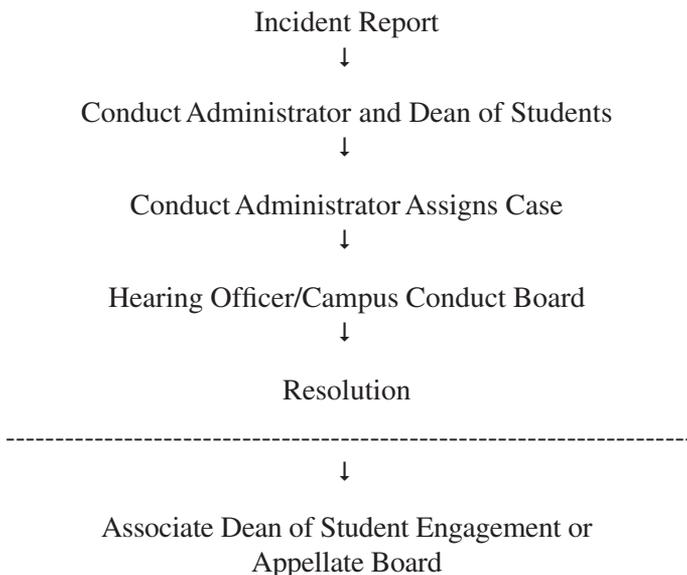
- Creating or false reporting of bombs
- Hazing
- Inciting a riot
- Resisting Arrest
- Intentionally tampering with fire safety equipment including pulling a fire alarm
- Driving under the influence of alcohol or drugs
- Level 4 offense of the alcohol policy or marijuana drug policy
- Level 3 offense of the drug policy (not marijuana)
- Violation of COVID-19 health directives

VIOLATION OF LAW AND WORCESTER STATE
UNIVERSITY DISCIPLINE

Worcester State University disciplinary proceedings *may* be initiated against a student charged with violation of a law that is also a violation of this Student Code, for example, if both violations result from the same factual situation, without regard to whether civil litigation in court or criminal proceedings are pending. Proceedings under this Student Code may be carried out prior to, simultaneously with, or following civil or criminal proceedings off-campus.

III. CONDUCT PROCEDURES

The following flow chart demonstrates the due process of the conduct system:



A. **Conduct Authority**

1. The Conduct Administrator shall determine which conduct body shall be authorized to hear each case.
2. The Conduct Administrator shall develop and implement procedures for the administration of the conduct policies and the conduct of hearings that are consistent with provisions of the Student Code.
3. Decisions made by a conduct body and/or the Conduct Administrator shall be final, pending the normal appeal process.
4. A conduct body may be designated as arbiter of disputes within the student community in cases that do not involve a violation of the Student Code. All parties must agree to arbitration and to be bound by the decision with no right of appeal.

B. Initiation, Notification and Hearing Process

1. Any member of the Worcester State University community may report any student for violation of the code of conduct. Reports shall be prepared in writing via online incident report and directed to the Conduct Administrator. Reports should be submitted as soon as possible after the incident takes place, preferably within Thirty (30) days. The Conduct Administrator has the authority to extend this timeframe on a case-by-case basis.
2. The Conduct Administrator will determine if the report has merit and/or if it can be disposed of by mutual consent of the parties involved, on a basis acceptable to the Conduct Administrator. Such disposition shall be final and there shall be no subsequent proceedings. If the case cannot be disposed of by mutual consent, the Conduct Administrator may later serve in the same matter as the conduct body or a member thereof.
3. All charges shall be delivered to the accused student via email to his or her Worcester State University email address via the Maxient server. The hearing shall be scheduled not less than two (2) or more than fifteen (15) calendar days after the student has been notified. In the event of an emergency, the Student Conduct Administrator reserves the right to change the time limit for a hearing.
4. The Conduct Administrator at their discretion may schedule a Conduct Conference, Administrative Hearing or a Campus Conduct Board Hearing in accordance with the following:
 - a. A Conduct Conference is a meeting conducted by a Hearing Officer appointed by the Dean of Students or their designee on an annual basis in consultation with the Conduct Administrator. In the conduct conference, the conduct officer shall review all available information with the student to determine whether or not a decision can be made regarding the student's responsibility. If a decision cannot be reached, then the matter will be referred for an Administrative hearing.
 - b. An Administrative Hearing is a hearing conducted by a Hearing Officer appointed by the Dean of Students or their designee on an annual basis in consultation with the Conduct Administrator.

c. The Campus Conduct Board is comprised of faculty members, administrators and students. A full Board consists of five members. A quorum of three members must be present to convene a hearing. In addition to these members, the Board will be chaired by the Student Conduct Administrator or their designee, who will vote only in the event of a tie. The pool of board members will be appointed by the Dean of Students or their designee on an annual basis in consultation with the Student Conduct Administrator.

