

University Policies for Students

✓ University Policies for Students

List below are policies the University has adopted to ensure the health, safety, and well-being of the campus community.

related charges are shared with the accused so that the accused can prepare a defense in the event of a court hearing. Faculty, staff, students, and community members are encouraged to report incidents of misconduct. Police reports and Residence Hall incident reports are also used to report violations of University conduct standards.

[[Back to Top](#)]

Policy Regarding Initiating Activities with any Organization

The purpose of this policy is to specifically clarify those behaviors and activities which constitute violations of University regulations and New York State laws pertaining to hazing, and to provide a mechanism for student organization and intercollegiate sports member programs and activities.

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resistance, in a fit self, demonstrate consent. The effectiveness of consent varies based upon a participant's sex, sexual orientation, gender identity, gender expression.

a) Consent to a sexual act by one party does not constitute consent to a different sexual act.

b) Consent is required regardless of whether the person initiating the act is under the influence of drugs or alcohol.

c) Consent may be initially given but withdrawn at any time.

d) Consent cannot be given where a person is incapacitated, which occurs when an individual lacks the ability to knowingly choose to participate in a sexual activity. Incapacitation may be caused by the lack of consciousness or being asleep, being involuntarily restrained, or if an individual otherwise cannot consent. Depending on the extent of incapacitation, some individuals may be unable to give consent at all.

e) Consent cannot be given where it is the result of force, coercion, or threat of harm.

f) Where consent is withdrawn or can no longer be given, sexual activity must stop.

Policy for Alcohol and/or Drug Use Amnesty in Sexual and Interpersonal Violence Cases

The health and safety of every student at the State University of New York

Frederia strongly encourages students to report incidents of domestic violence, anti-gender violence, stalking, or sexual assault to institutional officials. A bystander acting in good faith or a reporting individual acting in good faith that discloses a violent act of domestic violence, anti-gender violence, stalking, or sexual assault to Federal officials or law enforcement will not be subject to Federal or Connecticut anti-fraud provisions. The Connecticut Commission on the Prevention of Sexual Assault and Domestic Violence will use policies currently in effect at the time of the commission of the domestic violence, anti-gender violence, stalking, or sexual assault.

Students' Bill of Rights

The State University of New York and Frederick are committed to providing protection, support and assistance to victims/survivors of sexual assault, domestic violence, anti-gender violence, or stalking to ensure that they can continue to participate in University-wide and campus programs, activities, and employment. All victims/survivors of these crimes are vulnerable, regardless of race, color, national origin, religion, creed, age, disability, sex, gender identity or expression, sexual orientation, familial status, pregnancy, pre-disposition genetic characteristics, military status, domestic violence victim status, or criminal conviction, have the full right

They can provide you with transportation to
Brooks Hospital that have evidence collected.

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by calli g 1-800- 42-6 06), a assista ce ca als be btai e
thru gh:

- SurvJustice: <http://www.survjustice.org/services.html>;
- Legal M me tum: <https://www.legalmmetum.org/>;
- NYSCASA: <http://yscasa.org/>;
- NYSCADV: <http://www.yscadv.org/>;
- Pa ra’s Pr ect:
<http://www.pasys.org/lgbtsurvivors.html>;
- GLBTQ D mestic Vi le ce Pr ect:
<http://www.glbtqvp.org/>;
- RAINN: <https://www.rainn.org/get-help>;
- Safe H riz s: <http://www.safehazards.org/>.
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 - Title IX C r i at r;
 - U iversity P lice;
 - O ce f Stu e t Affairs;
 - O ce f Stu e t C uct;

