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CEDAR CREST

I. MISSION

Cedar Crest College is a liberal arts college primarily for women dedicated to the education of the next generation of leaders. Cedar Crest College prepares students for life in a global community by educating the whole student at all stages of life and experience.

II. HONOR CODE

Cedar Crest College students should uphold community standards for academic and social behavior in order to preserve a learning environment dedicated to personal and academic excellence. Upholding community standards is a matter of personal integrity and honor. Individuals who accept the honor of membership in the Cedar Crest College community pledge to accept responsibility for their actions in all academic and social situations and the effect their actions may have on other members of the college community.

HONOR CODE PRINCIPLES

- The following principles stand at the center of the honor philosophy:
- We believe in self-governance.
- We respect the individual ownership of ideas, work and property.
- We recognize and appreciate others' differences.
- We have responsibility as individuals within a community to uphold community standards.
- We will create a just and caring environment by striving to behave with equity and consideration of others.

HONOR CODE PLEDGE

“We who accept the honor of membership in the Cedar Crest College community recognize our obligation to act, and encourage others to act, with honor.

The honor code exists to promote an atmosphere in which the individual makes her own decisions, develops a regard for the system under which she lives, and achieves a sense of integrity and judgment in all aspects of her life.

It is with faith in such a system that I have accepted membership into this community. Representative of such, I hereby pledge to uphold the spirit and the letter of the honor code.”

III. DIVERSITY STATEMENT

Founded under the mission to expand women's access to higher-education, Cedar Crest College values difference in a diverse, inclusive, and equitable learning environment. The College is committed to educational excellence, leadership, and civic engagement in a pluralistic society. We thus embrace an inclusive community that brings together students, faculty, and staff of different racial and multi-racial, ethnic and multi-ethnic, gender and sexually diverse, religious and nonreligious, economic, and national identities and ages. Our educational mission includes students

who have been historically underrepresented in higher education, such as students of color, first-generation college students, international students, students of varying ability or disability, and other identities.

IV. COMMUNITY STANDARDS FOR ACADEMIC CONDUCT

ACADEMIC STANDARDS OF INTEGRITY

Incumbent from the honor code, academic integrity and ethical behavior provide the foundations of the Cedar Crest scholarly community and the basis for our learning environment. Cedar Crest College expects students to set a high standard for themselves to be personally and intellectually honest and to ensure that other students do the same. This standard applies to all academic work (oral, written or visual) completed as part of a Cedar Crest education.

ACADEMIC MISCONDUCT

Cedar Crest College considers the following acts, but not only the following acts, to be breaches of its academic standard of integrity. Cedar Crest College reserves the right to alter the definitions of academic misconduct herein.

- i. Cheating. During the completion of an academic assignment (e.g. quizzes, tests, examinations, artistic works, presentations, or papers), it is dishonest to use, have access to, or attempt to gain access to any and all sources or assistance not authorized by the instructor.
- ii. Plagiarism. Plagiarism is the act, intentional or not, of misrepresenting the work, research, language or ideas of another person (published or unpublished) as one's own. An assignment or part of an assignment that fails to acknowledge source material through an appropriate academic discipline's citation conventions for quotation, paraphrase, and summary also constitutes plagiarism.
- iii. Collusion. Collusion is the collaboration of two or more individuals in either giving or receiving assistance not authorized by the instructor for the completion of an academic assignment.
- iv. Falsification. Falsification is the misrepresentation of academic work or records. Falsification includes, but is not limited to: the fabrication of research, scientific data, or an experiment's results; providing false information regarding an academic assignment, including reasons for absence, deadline extension or tardiness; the tampering with grade or attendance records; the forging or misuse of college documents or records; or the forging of faculty or administrator signatures. An assignment or part of an assignment, submitted for academic credit in one course and resubmitted by the student for academic credit in another course without both instructors' permission also constitutes falsification.
- v. Sabotage. Sabotage is the act of hindering another student's (or students') ability to complete an academic assignment. Destruction of college property (e.g. library holdings, laboratory materials, or computer hardware or software) may constitute sabotage.
- vi. Other forms of academic misconduct. The forms of academic misconduct defined above are not exhaustive, and other acts in violation of the Cedar Crest Honor Code or academic standards of integrity may be deemed academic misconduct by an instructor or by the college.

RESPONSE TO ACADEMIC MISCONDUCT

Students who breach the academic standard of integrity—as set forth in the types of academic misconduct specified in the Faculty Handbook, Book 4.B.2.a.—are subject to sanctions imposed by an instructor, a department chair, the provost or the board of trustees. Such sanctions can range from, but are not limited to, the expectation to redo an assignment, the reduction in grade for an assignment or course, or the failure of an assignment or course. Extreme cases of academic misconduct, as determined by the provost or the board of trustees, may result in suspension or expulsion from the college, or the withholding, denial or rescinding of academic degrees.

The initial response to academic misconduct rests with the individual instructor, who is entitled to take into account the student's degree of academic experience and any prior instances of academic misconduct in the student's time at the College, when determining the penalty for the offense. If a student withdraws from a course and the instructor discovers academic misconduct, either before or after the withdrawal, an instructor's grade of "F" for the course supersedes the "W."

All instructors who determine that a student has breached the academic standard of integrity must report the incident to the provost's office using the Report of Academic Misconduct and attach relevant evidentiary documentation as appropriate. Instructors encountering a case of academic misconduct may consult with the provost's office to determine if the student has committed acts of academic misconduct on other occasions.

All instructors are required to include the College's academic standard of integrity on their course syllabi, as well as information about the response to evidence of academic misconduct and potential sanctions incurred. Upon receiving a Report of Academic Misconduct, the provost's office will notify the student of the misconduct charge and of her rights and the procedure to appeal the charge and its sanctions.

Appeals to charges of academic misconduct or their sanctions follow the process for appealing academic decisions outlined in the Faculty Handbook, Book 4.C.16. All reported incidents of academic misconduct will be held on record by the provost's office. The provost's office is to make an annual report to the faculty on the number and nature of academic misconduct cases that occurred during the year.

CLASSROOM PROTOCOL

- a) **Learning Environment and Appropriate Classroom Behavior**
Cedar Crest College maintains a classroom and learning environment dedicated to scholarly, artistic and professional inquiry. The College's community of learning is founded upon the intellectual freedom of students and faculty in pursuit of knowledge and understanding. Such an environment depends upon the insights of the liberal arts disciplines, as well as a respect for the global diversity of viewpoints and cultural backgrounds.

The College expects students to conduct themselves in a manner that best realizes their own and other students' education. Appropriate classroom behavior includes, but is not limited to, the expectations for students: to attend and be prepared for all classes, to arrive and leave on time, to treat the faculty members and other students with respect, to refrain from any activities within the classroom that do not directly pertain to the business of the class, to use

language that is respectful and non-abusive, and to otherwise refrain from any behavior that disrupts or jeopardizes the learning environment as determined by a reasonable faculty member. Academic programs or individual faculty members may establish additional behavioral policies for their courses, including those which take classroom behavior into account for a student's academic evaluation.

If a student would like to bring a guest to class, permission must be secured from the instructor prior to that class time.

b) Response to Disruptive Classroom Behavior

Faculty members are entitled to respond to disruptive student behavior. Responses can range from a verbal warning to requiring the student to leave class. Faculty may further choose to treat dismissal from class as an absence for the purposes of attendance policies. If a student refuses to leave when requested, the faculty member is to call campus police and have the student removed. Unless it should be necessary to protect oneself, the faculty member should not make any effort or threat to remove the student physically.

If the faculty member desires that the expulsion extend beyond the class period or that it be permanent, the faculty member must first notify the chair of his or her department, and then make such a request to the provost prior to the beginning of the next meeting of that class. If the provost concurs, the student is to be notified of procedures by which she may appeal. Under some circumstances, some disruptive classroom behavior may warrant dismissal from the College.

c) Notification of Classroom Protocol

Faculty members are expected to make clear expectations for specific classroom decorum and repercussions for non-compliance, including the impact disruptive behavior may have on students' academic evaluation. Faculty members should be aware of setting boundaries and procedures for exceptions to policies stated in the syllabus.