Starting Fall 2021, we will be returning to in person conduct hearings unless not possible. Worcester State University may update or revise this at any time in response to new information

5. Hearings shall be conducted by a conduct body according to the following guidelines:
- a. The University will provide a prompt, fair, and impartial investigation and resolution of all matters subject to hearing.
 - b. All conduct conferences, administrative hearings and campus conduct hearings will be conducted by officials, including students, who sit on the conduct board, who receive annual training.

All procedural questions are subject to the final decision of the chairperson of the conduct body present at the hearing.

- c. Hearings normally shall be conducted in private, i.e. not open to the public.
- d. In hearings involving more than one accused student, the chairperson of the conduct body, at his or her discretion, may permit the hearings concerning each student to be conducted separately.
- e. The complainant and the accused student have the right to be assisted by an advisor of their choice; **however advisors are not permitted to speak or to participate directly in any hearings before a conduct body.** Advisors will not be permitted admission into a hearing if the student they are advising does not attend the hearing. The complainant and/or the accused student are responsible for presenting his or her own information.

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- f. The complainant, the accused and the conduct body shall have the privilege of presenting witnesses, subject to the right of questioning by anyone present (except an advisor).
 - g. Admission of any person to the hearing shall be at the discretion of the conduct body and/or its chairperson.
 - h. Pertinent records, exhibits and written statements may be accepted for consideration by a conduct body at the discretion of the chairperson.
 - i. After the hearing, the conduct body shall determine (by majority vote, if the conduct body consists of more than one person) whether the student has violated each section of the Student Code of Conduct that the student is charged with violating.
 - j. The conduct body's determination shall be made based on the preponderance of the evidence; meaning whether it is more likely than not that the accused student violated the student code.
 - k. Formal rules of process, procedure and/or technical rules of evidence, such as are applied in criminal or civil court, are not used in Worcester State University conduct proceedings.
 - l. The complaint process and the accused student(s) may request to review the report(s) prior to the hearing. This review will take place on campus. The timeframe to review the report(s) is at the discretion of the Student Conduct Administrator.
6. There may be a written and/or recorded summation or other type of record as determined by the conduct body and/or Conduct Administrator, of all hearings before a conduct body. The record shall be the property of Worcester State University.
 7. A student may not be found to have violated the Student Code of Conduct solely because the student failed to appear before a conduct body. In all cases, the materials and information in support of the charges shall be presented and considered, as the hearing will be held in the absence of the student, should they fail to attend.
 8. In the absence of a functioning conduct board or appeals board, such as during final exams, when classes are not in session, during the summer, or in the case of off-campus academic programs, disciplinary hearings will be the responsibility of the Conduct Administrator or their designee for all students. Appeals during such time shall be heard by the Dean of Students or their designee.

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9. A case may be reopened after the final decision is made if both of the following conditions are met:
 - a. There is newly available evidence which could not reasonably have been discovered and available at the time of the original hearing.
 - b. The request to reopen is made within the two academic semesters following the date of the original final decision. The Conduct Administrator has the authority to extend this timeframe on a case-by-case basis.
 10. When a student has also been criminally charged, the accused student has the right to refuse to incriminate themselves. All statements made in the hearings or any information submitted is subject to subpoena.

C. Sanctions

Worcester State University adheres to and upholds a philosophy of progressive discipline whenever appropriate. The conduct system and the imposition of sanctions contribute to the teaching of appropriate individual and group behavior and foster the ethical development and personal integrity of students. The following sanctions may also be imposed for violations of the WSU Sexual Violence Policy.