■ O ce f Resi e ce Life

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- T btai effective i terve ti services
 - C u seli g Ce ter, L Grass Hall, ~~(716) 673-3424~~
 - Stu e t Health Ce ter, L Grass Hall, ~~(716) 673-3131~~
 - Br ks Mem rial H spital, 52 Ce tral Ave ue, Du kirk, NY, ~~(716) 366-1111~~, www.br_ksh_spital.org
 - Sexual c tact ca tra smit Sexually Tra smitte I fecti s (STI) a may result i preg a cy. Testi g f r STIs a emerge cyc c tracepti is available.
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access to these services. The New York State Office of Victim Services may be able to assist in completing victims/survivors for health care and counseling services, including emergency funds. More information may be found here: <https://www.oivs.org/sites/default/files/brochure/vs-rights-cv-bklet-5-17.pdf>, or by calling 1-800-247-8035. Options are explained here: <https://www.oivs.org/help-crime-victims>.

To best preserve evidence, victims/survivors should avoid showering, washing, changing clothes

“No Contact Order,” consistent with the University policy and procedure, meaning that contributing to contact that protects individuals

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in order to ensure safety, prevent retaliation, and avoid a hostile work environment. Parties may request a prompt review of the effective remedies for any interim measures and accommodations that directly affect them. While reporting individuals may request accommodations through any of the offices referenced in this policy, the following offices can serve as a point to assist with these measures:

- Title IX Office, 143 Felt Hall,

who receive a qualitative investigation of sexual violence, the effects of trauma, impartiality, the rights of the respondent, including the right to a presumption that the respondent is "not responsible" until a finding of responsibility is made, and other issues related to sexual assault, domestic violence, anti-gang violence, and stalking.

- The right to an investigation process conducted in a manner that recognizes the legal policy requirements of the

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- Office of Student Conduct, S212 Williams Center, (716) 673-4726
- Faculty shall ensure that every student be afforded the full range of rights through appropriate proceedings involving such a accusation of sexual assault, domestic violence, dating violence, stalking, or sexual activity that may otherwise violate the institution's Code of Conduct
 - The right to review a present available evidence in the case file, or otherwise in the possession or control of the institution, a relevant to the conduct case, consistent with institution policies and procedures.
- The right to choose whether to disclose or discuss the outcome of a conduct hearing.
- The right to have all information obtained during the course of the conduct disciplinary process be protected from the public release until the appeals panel makes a final determination unless otherwise required by law.

Policy for Transcript Notations

For crimes of violence, including, but not limited to sexual violence, offenses as crimes that meet the reporting requirements pursuant to the federal Clery Act established in 20 U.S.C. 102(f)(1)(F)(i)(I)-(VIII), institutions shall make a notation in the transcript of students responsible after a conduct process that they were "suspected after a finding of responsibility for a conduct violation" or "expelled after a finding of responsibility for a conduct violation."

For the respondent with raws from the institution while such conduct charges are pending, a student completes the disciplinary process, institutions shall make a notation in the transcript of such

students that they “withrew with conduct charges pending.” If a finding of responsibility is vacated for any reason, any such transcript entry shall be removed.

Options for Confidentially Disclosing Sexual Violence

The State University of New York at Fredonia wants you to get the information and support you need regardless of whether you would like to move forward with a report of sexual violence to campus officials or police. You may want to talk with someone about something you observe or experience, even if you are not sure that the behavior constitutes sexual violence. A conversation where questions can be answered is far superior to keeping something to yourself. Confidentiality varies, and this commitment is aimed at helping you understand how confidentiality applies to different resources that may be available to you.

In this Policy:

- Privilege and Confidential Resources.
- Non-Professional Counselors and Advocates.
- Privacy versus Confidentiality.
- Requesting Confidentiality: How the University Will Weigh the Request and Response.
- Public Awareness/Avoidance Events.
- Anonymous Disclosure.
- Institutional Crime Reporting.