The following statement (or similar language) should be conveyed to students at the start of each term: "Appropriate classroom behavior is implicit in the Cedar Crest College Honor Code. Such behavior is defined and guided by complete protection for the rights of all students and faculty to a respectful classroom environment. That environment is free from distractions such as late arrivals, early departures, inappropriate conversations and any other behaviors that might disrupt instruction and/or compromise students' access to their Cedar Crest College education."

ATTENDANCE POLICY

Regular attendance at classes is expected of all students, regardless of whether attendance is a factor in the student's grade for a course. If attendance is used to compute the final grades for the course, that fact must be reflected in the course syllabus. When an academic or extracurricular activity is scheduled in conflict with a class, the class takes precedence; however, arrangements with the instructor may be made in advance to enable students to attend the conflicting activity.

Students who are aware of potential conflicts due to college-sanctioned activities should report and discuss these conflicts as soon as they are known. The College encourages students to participate in

sanctioned activities and encourages faculty to make arrangements to facilitate these experiences where possible.

When there is a conflict between two scheduled events and the professors in charge cannot come to an agreement, the student shall be protected by the provost, who shall require the two professors to resolve the matter at a joint meeting with the provost.

Cedar Crest College supports students from a diversity of faith traditions. When a religious observation conflicts with a scheduled class, students should report and discuss the conflict with their faculty at the beginning of the semester and work with the instructor to make the necessary arrangements to ensure the course requirements are met. This link provides a list of religious holidays permitting absence. <http://www.state.nj.us/education/genfo/holidays1617.pdf>

A student who is absent from classes for reasons such as illness or a family emergency must contact the vice president of student affairs and traditional enrollment, who will then verify the reason for the absence and notify the student's instructor. Some students may qualify under ADA (Americans with Disabilities Act) for flexibility in absences. In order to receive more information on this, the student needs to contact Disability and Accessibility services at advising@cedarcrest.edu or by calling 610-606-4628. Faculty members who receive such notification should understand that the notification signifies that the information given by the student is creditable; the notification does not, however, serve to exempt students from any of their course requirements. Faculty members should develop policies for excusing students who miss classes or coursework for reasons beyond their control and should inform students about these policies.

LEAVE OF ABSENCE

Degree-seeking (matriculated) students who find it necessary to interrupt their college studies for a term or more must apply for an official leave of absence if they wish to return under the same liberal arts education requirements. Within three years of her official date of separation, the student must accomplish one of the following steps: attend a class for which she is enrolled, submit a letter of intent to register for an upcoming term, register for an upcoming term, or request an extension of the leave of absence. Leave of absence requests are processed on My Cedar Crest via the withdrawal application and the registrar approves requests for leaves of absence. Withdrawals from individual courses are not considered official leaves of absence.

The first day of class attendance, in the case of traditional students, or the date of the acceptance letter as a degree candidate, in the case of SAGE [School of Adult and Graduate Education] students, is the date of matriculation. This date is important if a student finds it necessary to interrupt her studies at Cedar Crest.

If a student takes an official leave of absence of less than three years she will be permitted to graduate according to the liberal arts education requirements in effect at the time of matriculation. With approval from her major department, a student may be permitted to graduate according to major requirements listed in the college catalog on the date of her matriculation. Alternatively, a student may choose to graduate according to policies and curricular changes enacted by the faculty and found in the most current catalog.

If a matriculated student requests and is granted an official leave of absence of up to three calendar

years, she is not required to reapply for matriculation when she re-enrolls. A student who re-enters the College after an unofficial withdrawal, a leave of absence greater than three years, or any absence not formally approved must meet the liberal arts education requirements and major requirements in effect at the time of her re-enrollment.

OFFICIAL WITHDRAWAL FROM COLLEGE

In order to withdraw officially from Cedar Crest College, a student must complete a process that starts in the registrar's office. Official withdrawal prior to the official deadline for course withdrawal will result in all course work in progress being graded "W" (not computed into average). For exception, see section on academic misconduct. Withdrawal after the official deadline for course withdrawal will result in a grade of "F" for all courses. If the student re-enters the College to continue the major after a withdrawal, the student will graduate according to general education requirements and major requirements in effect at the time of re-enrollment.

READMISSION POLICY AND ACADEMIC RENEWAL

Students who apply for readmission to Cedar Crest College after a separation of at least five years may elect, upon readmission, to retain all of their prior grades or to begin their academic career anew, retaining none of their prior grades.

Students who have been dismissed previously must petition for readmission. Students who have been dismissed for poor academic performance must complete 12 graded Cedar Crest credits with a "C" or better to be eligible for readmission.

STUDENT APPEAL PROCESS FOR ACADEMIC DECISIONS

A student who has a disagreement with a faculty member about an academic matter should first attempt to resolve the matter through discussion with the instructor. If the issue is not resolved satisfactorily between the student and the instructor, and the student wishes to appeal further, the student must specify in writing the basis for the disagreement and request a review by the department chair. If the issue is an appeal of the final grade received in a course, this request must be submitted within three months of the date that term grades are issued by the registrar.

A student who wishes to appeal the decision of the department chair must write to the provost within a month of the date of the chair's decision, enclosing copies of the written documents and requesting a review. The provost, in consultation with the chair and the faculty member, will arrive at a final decision in the matter.

The chair and the provost will each act within one month during the academic year of receiving the matter. If the instructor is no longer employed by the College, the chair is empowered to act in his or her stead.

For further and more detailed college academic policies, see "Detailed College Policies" on the registrar's website.

V. COMMUNITY STANDARDS FOR SOCIAL CONDUCT

Responsible citizenship in the Cedar Crest College community requires respect for the dignity and

rights of each individual, respect for public and personal property, personal honesty, compliance with all college policies, codes and standards and compliance with the laws of the Commonwealth of Pennsylvania and the United States of America. All students are responsible for being familiar with this information and adhering to all college policies and procedures.

All members of the Cedar Crest College community are expected to comply with and uphold, as well as to encourage others to comply with these codes, policies and standards. Failure to do so may result in referral to the director of community standards and residence life and/or sanctions.

Jurisdiction - These code, policies and standards apply to any behaviors that take place on the campus, at college-sponsored events and may also apply off-campus and to actions online when the vice president of student affairs and traditional enrollment or designee determines that the off-campus conduct affects a substantial College interest.

A substantial College interest is defined to include:

- a. Any action that constitutes criminal offense as defined by federal or state law. This includes, but is not limited to, single or repeat violations of any local, state or federal law committed in the municipality where the College is located;
- b. Any situation where it appears that the accused individual may present a danger or threat to the health or safety of him/herself or others;
- c. Any situation that significantly impinges upon the rights, property or achievements of self or others or significantly breaches the peace and/or causes social disorder; and/or
- d. Any situation that is detrimental to the educational interests of the College.
- e. Any online postings or other electronic communication, including cyber-bullying, cyber-stalking, cyber-harassment, etc. occurring completely outside of the College's control (e.g. not on College networks, websites or between College email accounts) will only be subject to off-campus jurisdiction when those online behaviors can be shown to cause an on-campus disruption.

CONDUCT PROCEDURES

Alleged social violations of the honor philosophy should be brought to the attention of the vice president of student affairs and traditional enrollment. The vice president of student affairs and traditional enrollment or designee will investigate the alleged violations and take appropriate action.

Definition of Student - The policies, codes and standards apply to all students which include all persons who have accepted her/his offer of admission, and/or who are enrolled in courses at the College, either full-time or part-time, pursuing undergraduate, graduate or professional studies and who are either currently enrolled or were enrolled the previous semester and registered for a future semester. Persons who withdraw after allegedly violating the Community Standards for Social Conduct, or who are not officially enrolled for a particular term but who have a continuing relationship with the College are considered students. In addition, persons who are living in College residence halls and apartments, although not enrolled in this institution, are also considered "students", for the purpose of enforcing this code.