In each case in which a conduct body determines that a student has violated the Student Code of Conduct, the sanction(s) shall be determined and imposed by the conduct body. Following the hearing, the conduct body shall advise the accused, in writing, of its determination and of the sanction(s) imposed, if any.

1. The following sanctions, included, but not limited to, may be imposed, deferred, or held in abeyance:
 - a. Warning
 - b. Loss of Privileges
 - c. Fines
 - i. Fines must be paid by cash, check or money orders ONLY. No debit or credit cards.
 - ii. All cash payments must be received in paper currency format. Coinage will not be accepted.
 - d. Restitution
 - e. Discretionary Sanctions, including but not limited to:
 - i. Service Hours
 - ii. Work assignments

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- iii. Educational Programs
 - iv. Written Assignments
 - v. Bulletin Boards
 - vi. Apology Letters
 - f. Probation

i. General Probation: a probationary status imposed for a specified time period, during which time a student is expected to demonstrate a positive change in behavior. In addition, conditions and restrictions appropriate to the violation may be imposed. Further violations during the probationary period will result in additional, more severe disciplinary sanctions

ii. Disciplinary Probation: a restrictive probationary status imposed for a specified time period, during which a student is prohibited from the following:

1. Representing Worcester State University in intercollegiate (NCAA) varsity athletics and/or Club Sports,,
2. Holding an elected or appointed student office, including Class Committee, academic governance committees, and executive board positions,
3. Selecting their room for the following year during the lottery process. The student must wait until process is completed before selecting their space in accordance with the date set forth by Residence Life and Housing.

Additional conditions or restrictions may be imposed. Students found responsible for any further infraction of WSU policies, or who violate the conditions or restrictions of disciplinary probation, are subject to further conduct actions by Worcester State University, which may include suspension or expulsion from Worcester State University.

iii. Residence Hall Probation: formal notice to the student that his/her behavior is unacceptable in the residence halls and additional policy violations, however minor, may result in further disciplinary action not limited to room relocation or removal from the residence halls. Residence Hall Probation is for a specific time period. During probationary period, the student must demonstrate that they are willing and able to act in accordance with the behavior standards outlined in the Code of Conduct, Student Handbook, Residence Life Occupancy Agreement and the Residence Hall Handbook.

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- iv. **Residence Hall Review:** a review of the student's status as a member of the residence hall community. The review will be made in conjunction with the Office of Residence Life and Housing.
 - g. Suspension
 - i. **University Suspension:** separation of the student and the University for a defined Period of time, after which the student is eligible to return. Conditions for readmission may be specified. During the time period of the suspension, the student is not permitted on University premises without the expressed written permission of the Dean of Students or their designee. If a suspended student violates any University policy or any condition of the suspension, the student may be subject to further conduct action by the university.
 - ii. **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 to live in the residence halls. While suspended from the residence halls, the student loses all guest/visitation privileges.
 - iii. **Interim Suspension:** In certain circumstances the Dean of Students or their designee may impose a Worcester State University, residence hall, or organizational suspension prior to the hearing before a conduct body. During the interim suspension, students shall be denied access to the residence halls and/or to the campus (including classes) and/or all other Worcester State University activities or privileges for which the student might otherwise be eligible, as the Dean of Students or their designee may determine to be appropriate. A student on whom an interim suspension has been imposed will be accorded a hearing as promptly as circumstances permit.

In the event that a student is suspended/expelled from Worcester State University housing or from Worcester State University for any disciplinary infraction(s) no refund of any Worcester State University fees or tuition will be given to the student (to include residential meal plans).

- h. Expulsion
 - i. **University Expulsion:** permanent separation of the student from Worcester State University. The student is not permitted on Worcester State University premises without the expressed written permission of the Dean of Students or their designee.

ii. Permanent Residence Hall Separation: permanent separation of the student from the residence halls including permanent all guest/ visitation privileges.

i. No Contact Order

A no contact order may be used as a sanction or as an interim measure of needed. A no contact order prohibits a person from having contact—directly, indirectly, or through a third party, from another.