Privileged and Confidential Resources

Individuals who are *confidential* resources will not report crimes to law enforcement or University officials without your permission, except for extreme circumstances, such as a health and/or safety emergency. At Fredonia, this includes:

- Fredonia's Counseling Center: L Grass Hall, (716) 673-3424

- Freida's Health Center: L Grass Hall, (716) 673-3131
- Preventi, Availability, and Well-ess Services (PAWS)
Coordinator: L Grass Hall, (716) 673-3424

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to initiate an investigation, the Title IX Coordinator must weigh your request against our obligation to provide a safe, non-discriminatory environment for all members of our community, including you.

We will assist you with academic, housing, transportation, employment, and other reasonable and available accommodations regardless of your responsibility. While you or your individual(s) may request accommodations through several University offices, the following office can serve as a primary point of contact to assist with these measures: The Office of Student Affairs, 7th Floor of Maytum Hall, (716) 673-3271. We also may take proactive steps, such as training or awareness efforts, to combat sexual violence in a general way that does not identify you or the situation you disclose.

We may seek assistance from your prior conduct in an investigation if we

Frederia is obligated to issue timely warnings of Clery Act crimes occurring with relevant geography that represent a serious risk to the threat to students and employees (subject to exceptions where potentially compromised law enforcement efforts are where the warning itself could potentially identify the reporting individual as victim/survivor). A reporting individual will never be identified in a timely warning.

The Family Educational Rights and Privacy Act allows institutions to share information with parents where (1) there is a health or safety emergency, or (2) where the student is a dependent either parent's primary financial income tax return. Generally, Frederia will not share information about a report of sexual violence with parents without the permission of the reporting individual.

Campus Climate Assessment Policy

Climate assessments afford institutions the opportunity to better understand their campus and to make informed decisions where it comes to providing a safe educational environment. Beginning in the 2015-2016 academic year, each State University of New York State-operated academic community college will conduct a uniform climate survey that ascertain student experience with a knowledgeable reporting university and university processes for sexual harassment, including sexual violence, and other related crimes.

The survey will address at least the following:

- Student and employee knowledge about:
 - The Title IX Coordinator's role;
 - Campus policies and procedures addressing sexual assault;
 - How and where to report sexual violence as a victim/survivor or witness;
 - The availability of resources available on campus, such as counseling, health, academic assistance;

- The prevalence of victimization and perpetration of sexual assault, domestic violence, anti-gender violence, and stalking on/off campus during a set time period (for example, the last two years);
- Bystander attitudes and behaviors;
- Whether victims/survivors report to the University and/or police, and reasons why they do or do not report.
- The general awareness of the difference, if any, between the institution's policies and the penal law; and
- The general awareness of the efficacy of a formative context.

Table of Contents

Student Onboarding and Ongoing Education Guide

The State University

effectiveness, a local law enforcement.

- How to obtain services and support.
- Bystander Intervention as the importance of taking action, when it is safe to do so, to prevent violence.
- The protection of the Policy for Alcohol / or Drug Use Amnesty Sexual Assault Intervention Violence Cases.
- Risk assessment and reduction, but not limited to, steps that protect potential victims/survivors and potential assailants and bystanders to violence can take to lower the incidence of sexual violence.
- Consequences and satisfaction for individuals who commit these crimes.

The bargaining process is not limited to a single day of negotiation, but recognizes that students are all at different times at different SUNY campuses and gives campuses the flexibility to best educate students at a time and manner that can most effectively bring these points to light. SUNY will conduct these trainings for all new students, whether first-year or transfer, undergraduate, graduate, or professional. Each campus shall use multiple methods to educate students about sexual violence prevention. Each SUNY institution will also share information about sexual violence prevention with parents of enrolled students.

Students at SUNY State-operated and community college campuses shall be encouraged to specialize training in sexual violence prevention. Each institution will conduct a campaign, in compliance with the requirements of the Violence Against Women Act, to educate the student population. Further, institutions will, as appropriate, provide or expand specific training to groups such as intercollegiate students, students that are also employees of the campus, leaders and members of registered / recognize student organizations, leadership and educated students. Institutions will also provide specific training to members of groups identified as likely to engage in high-risk behavior.