Standard of Proof - In all cases of alleged violations of Cedar Crest College policy, the standard of

proof is the preponderance of the evidence (e.g., more likely than not). This standard is also employed when making determinations regarding interim restrictions/actions.

The College reserves the right to take action under the honor code and student handbook, prior to the disposition of a case through criminal proceedings.

Disciplinary proceedings at the College may normally proceed during the pendency of criminal proceedings and will not be subject to challenge on the grounds that criminal charges regarding the same incident have been dismissed or reduced or that no criminal charges have been brought.

FORMAL HEARINGS

The purpose of student judicial hearings is to educate students, ensure that the honor code and college policies are understood and to positively reinforce the honor code. The discipline and resolution process is intended to be just, fair and educational in nature. It may commence with discussions with involved parties or by administrative staff.

There are two types of student judicial hearings: administrative hearings and sanction-only hearings. The administrative hearing is run by a hearing officer. The director of community standards and residence life determines the final disposition of an administrative hearing. Administrative hearings may be called at the discretion of the director of community standards and residence life; however the hearing process, as outlined below, will be followed.

The complainant and respondent will each meet with the director of community standards and residence life separately within twenty (20) days of the date that a formal complaint is made. During this meeting, the director of community standards and residence life will continue an investigation of the matter and will explain the hearing process and other pertinent information, including the following:

The Complainant

The complainant's on-campus living situation may be changed upon the complainant's request.

The complainant's academic situation may be changed upon the complainant's request if options are available.

The complainant has the right to pursue criminal charges off-campus.

The complainant is permitted to attend the entire portion of the hearing at which information is presented (excluding deliberations) and to question all witnesses. Questions posed by the complainant to the respondent will be permitted only through the hearing officer.

The complainant has the right to be accompanied by a College advisor and witnesses during the hearing process.

The complainant has the right to a confidential advisor during the hearing process.

The complainant is informed that all hearing officers take an oath of confidentiality.

The hearing officer will hear a report of the investigation by an impartial investigator.

After hearing all of the reports and testimony, the hearing officer will make a determination of whether or not the respondent is responsible for the charge(s) The standard of proof used to decide whether a respondent is responsible is whether it is “more likely than not” that respondent committed the violation.

The hearing officer will provide her/his recommendation(s) and resolution of the case including sanction recommendations to the director of community standards and residence life in writing.

The director of community standards and residence life will make the final determination about the sanction(s) imposed on respondent. If the final determination is different than the recommendation of the hearing officer, the director of community standards and residence life must provide a rationale for his or her determination with respect to sanctions.

The complainant will be notified in writing within seven (7) days after the date of the hearing with the outcome of the hearing.

The Respondent

The respondent’s on-campus living situation can be changed at the discretion of Cedar Crest College.

The respondent’s academic situation can be changed at the discretion of Cedar Crest College.

The respondent is permitted to attend the entire portion of the hearing at which information is presented (excluding deliberations) and to question all witnesses. Questions posed by the respondent to the complainant will be permitted only through the hearing officer.

The respondent has the right to be accompanied by a College advisor and witnesses during the hearing process.

The respondent has the right to a confidential advisor during the hearing process.

The respondent is informed that all hearing officers take an oath of confidentiality.

The hearing officer will hear a report of the investigation by an impartial investigator.

After hearing all of the testimony, the hearing officer will make a determination of whether or not the respondent is responsible for the charge(s) The standard of proof used to decide whether a respondent is responsible is whether it is “more likely than not” that respondent committed the violation.

The hearing officer will provide her/his recommendation(s) and resolution of the case including sanction recommendations to the director of community standards and residence life in writing.

The director of community standards and residence life will make the final determination about the sanction(s) imposed on respondent. If the final determination is different than the recommendation of the hearing officer, the director of community standards and residence life must provide a rationale for his or her determination with respect to sanctions.

The respondent will be notified in writing within seven (7) days after the date of the hearing with the outcome of the hearing.

The director of community standards and residence life will also provide each party with a written

copy of this policy.

In addition to meeting with the complainant and respondent, the director of community standards and residence life will review any investigative reports compiled or filed to make a determination regarding the necessity of a hearing. The director of community standards and residence life will make a determination as to whether to hold a hearing within seven (7) days of the date of meeting with either the complainant or respondent, whichever occurs later. This decision will be communicated to both the complainant and respondent in writing.

If it is decided that a hearing will be held, the hearing will occur no more than thirty (30) days after the director of community standards and residence life determines that a hearing is necessary. If the director of community standards and residence life determines that a hearing is not necessary and the complainant desires a hearing, the complainant may request a hearing. Such a request shall be made in writing within seven (7) days of the date of director of community standards and residence life's written determination not to hold a hearing. A hearing shall then be held as set forth above. The College reserves the right to have a hearing witness present. The director of community standards and residence life cannot impose sanctions on the respondent without a hearing.

Appeals Process

Either party shall have the right to one (1) appeal. The appeal shall be made in writing to the vice president of student affairs and traditional enrollment or his or her designee within three (3) days from receipt of the decision letter, on any of the following grounds:

Grounds for Appeal:

1. A procedural error or omission occurred that significantly impacted the outcome of the hearing (e.g. substantiated bias, material deviation from established procedures, etc.).
2. To consider new evidence, unavailable during the original hearing or investigation, that could substantially impact the original finding or sanction. A summary of this new evidence and its potential impact must be included.
 - a. Note: when a party fails to provide a statement under advice of counsel during an investigation, and subsequent to the hearing decides to provide a statement, it will not be considered "new evidence" for the purposes of this ground. Additionally, subsequent findings of a criminal or civil court (e.g., dismissals, plea bargains, settlements) will not alone constitute sufficient grounds for appeal, but may be considered if new evidence was the grounds for said finding.
3. The sanctions fall outside the range of sanctions the College has designated for this offense.

The vice president of student affairs and traditional enrollment or his or her designee will forward a copy of the appeal to the non-appealing party, who may respond to the appeal in writing within three (3) days of receiving a copy of the appeal. The vice president of student affairs and traditional enrollment will review the appeal and any response thereto.

There are two possible outcomes:

- The appeal will be denied.

- The appeal will be forwarded to a conduct officer to rehear the case.

A written determination of the appeal will be provided to the parties within five (5) days of the date that the appeal is received.

Mediation

In cases where a formal hearing is not necessary, the director of community standards and residence life may request that mediation be held. All students involved will meet with a mediator to discuss and review the perceived violation of the social code and make a recommendation for resolution.

Confidentiality

Hearing officers take a pledge of confidentiality. Violations of confidentiality are grounds for dismissal as a hearing officer. The effective functioning of the judicial process rests ultimately on the personal integrity of its members.

SANCTIONS

Cedar Crest College recognizes the role of accountability as an integral component of the educational process. In order to prevent recurrences, respective sanctions have been developed. These exist to promote a sense of community responsibility and to maintain the integrity of Cedar Crest College as an ethical, just and caring community of learning. The standard of proof used to decide if a respondent is responsible is the preponderance of evidence and whether the conduct in question “more likely than not” occurred. If there is a finding of responsibility, disciplinary sanction(s) may include, but are not limited to, expulsion, suspension, a no contact order, removal from Cedar Crest College housing, and/or referred or mandated evaluation or education. In addition, persons charged with offenses that are criminal in nature may also be prosecuted by the applicable local authority.

Sanctions for Individual Students

The following College-wide disciplinary sanctions may be imposed upon students found responsible for a violation of the Code of Student Conduct. All sanctions may be imposed either singularly or in combination.

The purposes of imposing sanctions are twofold: one, to protect the College community from behavior which is detrimental to the community and/or the educational mission of the College; and two, to assist students in identifying acceptable parameters and consequences of future behavior. The sanction(s) imposed is/are intended to correspond with the severity or frequency of violations, as well as the student's willingness to recommit herself/himself to behaviors that fall within the Code of Student Conduct of the College and are consistent with the mission and values of Cedar Crest College. Other factors that may affect the sanctions are:

- i. The nature, severity of, and circumstances surrounding the violation;
- ii. An individual's disciplinary history;
- iii. Previous complaints or allegations involving similar conduct;
- iv. The need for sanctions/responsive actions to bring an end to the actions that were in violation of the Code;
- v. The need for sanctions/responsive actions to prevent the future recurrence of the actions that were in violation of the Code;

- vi. The need to remedy the effects of the actions that were in violation of the Code on the victim and the community.