1. More than one of the sanctions listed above may be imposed for any single violation.
2. More severe sanctions shall be imposed for repeated violations of the same policy.
3. For serious violations, Worcester State University may impose a severe sanction for the first offense.
4. The conduct history of a student will be considered when determining sanctions for additional violations of Worcester State University policy. Conduct history is established at the time of the first documented policy violation and remains in effect through graduation or permanent separation from Worcester State University.
5. Disciplinary sanctions shall not be made part of the student’s permanent academic record, but shall become part of the student’s conduct record.
6. A “disciplinary hold” may be placed on a student’s academic record. Students with a disciplinary hold may not be permitted to register, request transcripts, receive a diploma, add or drop courses, register for Worcester State University housing, or participate in other Worcester State University activities.
7. Federal and State Notification Regulations:
 - a. As recommended by the Massachusetts Board of Higher Education and permitted by the Family Educational Rights and Privacy Act (FERPA), Worcester State University may notify parents/guardians when students under the age of 21 have been found responsible for violating Worcester State University’s Alcohol or Drug policies. (See minimum sanctions under Alcohol and Drug Policies.) In addition, the sanctions of removal from housing, suspension or expulsion from Worcester State University may be accompanied by parental notification.
 - b. The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act requires that the victim of a sexual assault be informed of the first outcome of any campus disciplinary

proceeding against the alleged attacker in the matter of the sexual assault. 20 U.S.C. § 1092(f)(8)(B)(iv)(II) (2000). FERPA allows institutions to share the outcome of a disciplinary proceeding with the alleged victim of a “crime of violence.” 20 U.S.C. § 1232g(b)(6) (A) (2000). In 1998, FERPA was further amended to allow institutions to release to the public the first results of a campus disciplinary proceeding alleging a “crime of violence” when the Accused Student is found responsible. Pursuant to Title IX and the Educational Amendments of 1972, 20 U.S.C. § 1681, and the reauthorized Violence Against Women Act 42, U.S.C. § 14045(b) (“VAWA”), the university shall simultaneously notify both the accuser and the accused, in writing, of:

- i. The outcome of the disciplinary proceeding involving sexual harassment, sexual assault, sexual violence, dating violence, domestic violence and/or stalking;
 - ii. the procedures for the accused and the victim to appeal the results;
 - iii. any change in the results that occurs prior to the time the results become final; and
 - iv. when the results become final.
9. Failure to complete any sanction will may result in one, or more, of the following until the original sanction has been completed:
- a. Imposition of Disciplinary Probation
 - b. Imposition of a more severe sanction, if the student is already on Disciplinary Probation
 - c. A disciplinary hold being placed on a students account

D. Appeals

1. A decision reached by a conduct body may be appealed by the accused student(s) to the Appellate Board or Associate Dean of Students no later than 5:00 p.m. on the fifth (5) calendar day from the date of the decision letter. You must complete the appeal form found in the *Student Services* portion of your MyWSU student portal.
2. If you fail to appear at your original hearing without consent of your Hearing Officer you may lose your right to appeal.
3. An appeal is not a new hearing but a review of the summation/record of the initial hearing and supporting documents for one or more of the following purposes:

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- a. To determine whether the original hearing was conducted fairly in light of the charges and evidence presented, and in conformity with prescribed procedures.
 - b. To determine whether the finding of responsible is supported by the weight of the evidence or to consider new evidence, sufficient to alter a decision, or other relevant facts not brought out in the original hearing, because the person appealing did not know such evidence and/or facts at the time of the original hearing.
 - c. To determine whether the sanction(s) imposed were appropriate.

A request for an appeal shall be denied if the Conduct Administrator determines that it does not meet the above criteria.

4. The appellate board reserves the right to change the sanctions which may include a more severe sanction than previously as signed.
5. Upon completion of the appellate hearing, the Appellate Board or Associate Dean of Students shall promptly notify the accused student of the outcome of the appeal. Said decision(s) shall take one of the following forms:
 - a. **Appeal Upheld:** The accused student's request for appeal has been honored. In the case of an upheld appeal, the new findings/sanctions shall be stated

-or-

- The matter may be remanded to the Conduct Administrator for re-opening of a hearing to allow reconsideration of the original determination and/or sanction(s).
- b. **Appeal Denied:** The accused student's request for appeal is denied and the findings and/or sanctions stand.
6. In the case of extraordinary circumstances, the Dean of Students, or their designee, may waive the deadline for filing an appeal. The decision to waive a deadline shall be final.
 7. The decision of any appellate board or the Associate Dean of Students is final.