Beginning in the 2015-2016 academic year, SUNY State-operated academic community colleges will require that student leaders and officers of fraternities/organizations that seek recognition complete training in domestic violence, anti-gender violence, sexual assault, and stalking prevention as part of the approval process and require student-athletes to complete training in domestic violence, anti-gender violence, sexual assault, and stalking prior to participating in intercollegiate athletics.

Methods of training and education of students may include, but are not limited to:

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[Back to Top]

Sexual Harassment Policy

As an educational institution, the State University of New York at Fredonia is committed to maintaining a campus environment where all members of the academic community are able to work and pursue collegial study in an atmosphere of mutual respect, civility and trust. A violation of this trust damages the institution's educational mission by undermining the freedoms of inquiry and expression. We must make it unmistakably clear to every member of the faculty and academic staff, to every employee and every student that sexual harassment and discrimination will not be tolerated here on this campus.

As a form of discrimination, sexual harassment is a violation of both the federal and New York State laws, including Title VII of the Civil Rights Act of 1964, Title IX of the Educational Amendments of 1972, and the New York Human Rights Act of 1982.

Scope:

This policy applies to all students, administrators, faculty, staff and guests of Fredonia.

All members of the community are encouraged to report any incidents of sexual discrimination or harassment of which they become aware that compromises the well-being and individuality of the campus community.

Defining Sexual Harassment:

*Sexual Harassment in the **Employment** Setting is defined as:*

Unwelcome sexual advances, requests for sexual favors, and other

conduct of an employee.

- Submissiveness or recitation of such conduct is used as a basis for employment decisions affecting an employee's benefits or application.
- Such conduct is intended to interfere with an individual's work performance, create a hostile or offensive work environment.

*Sexual Harassment in the **Educational** setting is defined as:*

Unwelcome conduct of a sexual nature. Sexual harassment can include unwelcome sexual advances, requests for sexual favors, a

Harassment shall be found where, in aggregate, the incidents are sufficiently pervasive, persistent, or severe that a reasonable person, of similar background would be adversely affected to the degree that it interferes with their ability to participate in or realize the intended benefits of a institutional activity, employment, or resource. Should disciplinary action be implemented, or campus disciplinary proceedings invoked, it shall be consistent with the terms and conditions of the governing collective bargaining agreement or campus disciplinary policy.

An employee or student who participates in the discriminatory complaint process, or reports an incident of discriminatory or harassing behavior, has the right to do so without fear of retaliation. If retaliation were to occur, appropriate sanctions will be applied.

accountable for their behavior while under the influence of alcohol / r
rugs, regardless of age.

Conduct relating to the use of alcohol where the individual becomes a
disruptive to the community is prohibited, regardless of age. Being
intoxicated to the level of consumption of alcohol for their rugs,
where students have placed themselves or others in harm's way, are
experiencing significant difficulty physically, is not permitted,
regardless of age.

The Alcohol Policy states that anyone under 21 years of age may consume
or possess alcoholic beverages. Hosts are responsible for all of their
guests, including those who are under 21 years of age. Students who are
over 21 may consume alcohol in the presence of anyone under 21 other
than their roommate. Individuals who are under the age of 21 may not be
present where alcohol is being served or consumed other than as set forth
by the appropriate regulations. In such cases, all underage students
present will be charged with an alcohol rug policy violation. Frequent
prohibits the possession of alcohol paraphernalia, regardless of
age, including, but not limited to, empty alcohol containers used for
recitation, the presence of

Typical Alcohol/Drug Sanction(s)

Listed below are possible sanction(s) for those who violate the drug and alcohol policy. The sanctions listed may be used alone, in combination, and additional sanctions that list here may also be applied.

- First Offense: The first alcohol violation is a 5-day suspension; 0

the program.

Drug Education Course

Students are required to complete this online program as a satisfactory requirement for a first-time violation of the University drug policy. The course is a science-based course that provides detailed information about marijuana and its effects on the body and mind. A fee will be charged to cover the cost of the program.