Sanction Options

Expulsion: Dismissal from the College without the ability to apply for re-admittance. NOTE: Any student expelled for disciplinary reasons must vacate the campus within the period of time noted in the notice of expulsion (typically immediately). The student may not return to campus or College property without prior written permission by the vice president of student affairs and traditional enrollment or designee. Failure to comply with this request will constitute criminal trespass.

Suspension: Denial of enrollment, attendance and other privileges at the College for a specified period of time. Permission to apply for re-admission upon termination of the period may be granted with or without conditions/restrictions. Students may be required to complete a period of disciplinary probation upon their return to the College. NOTE: Any student suspended for disciplinary reasons must vacate the campus within the period of time noted in the notice of suspension (typically immediately). The student may not return to campus or College property during the term of the suspension without prior written permission by the vice president of student affairs and traditional enrollment or designee. Failure to comply with this request will constitute criminal trespass.

College Probation: A period of review and observation during which a student is under an official notice that subsequent violations of College rules, regulations or policies are likely to result in a more severe sanction including suspension or expulsion from the College. While on conduct probation, a student may be considered to be "not in good standing" and may face specific limitations on his or her behavior and/or College privileges (see Conditions/Restrictions below).

Conditions/Restrictions: Limitations upon a student's behavior and/or College privileges for a period of time, or an active obligation to complete a specified activity. This sanction may include, but is not limited to: restricted access to the campus or parts of campus, denial of the right to represent the College in any way, denial of housing or parking privileges, required attendance at a workshop or participation in public service.

Written Warning: An official reprimand that makes the misconduct a matter of record in College files. Any further misconduct could result in further disciplinary action.

Fines/Restitution: An order may be issued to make restitution or to pay a fine when a student has engaged in conduct including but not limited to: the damage or destruction of property, the theft or misappropriation of property, fraudulent behavior, violations of the alcohol and/or drug policies or violations of the fire safety policies. Such property may belong to an individual, group or the College. Restitution may be in the form of payment, service or other special activities designated by the hearing authority. Additional fines may be assessed as a punitive measure.

Withholding Diploma: The College may withhold a student's diploma for a specified period of time and/or deny a student participation in commencement activities if the student has a complaint pending or as a sanction if the student is found responsible for an alleged violation.

Revocation of Degree: The College reserves the right to revoke a degree awarded from the College for fraud, misrepresentation or other violation of College policies, procedures or directives in obtaining the degree or for other serious violations committed by a student prior to graduation.

Other sanctions: The College reserves the right to impose other sanctions as necessary to remain consistent with the mission and vision of Cedar Crest. These may include, but are not limited to: mandated psychological assessment, research projects, drug/alcohol classes or testing, proof of employment or attendance at classes, etc.

Residence Life Specific Sanctions

Permanent Housing Removal: Immediate removal from College housing with no ability to return. NOTE: Any student permanently removed from College housing for disciplinary reasons must vacate the hall within the period of time noted in the notice of removal (typically immediately). The student may not return to any residence hall without prior written permission by the vice president of student affairs and traditional enrollment or designee. Failure to comply with this request will constitute criminal trespass. Additionally, anyone removed from housing for disciplinary reasons remains subject to the termination clause of the housing contract, including payment of any fees or penalties.

Temporary Housing Removal: Immediate removal from College housing for a set period of time with an ability to reapply to return to College housing. NOTE: Any student removed from College housing for disciplinary reasons must vacate the hall within the period of time noted in the notice of removal (typically immediately). The student may not return to any residence hall without prior written permission by the vice president of student affairs and traditional enrollment or designee. Failure to comply with this request will constitute criminal trespass. Additionally, anyone removed from housing for disciplinary reasons remains subject to the termination clause of the housing contract, including payment of any fees or penalties.

Housing Relocation: Immediate removal from a specific hall within College housing and reassignment to another hall. NOTE: Any student removed from any specific hall within College housing for disciplinary reasons must vacate that hall within the period of time noted in the notice of relocation (typically immediately). The student may not return to the residence hall from which they were removed without prior written permission by the vice president of student affairs and traditional enrollment or designee. Failure to comply with this request may constitute criminal trespass and will result in more severe disciplinary action.

DEFINITIONS AND TERMS

Administer: The direct application of a controlled substance, other drug or device, whether by injection, inhalation, ingestion or any other means, to the body of a patient or research subject.

Contraband: Any controlled substance, other drug, device or cosmetic possessed by a person not authorized by law to possess such controlled substance, other drug, device or cosmetic or obtained or held in a manner contrary to the provisions of this act.

Deliver/Delivery: The actual, constructive or attempted transfer from one person to another of a controlled substance, other drug, device or cosmetic whether or not there is an agency relationship.

Drug: (i) substances recognized in the official United States Pharmacopoeia, or official National Formulary or any supplement to either of them; and (ii) substances intended for use in the diagnosis, cure, mitigation, treatment or prevention of disease in man or other animals; and (iii) substances (other than food) intended to affect the structure or any function of the human body or other animal body; and (iv) substances intended for use as a component of any article specified in clause (i), (ii) or (iii), but not including devices or their components, parts or accessories.

Drug Paraphernalia: All equipment, products and materials of any kind which are used intended for use or designed for use in planting, propagating, cultivating, growing, harvesting, manufacturing, compounding, converting, producing, processing, preparing, testing, analyzing, packaging, repackaging, storing, containing, concealing, injecting, ingesting, inhaling or otherwise introducing into the human body a controlled substance in violation of this act.

Furnish: To supply, give or provide to, or allow a minor to possess on premises or property owned or controlled by the person charged.

Identification Card: A driver's license, a department of transportation non-driver's identification card or a card issued by the Pennsylvania Liquor Control Board for the purpose of identifying a person desiring liquor or malt or brewed beverages, a card which falsely purports to be any of the foregoing, or any card, paper or document which falsely identifies the person by name, photograph, age or date of birth as being 21 years of age or older.

Liquor: Includes any alcoholic, spirituous, vinous, fermented or other alcoholic beverage, or combination of liquors and mixed liquor beverage, a part of which is spirituous, vinous, fermented or otherwise alcoholic, including all drinks or drinkable liquids, preparations or mixtures and reused, recovered or redistilled denatured alcohol usable or taxable for beverage purposes which contain more than 0.50% of alcohol by volume, except pure ethyl alcohol and malt or brewed beverages.

Malt or Brewed Beverages: Any beer, lager beer, ale, porter or similar fermented malt beverage containing 0.50% or more of alcohol by volume, by whatever name such beverage may be called.

Manufacture: The production, preparation, propagation, compounding, conversion or processing of a controlled substance, other drug or device or the packaging or repackaging of such substance or article, or the labeling or relabeling of the commercial container of such substance or article, but does not include the activities of a practitioner who, as an incident to his administration or dispensing such substance or article in the course of his professional practice, prepares, compounds, packages or labels such substance or article. The term "manufacturer" means a person who manufactures a controlled substance, other drug or device.

Marihuana: Consists of all forms, species and/or varieties of the genus *Cannabis sativa* L., whether growing or not; the seeds thereof; the resin extracted from any part of such plant; and every compound, manufacture, salt, derivative, mixture or preparation of such plant, its seeds or resin; but shall not include tetrahydrocannabinols, the mature stalks of such plant, fiber produced from such stalks, oil or cake made from the seeds of such plant, any other compound, manufacture, salt, derivative, mixture or preparation of such mature stalks (except the resin extracted there from), fiber, oil, cake or the sterilized seed of such plant which is incapable of germination.