No disciplinary sanction shall be imposed while an appeal is pending unless the Conduct Administrator determines that such action would be in the best interests of the accused or other members of the Worcester State University community. An **Interim Suspension** shall remain in force while an appeal is pending unless the Conduct Administrator directs otherwise.

INTERPRETATION AND REVISION

- A. Any question of interpretation regarding the Student Code of Conduct shall be referred to the Conduct Administrator or their designee for final determination.
- B. Worcester State University policies may be established or revisions made to existing policies through appropriate procedures. When changes are made, such additions or revisions will be publicized.
- C. The Student Code shall be reviewed at least every **three** years under the direction of the Conduct Administrator.
- D. AOD policies and cases shall be reviewed at least every other year to determine effectiveness and consistency of sanction enforcement in order to identify and implement any changes.

GLOSSARY

Appellate Board: At least three persons authorized by the Dean of Students to consider an appeal of a conduct body's determination of findings/results and/or sanctions. The Dean of Students shall serve as chairperson of the Appellate Board.

Conduct

Administrator: The Worcester State University official who coordinates and oversees the implementation of the Student Code of Conduct and the Conduct System.

Conduct Body: Any person or persons authorized by the Dean of Students to determine whether a student has violated the Student Code and to determine sanctions.

Deferred: When a sanction is postponed to be completed at a predetermined date in the future. Manipulate, humiliate, isolate, frighten, threaten, blame, hurt, injure, or wound someone. Domestic and dating violence can occur in relationships between persons of any gender.

Domestic violence is such behavior directed against a current or former spouse, family member (blood, step, adoptive or foster), person with whom a child is shared, or cohabitant (possibly a roommate).

Dating violence is such behavior directed against another person in a social relationship of a romantic or intimate nature, and where the existence of such a relationship is determined based on a consideration of the length and type of relationship and frequency of interaction between the persons involved.

Guest: Includes but is not limited to, any person(s) a student invites to their room, apartment, building, or to Worcester State University premises; and/or person(s) present and involved in activity within their room, apartment, building, or elsewhere on the Worcester State University premises.

Hate Crime(s): An incident or incidents of mistreatment because of race, gender, disability, age, marital status, religion, color, national origin, sexual orientation, gender identity, gender expression, veteran status, genetic information, or other personal characteristic(s).

Held in Abeyance: When a sanction is suspended for a set period of time rather than being imposed immediately. If the student is found responsible for any other policy violation during the prescribed time period, the sanction may be imposed immediately in addition to any other sanctions assigned for the new violation.

Imposed: When a sanction is assigned to be completed within the time limit delineated in the results letter.

May: Is used in the permissive sense

**Member of the
Worcester State
University
Community:**

Includes any person who is either a student or employed/contracted by Worcester State University. The Dean of Students and/or Conduct Administrator shall determine a person's status when in question.

MPAA: Motion Picture Association of America

Organization: Any fraternity, sorority, association, corporation, order, society, corps, athletic group or team, cooperative, club, service, social or similar group, whose members are or include students, operating at or in conjunction with Worcester State University.

Policy: The written regulations of Worcester State University as found in, but not limited to, the Student Code, Residence Life Handbook, Student Handbook, and Graduate/Undergraduate Catalog.

**Recognized
Worcester State
University
Officials:**

Faculty, Worcester State University staff and students who are employed by Worcester State University and acting on behalf of Worcester State University.

RIAA: Recording Industry Association of America.

Shall: Is used in the imperative sense

Student: “Student” includes an individual who has paid an acceptance fee, registered for classes, or otherwise entered into a contractual relationship with the university to take instruction.

Volunteer: Individuals who participate in athletic or academic experiences and for extracurricular activities during periods in they are not registered for academic credit do so on a volunteer basis. **If individuals are involved in activities that are not related to course in which they enrolled, they are considered volunteers.**

**Worcester State
University**

Premises: Includes all land, buildings, facilities, and other property in the possession of, owned, used, rented/leased, or controlled by Worcester State University including adjacent streets and sidewalks.