Fredonia C.A.R.E.S.

Fredonia CARES [Choice | Acceptance | Responsibility | Experience | Success] is a campus initiative designed to address alcohol and other drug concerns on campus. The program respects the individual needs of students who have been charged with a violation of the Fredonia Alcohol and Drug Policy. Initially, students who believe they might benefit from examining their substance use may take part in an appropriate workshop. Students will have a private confidential consultation, a participation in a research-based workshop focusing on self-assessment to help better understand

which clarifies expected behavior in the future. Such a warning is included in the student's conduct file.

- Disciplinary Warning - A written reprimand which expresses University dissatisfaction with the student's conduct.

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[Back t T p]

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in which a student chooses to plead responsible to the charges and waives their right to a hearing. In such a case, the Office of Student Conduct will impose a sanction.

If a student, club, or organization fails to respond to the charge letter by the appropriate deadline listed in the letter, by either pleading responsible or not responsible, a determination of responsible or not responsible will be made without their participation as part of an Administrative Sanction Hearing.

[[Back to Top](#)]

Administrative Sanction Hearing

In an Administrative Sanction Hearing, the Director of Student Conduct meets with the accused student to hear the case. This process is usually chosen if a student pleads responsible to the charges and accepts the appropriate sanction. This process requires that

charges against the student, including. The notice shall clearly indicate the

offense with specific reference to the violated regulation and shall indicate the time and place of the initial meeting with the Director of Student Conduct. If the student/organization requests a hearing, a separate notice shall be presented to the accused at least five (5) days prior to the hearing. In extreme cases, the five-day notification period may be waived if deemed necessary. A student may waive their right to a formal hearing and plea responsible to the charge(s). In such cases, the Director of Student Conduct will consider the evidence and make a satisfactory decision (See Administrative Satisfactory Hearing). If the student elects to waive their right to a hearing and does not appear for a scheduled hearing, their case will be considered by the board and a decision will be rendered in their absence.

Step 3 The Office of Student Conduct shall ensure that a student charged with violating University rules and regulations has, prior to appearing before the Board, the ability to review a statement defining the composition and authority of the Board.

Step 4: The Board shall examine all relevant facts and circumstances presented at the hearing and reach an equitable decision. A record of the hearing shall be kept to enable review and every reasonable attempt shall be made to keep the matter appropriately confidential. All hearings are audio recorded, however in the event of equipment failure, a board member will take steps to ensure accurate recording of the hearing. Freedom will not be responsible for transcription of audio recordings into written transcript form. Grounds for appeal will also not be considered due to equipment failure.

Step 5 At the hearing, the student(s) shall have a full opportunity to explain the circumstances surrounding the incident and shall be able to present pertinent evidence and testimony of witnesses. In addition, the student shall have the opportunity to ask questions of any witnesses, request written statements submitted against them, and to respond to questions. The Board shall also have the right to call witnesses and to review materials. The student shall have the right to be assisted by a advisor/support person of their choice. The advisor/support person may not participate in the hearing.

Step 6: The student's official history will be withheld from the board members until a final judgment of responsibility has been made. If a student is found responsible for violating University policy

Approximately six students and six faculty/staff members are appointed for a term of one year.

f. In order to be eligible, a student must have attained sophomore status. All members of the Judicial Board must have been a member of the University community for at least one semester before taking office. No student may serve if they are in disciplinary probation at the time of the appointment. No member of the Judicial Board may be an executive (including class presidents) of the Student Association or a voting member of the University Senate.

[Back to Top]

Consensual Relationships (Faculty/Staff and Students)

The University encourages intimate consensual relationships between faculty/staff and students, and has a policy prohibiting intimate relationships between faculty and students in their classes, and between faculty/staff and students they are directly supervising. The Faculty Handbook provides guidelines regarding this type of relationship and states the following:

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categories listed below. If a student has any questions about whatl

Plagiarism consists of presenting the work of others as one's own. It is unethical to copy directly the works of others.