Narcotic: Any of the following, whether produced directly or indirectly by extraction from

substances of vegetable origin, or independently by means of chemical synthesis or by a combination of extraction and chemical synthesis: (i) opium, (ii) any opiate having an addiction-forming or addiction sustaining capacity similar to morphine, but not including the isoquinoline alkaloids of opium, (iii) any compound, manufacture, salt, derivative, or preparation of opium or any opiate, and (iv) any substance, compound, manufacture, salt, derivative, or preparation thereof, which is chemically identical with any of the substances referred to in (i), (ii) or (iii).

Opiate: Any substance having an addiction-forming or addiction-sustaining liability similar to morphine or being capable of conversion into a drug having addiction-forming or addiction sustaining liability. It does not include the dextrorotatory isomer of 3-methoxy-n-methylmorphinan and its salts (dextromethorphan). It does include the racemic and levorotatory forms.

Prescription/Prescription Order: An order for a controlled substance, other drug or device for medication which is dispensed to or for an ultimate user, but does not include an order for a controlled substance, other drug or device for medication which is dispensed for immediate administration to the ultimate user (e.g., an order to dispense a drug to a bed patient for immediate administration in a hospital is not a prescription order).

Production: The manufacture, planting, cultivation, growing or harvesting of a controlled substance, other drug, device and cosmetic.

VI. VOLUNTARY AND INVOLUNTARY MEDICAL/PSYCHOLOGICAL LEAVE AND WITHDRAWAL POLICY AND PROCEDURE

This policy and procedures are to be used to help transition a student to a safer and/or more conducive environment when remaining at the College is not in the best interests of the student or the College community. This policy encourages a student to withdraw voluntarily when medical conditions or psychological distress make a withdrawal necessary, and seeks to ease the transition and potential eventual return to the College. This policy also recognizes that some students whose needs would be better met elsewhere and who would receive more effective support elsewhere may need to be withdrawn from the College when the College is unable to support their needs or cannot offer the resources required to allow the student to succeed within the community in their current condition. In those times, where encouragement to the student to withdraw voluntarily has not been successful, involuntary withdrawal under this policy will be implemented.

STUDENT-INITIATED WITHDRAWAL OR LEAVE OF ABSENCE

Students may initiate withdrawal from the College for medical or psychological reasons demonstrated to the satisfaction of the vice president of student affairs and traditional enrollment. At the discretion of the vice president of student affairs and traditional enrollment, arrangements can be made for tuition refund or crediting, incomplete grades or other academic accommodations to ease the transition of the student to resources better able to support their medical and/or psychological needs. Modifications to the housing agreement may also be possible. There are three types of withdrawal possible, permanent withdrawal, leave of absence and withdrawal pending the satisfaction of certain conditions for return. The withdrawal agreement will specify the reasons for withdrawal, and a hold will be placed on the student's registration status until the student is eligible for reinstatement. The agreement will specify the period of withdrawal and detail any conditions necessary for reinstatement.

COLLEGE-INITIATED WITHDRAWAL

If a student is behaving in a way which is threatening to others or which significantly interferes with the education or rights of others, the vice president of student affairs and traditional enrollment may initiate these procedures. The vice president of student affairs and traditional enrollment is empowered with the discretion to define within her/his professional judgment what is sufficiently threatening and/or disruptive to warrant invoking this procedure.

The first step will be to determine an appropriate initial action. The primary alternatives for initial actions are as follows, but these do not preclude other actions based on a specific situation.

1. Continue at the College with no restrictions. The College may take no action if it is decided, based on review of the referral information or other information presented, that the student may be allowed to continue with no restrictions. In those cases, care should be taken to provide opportunities for the student to be advised of accommodations and support services that are available. In cases where there are conduct actions pending, those actions should go forward.
2. Continue in College pending further proceedings. The College may require that the student meet certain conditions regarding the student's behavior over a specified period of time if she/he is to remain enrolled. Such conditions here could include, for example, stopping classroom disruptiveness, or continuing only if the student avails her of himself of support services or accommodation arrangements. Failure to comply with the conditions, coupled with further disruptive behavior, may result in having additional conduct complaints added to any that were previously pending or deferred. At no point will the College engage in a behavioral contract or agreement with a student whose behaviors indicate harm or danger to themselves or any member of the community.
3. Remaining enrolled at the College subject to conditions but with eligibility for College-owned residential agreement reviewed. Under certain circumstances, where other students' living and learning environment is very likely to be disrupted by a student's behavior, the director of community standards and residence life will have the option of allocating alternative and more suitable living accommodations if such are available or of terminating the housing agreement.
4. Suspension or expulsion. If there is a pervasive pattern of disruptive or threatening behavior, or behaviors that are assaultive which present an imminent risk of injury to others, the student may be suspended or expelled. Interim suspension may be imposed prior to a suspension/expulsion hearing.

INTERIM RESTRICTION

Cedar Crest College reserves the right to impose interim restriction for any student when necessary to protect the health and safety of a student or of the community, when investigating a conduct violation or to allow time for a behavioral mental health assessment or evaluation. A student will be restricted only to the minimum extent necessary when there is reasonable cause to believe that the student's participation in College activities or presence at specified areas of the campus will lead to physical abuse, threats of violence or conduct that threatens the health or safety of any person on

College property or at official College functions, or other disruptive activity incompatible with the orderly operation of the campus. Upon imposition of the interim restriction, the vice president of student affairs and traditional enrollment or designee will notify the student under the interim restriction of the charges against her or him, the length and conditions of the interim restriction and the opportunity for a hearing. Disciplinary proceedings involving students on interim restriction will follow the normal procedures. However, at each step of the proceedings they will have scheduling priority.

Students who are restricted on an interim basis may petition the vice president of student affairs and traditional enrollment for a hearing to explain why they should not be restricted on an interim basis. The proceeding will be limited to:

1. The reliability of the information concerning the student's behavior;
2. Whether the student's behavior poses a danger of causing substantial, serious harm to others, causing property damage or directly impeding the lawful activities of others;
3. Whether the student has completed an evaluation, in accordance with the standards and procedures.

The sole decisions to be made at the hearing are whether interim restriction should be continued or modified and whether withdrawal should remain in consideration.

INVOLUNTARY MEDICAL/PSYCHOLOGICAL WITHDRAWAL

The College may withdraw a student if it is determined, by a preponderance of the evidence (that it is more likely than not) that the student is engaging in or likely to engage in behavior which poses a substantial danger of causing imminent harm to others or to substantial property rights, or which renders the student unable to engage in basic required activities necessary to obtain an education or that substantially impedes the lawful activities of others.

SEPARATING A STUDENT ON THE BASIS OF BEHAVIORS RESULTING FROM A CONDITION OF DISABILITY

This section applies to all involuntary separation from housing or from the College for any student who is at significant risk of harm to others as a result of a condition covered by disabilities law. When the potential for harm to others is present, involuntary withdrawal actions must consider whether the endanger behavior results from a condition of disability. If so, the student will be protected by Section 504 of the Rehabilitation Act of 1973. Under this federal statute, an individual with a disability may only be separated on the basis of this disability when they are not otherwise qualified to participate in the educational program of the institution.

Disability here will unlikely be the qualified disability on record with the accessibility coordinator. Instead, protection of disability laws here comes from institutional perception and treatment of a student as an individual with a disability. The objective of this section is to determine whether it is more likely than not that a student is a direct threat. When a student is a direct threat, they are not otherwise qualified under disabilities law and may be separated.

A direct threat exists when a student poses a significant risk to the health or safety of others. A significant risk constitutes a high probability of substantial harm. Significance will be determined by:

1. The duration of the risk;
2. The nature and severity of the potential harm;
3. The likelihood that the potential harm will occur; and
4. The imminence of the potential harm.

The College must determine whether reasonable accommodations to policies, practices or procedures will sufficiently mitigate the risk, unless those reasonable accommodations would cause undue hardship for the College.

Determining that a student is a direct threat requires an objective and individualized assessment and due process hearing. The assessment must be based on a reasonable medical judgment that relies on the most current medical knowledge and/or on the best available objective evidence. This standard also applies to hearings on the reinstatement of a student who has been withdrawn.

STATUS OF CONDUCT PROCEEDINGS

If the student has been accused of a violation of the conduct code, but it appears that the student is not capable of understanding the nature or wrongfulness of the action, this medical withdrawal policy may be activated prior to issuance of a determination in the conduct process.

If the student is ordered to be medically withdrawn from the College, or another action is taken under these provisions following a finding that the student's behavior was the result of a lack of capacity, such an action terminates the pending conduct action. If the student is found not to be subject to the medical withdrawal or other action under this section, conduct proceedings may be reinstated.

REFERRAL FOR ASSESSMENT OR EVALUATION

The vice president of student affairs and traditional enrollment may refer or mandate a student for evaluation by a campus or independent psychiatrist or psychologist (LPC, social worker, LCSW, etc.) chosen by the institution if it is believed that the student may meet criteria set forth in this policy or if a student subject to conduct proceedings provides notification that information concerning a mental/behavioral disorder will be introduced.

Students referred or mandated for evaluation will be so informed in writing with personal and/or certified delivery, and will be given a copy of these standards and procedures. The evaluation, conducted at student expense, must be completed within 10 business days from the date of the referral letter, unless an extension is granted by the office of the vice president of student affairs and traditional enrollment. A student who fails to complete the evaluation in accordance with these standards and procedures and give permission for the results to be shared with the appropriate administrators may be withdrawn on an interim basis, or referred for conduct action or both.

INVOLUNTARY MEDICAL WITHDRAWAL HEARING PROCEDURES

If the medical evaluation or administrative assessment supports the need for medical withdrawal, a hearing will be scheduled before the vice president of student affairs and traditional enrollment or designee and the director of health and counseling services. The student will be informed, in writing with certified delivery of the time, date and place, and will be given at least two business days prior to the hearing to independently review the psychological or psychiatric evaluation and any other

evident that will be presented in support of involuntary withdrawal. In addition, the student will be notified of who is expected to present information at the hearing, and is expected to notify the vice president of student affairs and traditional enrollment or designee in advance of any witnesses the student expects to bring. The student is entitled to call medical experts or other expert witnesses, and the university may do so as well. The student may consult with an attorney throughout this process, and the vice president of student affairs and traditional enrollment has the discretion to permit counsel to be present at the hearing. The role of counsel is to advise rather than actively represent their client, unless the student is incapacitated and unable to represent herself or himself.

If the evaluation does not support medical withdrawal, the student will be notified. If other action is pending, the appropriate individuals will be notified and will proceed with their actions. The student and the students' representatives may present information for or against involuntary medical withdrawal and will be given the opportunity to ask questions of others presenting information. The hearing will be conversational and non-adversarial; however the vice president of student affairs and traditional enrollment or other designated person in charge of the hearing will exercise active control over the proceeding, to include deciding who may present information. Formal rules of evidence will not apply. Anyone who disrupts the hearing may be excluded.

The student subject to either an interim suspension hearing or an involuntary medical withdrawal hearing may be assisted in the hearing by a family member and/or a licensed psychologist or psychiatrist, or in lieu of a licensed psychologist or psychiatrist, by a member of the faculty or staff of the College or other support person at the discretion of the vice president of student affairs and traditional enrollment or designee.

A written decision will be rendered by the committee within two business days, stating the reasons for its determination. The decision will be delivered to the student directly or by certified means. If the student is withdrawn, the notification will be delivered by certified means including information concerning when reapplication may be made, as well as specifying any conditions of reinstatement. The decision of the vice president of student affairs and traditional enrollment, or designee, is subject to appeal to the vice president of student affairs and traditional enrollment. A written transcript and/or recording of the proceeding will be kept and a copy made available to the student.

INVOLUNTARY MEDICAL WITHDRAWAL APPEAL

A decision in favor of withdrawal can be appealed within three (3) business days of receiving the written decision of withdrawal. Interim restriction may be used between the hearing determination and the appeal determination, for safety reasons. Appeal requests must be in writing and will be delivered to the appeals officer, who is the vice president of student affairs and traditional enrollment.

If the appeals officer determines that one of the five bases for appeal, below, has been met, reconsideration by the original hearing officer or a rehearing by the appeals officer will be conducted, at the discretion of the appeals officer. This is the final level of review in the matter.

Except as required to explain the basis of new information, appeals are typically limited to review of the record or transcript of the initial hearing and supporting documents. At the discretion of the appeals officer, witnesses may be called, or a rehearing held, for one or more of the following purposes:

- a. To consider new information, unavailable during the original hearing, that could be outcome determinative;
- b. To assess whether a material deviation from written procedures impacted the fairness of the hearing;
- c. To decide if withdrawal is disproportionate to the severity of the situation;
- d. To determine that the direct threat finding does not accord with the information;
- e. To assess whether bias deprived the process of impartiality.

On appeal by any party to the complaint, the appeals officer may support or change a decision and/or modify a withdrawal determination. The appeal is deferential to the original decision, making changes only if a compelling justification to do so exists. A written rationale will summarize the appeals officer's final determination to the student and will typically be issued no more than five business days after the appeal is requested.

REINSTATEMENT

A student seeking reinstatement who has been medically withdrawn must petition the vice president of student affairs and traditional enrollment for reinstatement and may not reenter the College without providing competent medical evidence that:

- The medical/psychological condition no longer exists; or
- The medical/psychological condition is sufficiently under treatment so as to remove any substantial likelihood of reoccurrence of the situation which caused the medical withdrawal; and
- The student is no longer a direct threat.

In addition to the information that a student seeking reinstatement submits, the College may require the student, at the student's cost, to undergo a medical evaluation by a licensed medical health professional of the College's choosing. The results of such evaluation must be disclosed to appropriate College personnel.

A medical withdrawal is not considered a conduct action, though a prior medical withdrawal may be considered in subsequent conduct hearing involving the student.

VII. CEDAR CREST COLLEGE SEXUAL MISCONDUCT POLICY

OVERVIEW

Cedar Crest College is committed to ensuring that all members of the College Community have a learning and working environment that is free from sexual misconduct and sexual harassment. Sexual misconduct and sexual harassment are unlawful and are considered sexual discrimination under the Equal Opportunity in Education Act, commonly referred to as Title IX. Sexual misconduct and sexual harassment will not be tolerated. Cedar Crest College expects all members of the College Community to share in the responsibility for ensuring that the Cedar Crest College environment is free from any form of abuse, violence or verbal or physical intimidation.

Cedar Crest College promotes and encourages prompt reporting and timely adjudication of all sexual misconduct and sexual harassment. Retaliation in any form (e.g., intimidation, threats or harassment)

against anyone who exercises his or her rights to make a complaint of sexual misconduct or sexual harassment, or any third party cooperating with the investigation of such an act is strictly prohibited by law and Cedar Crest College policy and may result in disciplinary action. Cedar Crest College is committed to the health, safety, and well-being of all members of the College Community. Assistance is available twenty-four hours a day, 365 days of the year.

Cedar Crest College does not discriminate on the basis of race, color, religion, gender or sex, national origin, age, disability, sexual orientation, family status or any other characteristics protected from discrimination under law or Cedar Crest College policy.

If you have any questions regarding this Policy or Title IX generally, you may contact Cedar Crest College's Title IX Coordinator, Lisa Garbacik, by phone at 610-606- 4666 ext. 3584, in person at Blaney 104 or by e-mail at lbgarbac@cedarcrest.edu.

POLICY

It is the policy of Cedar Crest College that any act(s) of sexual misconduct or sexual harassment violate(s) the standards of conduct required of members of the College Community. As such, sexual misconduct and sexual harassment are prohibited without exception.

DEFINITIONS

State law defines various violent and/or non-consensual sexual acts as crimes. Additionally, the College has defined categories of sexual misconduct, as stated below, for which action under this policy may be imposed.