Most colleges and universities support opportunities for collaborative learning. However, unauthorized collaboration is considered collusion. Unless collaboration is expressly permitted by the instructor, students should work independently. Even when an instructor authorizes collaboration, collusion may still occur. In all cases, work submitted should reflect an individual's work effort.

Specific examples of collusion include, but are not limited to, the following situations:

1. Two or more students study a problem and one student formally writes a solution. The other members of the group copy the results, and each individual submits the work as their own.
2. A pair or larger group of students work on a series of problems or tasks, each student completes a portion of the problem set or task, the students combine their work, and each student submits the entire problem set or task as their own.
3. A course instructor assigns a task or problem to be completed outside of class and explicitly instructs students to discuss the task or problem with each other. A pair or larger group of students discuss the work together on the task or problem, and each individual submits the results as their own.

III. Violations of Academic Integrity Procedures

A. Classroom Level

1. An instructor who suspects a violation of the Academic Integrity Policy will collect all information and materials related to the offense. The instructor will contact the student to present their charge(s) and the student will be given an opportunity to answer and explain. If the instructor asks the

students agree that violation has occurred, the matter is
referred to

3. If the student has prior record for academic dishonesty, the Chairperson and the instructor must decide if the case is a serious enough violation to result in suspension or expulsion. If so, the case must be sent to the Academic Integrity Review Board for adjudication. If the charges are less serious, the Department may propose departmental sanctions including but not limited to the removal of the following sanctions: a formal warning; grade reduction on the assignment; the requirement that the student redo the assignment in order to receive credit; a grade freezer being assigned to the particular assignment; and/or a failing grade being given for the course.
4. At this stage of the process, the Department Chair sends the Academic Integrity Incident Report Form to the appropriate Dean if from the Dean of the alleged academic dishonesty. In the case of a student enrolled in a teacher education program, this report should also be sent to the Dean of the College of Education. The Academic Integrity Incident Report Form will serve as a routing slip and require appropriate signatures.

C. Notification of Departmental Sanction or Referral for Hearing by the Dean

1. The Dean will communicate the proposed departmental sanctions or referral to the Academic Integrity Review Board to the student. The Dean will also include a description of the charges to the student. If the student responds with raws from the course, the

Academic Integrity Committee Report Form, the Academic Department that originates the Academic Integrity Committee Report Form, the Office of Student Conduct, the Associate Professor Curriculum, Assessment, and Academic Support, the Chair of the Academic Integrity Review Board, and the student's academic advisor.

3. Because a student may plagiarize a / or violate the provisions of the Academic Integrity Policy in more than one department, the Office of Student Conduct will maintain the final copy of the Academic Integrity Committee Report Form in the student's file.

D. Appeal Process

1. Within 5 working days of notification, the student may elect to appeal the departmental process. If so, they must officially respond and notify (via the student's official University email account) the Dean that sets the student's letter. The Dean should then forward the notice of the student's intent to appeal to the Professor, the appropriate Department Chair, the Director of Student Conduct, and the Chair of the Academic Integrity Review Board, who will call together the members of the Board for a formal hearing. The Director of Student Conduct will at this time schedule a meeting with the student for clarification of the appeal and hearing process. Throughout the appeal process, the charged student is assumed responsible and in most circumstances, they have the right to remain in class.
2. After the same 5 working days, if the student has not accepted the student's or appealed, the University will act upon the assumption that the student has accepted the departmental decision as a final decision thereon.
3. If the department has recommended a student's suspension or expulsion, or if it is

second allege offense at the university, the Chair of the Academic Integrity Review Board and Director of Student Conduct will be notified by the Dean and a hearing will be scheduled in a timely manner. All original materials for the hearing will be transmitted to the Director of Student Conduct and a copy sent to the Chair of the Academic Integrity Review Board.

4. With all decisions in the appeal process, enforcement of satisfactory satisfactions of all parties involved will be the responsibility of the office of the appropriate Dean and the Provost.

E. Academic Integrity Review Board

1. The Academic Integrity Review Board will be convened to hear a rule in a case under any of the following circumstances: (1) the student who has been charged has chosen to appeal the department decision, (2) for a suspension or expulsion level case, or (3) whenever a second or subsequent academic misconduct violation is submitted. Before the hearing, the student will attend a meeting with the Director of Student Conduct (as set in part III.D.1. above) who will fully inform the student about the process and possible outcomes. The student may decide at this point to participate with the appeal process, if that was the reason for the hearing. If the student requests their appeal relate to departmental actions, but it is a second alleged violation, the hearing will still occur.
2. A charged student has the right to select a willing student, faculty member, or administrative staff member of the University to advise them through out the review process. To avoid conflicts of interest, this advisor may not be selected from the members of the Academic Integrity Review Board. If the student wishes to have an attorney present at the hearing as an advisor, the Chair of the Academic Integrity Review Board

will be notified at least 72 hours in advance of the hearing. The attorney may advise the student regarding the hearing, but will not be permitted to represent the student.

3. The Chair of the Academic Integrity Review Board will establish a subcommittee of individuals to hear each individual case which comes to the Academic Integrity Review Board. Members will undergo training before serving as a case hearing Board. For each hearing, members must include at least one individual from

- . A Chairperson from an academic department other than the department in which the charge originated.
- e. At least one faculty member, but preferably two, from departments other than the department initiating the charges and the Department Chair in III.D.3. above. Such members may be selected from the pool of faculty serving as members of the University Judicial Board.
- f. Other parties and witnesses may be invited by the Chair of the Academic Integrity Review Board or by the student. These witnesses may be called before the Academic Integrity Review Board to provide testimony. Normally, the faculty member bringing the charges is also invited to the hearing to answer any questions that arise.
4. After the presentation of the summary of the case by the Director of Student Conduct, the student will answer the charges by pleading responsible or not responsible, and providing a voluntary affidavit that they wish. The Chair of the Academic Integrity Review Board (after prior consultation with the assembly Board) may call witnesses. The student who has been charged may also call witnesses. The student will be given the opportunity to provide a voluntary affidavit relevant to the case before the close of the hearing. All participants in the hearing will be informed that deliberations are not remain strictly confidential. Hearings of the Academic Integrity Review Board will be recorded and provide a record of the proceedings and these records will be stored in the Office of Student Conduct.
5. After the hearing, the Academic Integrity Review Board will deliberate in private and make a formal decision. In the final determination, each of the members of the acting Board, including the Chair of the Academic Integrity Review Board, and excluding the Director of Student Conduct, will cast a single and equally weighted vote. In the event of a tie vote

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or excessive ridicule of a member of the University community. The University will also act to prohibit such conduct to the extent that it violates the Student Code of Conduct.

All members of the campus community are expected to live, learn, and work with a full attitude of mutual respect and appreciation for differences. Faculty and staff, as mentors and educators, are expected to support this policy through personal interactions with students, classroom discussions, and careful selection of curricular materials and content.

[Back to Top]

Freedom of Expression - Discrimination Statement

Pursuant to University policy, the University is committed to fostering a diverse community of outstanding faculty, staff, and students, as well as ensuring equal educational opportunity, employment, and access to services, programs, and activities, without regard to an individual's race, color, national origin, religion, creed, age, disability, sex, gender identity, sexual orientation, familial status, pregnancy, predisposing genetic characteristics, military status, domestic violence victim status, or criminal conviction. Employees, students, applicants and other members of the University community (including but not limited to vendors, visitors, and guests) may not be subjected to harassment that is prohibited by law, nor treated adversely or retaliated against based upon a protected characteristic.