Sexual Misconduct

- a. Sexual Harassment is:
 - a) unwelcome, sexual or gender-based verbal, written or physical conduct that is,
 - b) sufficiently severe, persistent or pervasive that it,
 - c) has the effect of unreasonably interfering with, denying or limiting employment opportunities or the ability to participate in or benefit from the College's educational, social and/or residential program, and is based on real or reasonably perceived power differentials (quid pro quo), the creation of a hostile environment or retaliation.
- b. Non-Consensual Sexual Intercourse is defined as:
 - a) any sexual penetration or intercourse (anal, oral or vaginal),
 - b) however slight,
 - c) with any object,
 - d) by a person upon another person,
 - e) that is without consent and/or by force.
 - f) Note: "Sexual penetration" includes vaginal or anal penetration by a penis, tongue, finger or object, or oral copulation by mouth to genital contact or genital to mouth contact.
- c. Non-Consensual Sexual Contact is defined as:
 - a) any intentional sexual touching,
 - b) however slight,
 - c) with any object,

- d) by a person upon another person
 - e) that is without consent and/or by force.
 - f) Note: “Sexual touching” includes any bodily contact with the breasts, groin, genitals, mouth or other bodily orifice of another individual, or any other bodily contact in a sexual manner.
- d. Sexual Exploitation
- a) Sexual Exploitation refers to a situation in which a person takes non-consensual or abusive sexual advantage of another, and situations in which the conduct does not fall within the definitions of Sexual Harassment, Non-Consensual Sexual Intercourse or Non-Consensual Sexual Contact. Examples of sexual exploitation include, but are not limited to:
 1. Sexual voyeurism (such as watching a person undressing, using the bathroom or engaged in sexual acts without the consent of the person observed).
 2. Taking pictures or video or audio recording another in a sexual act, or in any other private activity without the consent of all involved in the activity, or exceeding the boundaries of consent (such as allowing another person to hide in a closet and observe sexual activity, or disseminating sexual pictures without the photographed person’s consent).
 3. Prostitution.
 4. Sexual Exploitation also includes engaging in sexual activity with another person while knowingly infected with human immunodeficiency virus (HIV) or other sexually transmitted disease (STD) and without informing the other person of the infection, and further includes administering alcohol or drugs (such as “date rape” drugs) to another person without his or her knowledge or consent.
- e. Domestic Violence
- a) Domestic violence includes felony or misdemeanor crimes of violence committed by:
 - b) a current or former spouse of the victim.
 - c) by a person with whom the victim shares a child in common.
 - d) by a person who is cohabitating with or has cohabitated with the victim as a spouse.
 - e) 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
 - f) 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 jurisdiction.
- f. Dating Violence
- a) Dating violence means violence committed by a person:
 - b) who is or has been in a social relationship of a romantic or intimate nature with the victim; and
 - c) where the existence of such a relationship shall be determined based on a consideration of the following factors:
 1. the length of the relationship.
 2. the type of the relationship.
 3. the frequency of interaction between the persons involved in the relations.

- g. Stalking
 - a) Stalking means engaging in a:
 - b) course of conduct.
 - c) directed at a specific person.
 - d) that would cause a reasonable person to
 - 1. fear for his or her safety or the safety of others; or
 - 2. suffer substantial emotional distress

Statement on Consent

- a. Consent is knowing, voluntary and clear permission by word or action, to engage in mutually agreed upon sexual activity. Since individuals may experience the same interaction in different ways, it is the responsibility of each party to make certain that the other has consented before engaging in the activity. For consent to be valid, there must be a clear expression in words or actions that the other individual consented to that specific sexual conduct.
- b. A person cannot consent if he or she is unable to understand what is happening or is disoriented, helpless, asleep, or unconscious for any reason, including due to alcohol or other drugs. An individual who engages in sexual activity when the individual knows, or should know, that the other person is physically or mentally incapacitated has violated this policy. It is not an excuse that the individual respondent of sexual misconduct was intoxicated and, therefore, did not realize the incapacity of the other.
- c. Incapacitation is defined as a state where someone cannot make rational, reasonable decisions because they lack the capacity to give knowing consent (e.g., to understand the “who, what, when, where, why or how” of their sexual interaction). This policy also covers a person whose incapacity results from mental disability, involuntary physical restraint, and/or from the taking of incapacitating drugs.
- d. Consent to some sexual contact (such as kissing or fondling) cannot be presumed to be consent for other sexual activity (such as intercourse). A current or previous dating relationship is not sufficient to constitute consent. The existence of consent is based on the totality of the circumstances, including the context in which the alleged incident occurred and any similar previous patterns that may be evidenced. Silence or the absence of resistance alone is not consent.
- e. A person can withdraw consent at any time during sexual activity by expressing in words or actions that he or she no longer wants the act to continue, and, if that happens, the other person must stop immediately.
- f. A minor below the age of consent according to state law cannot consent to sexual activity. This means that sexual contact by an adult with a person below the age of consent is a crime as well as a violation of this policy, even if the minor appeared to have wanted to engage in the act.
 - 1. In addition, Pennsylvania has designated a minimum age of 13 years where consent cannot be given under any circumstances. Consent is also lacking when a person engages in sexual intercourse with a complainant under the age of 16 years and that person is four or more years older than the complainant and the complainant and the person are not married to each other.

Consensual Relationships

Students, faculty and staff members should understand that consensual sexual relationships, particularly those among persons of unequal status (i.e. a member of the faculty and a student or

an administrator and a student), may be or may become a violation of Cedar Crest College's sexual misconduct policy. Anyone who engages in a sexual relationship with a person over whom he or she has any degree of power or authority must understand that the validity of consent involved can and may be questioned.

IF YOU ARE A VICTIM OF SEXUAL MISCONDUCT

1. Get to a safe place

Get to a safe place as fast as you can. If you feel you are in imminent danger, call the Police by dialing 911 or call Campus Police by dialing 610-437-4471. If you are on the Cedar Crest College Campus and you are outside, you may also use one of the emergency call boxes, which have blue lights on top. These boxes connect directly with the Campus Police Office. If you are on the Cedar Crest College Campus and you are inside a building, you may dial "0" from any Campus telephone to reach the Campus Police Office.

2. Contact someone for help and support

Cedar Crest College offers support services and resources to victims of sexual misconduct. For a list of resources, please see the "Resources/Support Services" section of this Policy. Victims of sexual misconduct will be treated with sensitivity, dignity and respect. Depending on the nature of the offense and the status of the accused, there may be instances when Cedar Crest College must take action to protect the victim and/or members of the College Community by use of a Campus Crime Alert, Warning or other type of protective/remedial measures.

If the sexual misconduct occurred on campus, Cedar Crest College encourages you to contact the Campus Police Office at 610-437-4471 or "0" from a Campus Phone. If the sexual misconduct occurred off campus, you are encouraged to contact the local police department by dialing "911". Cedar Crest College will assist you in notifying these authorities if you request assistance.

3. Get Medical Attention

Whether the sexual misconduct happened on or off-campus, the personnel listed in the "Resources and Support Services" section of this Policy are trained to assist you in getting medical and emotional support. They will facilitate your transportation to a hospital or a medical doctor for treatment. Even if you believe that you were not physically injured (or you are uncertain about injury), you are encouraged to seek treatment.

In addition, a hospital or medical facility can aid in the collection of evidence of the sexual misconduct, which can only be collected for a short time after the misconduct occurs. The evidence collected by a medical facility can be helpful in the event that you decide to pursue criminal charges. Evidence is best preserved if you avoid drinking, bathing, showering, douching or changing clothes prior to seeking medical attention.

4. Seek Emotional Support

You are strongly encouraged to seek out assistance with dealing with the emotional aftermath of sexual misconduct. For a list of local resources and support services, please see the

“Resources/Support Services” section of this Policy.

SERVICES, EDUCATION AND PREVENTION PROGRAMS

Cedar Crest College emphasizes personal safety and the need to institute proactive measures to reduce the risk of becoming a victim of a crime, including incidents of sexual misconduct. Campus programs and services are available including:

Campus Crime Alerts/Timely Warnings: Campus crime alerts are sent to the College Community in the event that a situation arises, either on or off-campus, which, in the judgment of Cedar Crest College Campus Police and/or the Cedar Crest College Cabinet, constitutes an immediate, ongoing or continuing threat. The College Community will be notified using the emergency alert system. The warning will be issued through various means including, but not limited to, the Cedar Crest College e-mail system, the E2Campus text messaging system, notices in the residence halls and other buildings on the Cedar Crest College campus.