The University's policy is in accordance with federal and state laws and regulations prohibiting unlawful discrimination and harassment. These laws include the Americans with Disabilities Act (ADA), Section 504 of the Rehabilitation Act of 1973, Title IX of the Education Amendments of 1972, Title V,

Inquiries regarding the application of Title IX and other laws, regulations and policies prohibiting discrimination may be directed to **Dr. Vicki Sapp, Chief Diversity Officer** at vicki.sapp@frederia.edu. Inquiries may also be directed to the United States Department of Education's Office for Civil Rights, 3201 Slip 26th Floor, New York, NY

available ther ays, where it is p ssible a practicable t
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classes, registrati , exami ati s, stu y, r w rk
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5. I effectuati g the pr visi s f this secti , it shall be the
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principally designed for the purpose of training ministers and other religious functionaries for the purpose of propagating religious activities. As used in this section, the term "religious belief" shall mean beliefs associated with a religious organization and operated exclusively for religious purposes, which is not disqualifying.

educational records. Written consent from students may be required before personally identifiable information about them will be released from their educational records, as provided by law.

Specifically, institutions are permitted to release directly identifiable information to students unless the students have notified the institution with this information. Directly identifiable information is "public" information, which may be released without the student's consent to persons making inquiry. Personally identifiable information includes as directly identifiable information: the student's name; local address; local telephone and cellular number(s); university assigned e-mail address; student's home address; home telephone number; parent's name, address and telephone number; class schedule; date and place of birth; marital status; class standing; participation in officially recognized sports activities; weight and height (athletes); electronic images (photographs); dates of attendance at the University; degrees and awards received; and the most recent previous educational institution attended.

Inquiries or complaints may be filed with the Family Policy Compliance Office, U.S. Department of Education, 400 Maryland Avenue, SW, Washington, D.C. 20202-5011. Copies of the Family Policy Compliance

U iversity P lice_(716)_673-3333

O ce fStu e t Affairs_(716)_673-3271

O ce fStu e t C uct_(716)_673-4726

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673-3358

C u seli g Ce ter_(716)_673-3424

I ntercultur

Pursuant to the NYS Educational Law Article 12 -A, section 6431 the Personal Safety Committee reviews current campus security policies and procedures and makes recommendations for their improvement. The committee specifically reviews current policies and procedures for:

- a. evaluating the campus community, including security personnel and those persons who advise or supervise students, about sexual assault.
- b. evaluating the campus community about personal safety and crime prevention
- c. reporting sexual assaults and dealing with victims including investigations
- d. referring complaints to appropriate authorities
- e. counseling victims
- f. responding to inquiries from persons concerned about campus safety

The committee consists of a minimum of six members, at least half of whom shall be female. The committee consists of two students appointed by Student Association, two faculty members, appointed by the Faculty Senate, and two individuals appointed by the President.

The committee reports, in writing, to the college President or chief administrative officers findings and recommendations at least once each academic year, and such reports shall be available upon request.

For more information regarding the Personal Safety & Campus Security Committee

Students that are found responsible and expelled / dismissed for serious violations of the Students Rights and Responsibilities may receive a permanent notation on their academic transcript.

relating to the report of the missing student. If the student's

absence is verified, the incident will be reported a share between departments. Both departments will continue the investigation to locate the missing student. If, after further investigation, the missing student is located, both departments will determine the most effective manner for continuing the investigation. In any event, information relating to a report of a missing student shall be shared by both parties later than twelve (12) hours from the time of the initial report. If the missing student is located and returned to the College at any time after the matter has been reported, each party shall notify the other immediately.

b. *Violent Felony Offenses*

When a report of a off-campus violent felony offense is received by the College or when a report of a violent offense involving a college student is received by the municipal police department, the recipient shall notify the other police department as soon as possible. The police departments will carry out appropriate investigative procedures and will determine the most effective manner for continuing the investigation and shall provide mutual assistance when requested.

Take the next step