Emergency Call Boxes: Emergency call boxes are strategically placed throughout the College Community. These call boxes connect directly to the Campus Police switchboard.

Escort Service: The Campus Police provide escort services to the College Community desiring an escort from one campus destination to another. **To arrange for an escort, please contact the Cedar Crest College switchboard operator by dialing “0” from a campus phone or 610-437-4471 from an off campus phone.**

Health and Counseling: Upon request, the Cedar Crest College Health and Counseling Center will facilitate access to sexual misconduct programs to resident advisors, clubs and students. Individual counseling sessions and medical appointments are also available to residential students. The Health and Counseling Center will help facilitate appointments for commuter and adult students. **Contact Health and Counseling at 610-606-4640 or “3476” from a campus phone.**

Residence Life Programs: During floor meetings and throughout the year, programs are offered through Residence Life and Campus Police. These programs are designed to promote awareness of sexual misconduct. **Contact the Office of Residence Life at 610-606-4603.**

Orientation: Sexual misconduct prevention programs are offered to all new students during new student orientation. Literature is distributed to all new students, and is also located in the Health and Counseling Office in Curtis Hall, the Allen House, the residence halls, the Provost’s Office, the SAGE Office, the Human Resources Office and the Campus Police Office.

Rape Aggression Defense Program (R.A.D.): R.A.D. is a hands on program offered through Campus Police. The program focuses on prevention, risk reduction and avoidance of sexual misconduct while progressing onto the basics of self-defense. **Contact Campus Police for more information at 610-437-4471 or “0” from a Campus Phone.**

Title IX Coordinator: The Title IX Coordinator or designee is responsible for overseeing

all Title IX complaints and identifying and addressing any **patterns** or systemic problems that arise during a review of such complaints. The Title IX Coordinator or designee is available to meet with students as needed. The director of human resources serves as the Title IX Coordinator and oversees implementation of the College's Affirmative Action and Equal Opportunity plan and the College's policy on equal opportunity, harassment and nondiscrimination. Reports of discrimination, harassment and/or retaliation should be made to the Title IX Coordinator or designee promptly, but there is no time limitation on the filing of complaints, as long as the accused individual remains subject to the College's jurisdiction. The Cedar Crest College policy on sexual misconduct is included in the student and employee handbooks.

RIGHTS OF COMPLAINANTS AND RESPONDENTS

1. Rights of Complainant of Sexual Misconduct

Students pursuing a complaint of sexual misconduct who report the incident to Cedar Crest College officials are called "complainants," and can anticipate that:

All reports of sexual misconduct will be treated seriously.

The complainant will be treated with sensitivity, dignity and respect.

Note that while Cedar Crest College recognizes and respects the need for confidentiality, depending on the nature of the offense and the status of the respondent, there may be instances when Cedar Crest College must take action to protect the complainant and/or members of the College Community.

The complainant has the right to and should seek immediate medical attention.

The complainant will be fully informed in a timely manner of their rights and options, including the necessary steps of each option.

The complainant may invite or be assigned a member of the Campus Community (i.e. faculty, staff) to guide and support them through all parts of the complaint process.

The complainant may request on-campus relocation, transfer of classes and academic work (when options are available), or other steps to prevent unwanted contact and proximity to a respondent (if the respondent is a member of the College Community) while the resolution process is taking place. Note that Cedar Crest College will make every effort not to disrupt the complainant's residential or academic situation.

If the respondent is a student, the complainant may pursue a College hearing.

If the respondent is a Cedar Crest College employee, faculty or staff member, the complainant may pursue a grievance according to the Cedar Crest College employee policies and procedures.

The complainant has the right to pursue criminal charges if the conduct is criminal in nature.

The complainant has the right to know the disposition of the hearing if the case involves a respondent who is a Cedar Crest College student or the outcome of the disciplinary procedures if the respondent is a College faculty or staff member.

Retaliation in any form (intimidation, threats or harassment) against anyone who exercises his or her rights to make a complaint, or any third party cooperating with the investigation under this policy is strictly prohibited by law and Cedar Crest College policy and may result in disciplinary action and/or criminal charges.

2. Rights of Respondent of Sexual Misconduct

Students who have been accused of sexual misconduct by a member of the College Community are called “respondents,” and can anticipate that:

All reports of sexual misconduct will be treated seriously.

The respondent will be treated with sensitivity, dignity and respect. Note that depending on the nature of the offense and the status of the respondent, there may be instances when Cedar Crest College must take action to protect the complainant and/or members of the College Community.

The respondent will be fully informed in a timely manner of their rights and options, including the necessary steps and potential consequences of each option.

The respondent may invite or be assigned a member of the Campus Community (i.e. faculty, staff) to guide and support them through all parts of the complaint procedure.

The complainant may pursue a hearing and will be informed of the disposition of the hearing if the respondent is a student.

The complainant may pursue a grievance according to the Cedar Crest College employee policies and procedures if the respondent is a faculty or staff member or Cedar Crest College employee.

The respondent may be required to relocate his or her on-campus housing, transfer classes and academic work, or take other steps to prevent unwanted contact and proximity to a complainant while the resolution process is taking place.

The complainant may also elect to pursue criminal charges against the respondent.

Retaliation in any form (intimidation, threats or harassment) against anyone who exercises his or her rights to make a complaint, or any third party cooperating with the investigation under this Policy is strictly prohibited by law and Cedar Crest College policy and may result in disciplinary action and/or criminal charges.

REPORTING SEXUAL MISCONDUCT OR SEXUAL HARASSMENT AND OPTIONS WHEN REPORTING

The following informal and formal procedures are designed to ensure a timely response to reports of sexual misconduct. The goals of the procedure outlined in this Policy are a full and complete investigation and a fair adjudication.

In all cases of alleged sexual misconduct, regardless of whether the complainant wishes to pursue the formal or informal reporting procedure, Cedar Crest College will undertake an appropriate inquiry and take prompt and effective action to support and protect the complainant, including taking appropriate interim steps before the final outcome of the investigation and hearing, if any. Accordingly, at or after an initial meeting reporting sexual misconduct, Cedar Crest College may impose a “no-contact” order, which typically will include a directive that the parties refrain from

having contact with each other, directly or through proxies, whether in person or via electronic means, pending the investigation and, if applicable, the hearing. The vice president of student affairs and traditional enrollment and/or the Title IX Coordinator also may take any further protective action that he or she deems appropriate concerning the interaction of the parties pending the hearing, if any, including, without limitation, directing Cedar Crest College officials to alter the students' academic, housing or employment arrangements. Title IX requires that, when taking steps to separate a complainant and respondent, a school must minimize the burden on the complainant. Thus, Cedar Crest College, as a matter of course, will not remove a complainant from his or her classes, housing or employment while allowing the respondent to remain. Violations of the directive of the vice president of student affairs and traditional enrollment and/or the Title IX Coordinator shall constitute related offenses that may lead to additional disciplinary action.

Cedar Crest College strongly encourages persons who believe that they have been the victim of sexual misconduct to report the sexual misconduct to Cedar Crest College authorities as set forth below. Cedar Crest College requires all persons who believe that a member of the College Community has been the victim of sexual misconduct to report the sexual misconduct to Cedar Crest College authorities as set forth below. Cedar Crest College will fully investigate all complaints of sexual misconduct regardless of whether a complainant files a formal or informal complaint.

1. Informal Reporting Procedure

If sexual misconduct is reported to any Cedar Crest College administrator, faculty member, Residence Life staff member (including Resident Advisors) or employee and the complainant opts not to file a formal complaint at that time, the complainant can anticipate the following:

The first priority will be to ensure that the complainant receives immediate medical attention, if needed.

The complainant will be referred to the vice president of student affairs and traditional enrollment, Title IX Coordinator or his/her designee(s).

The complainant will be encouraged to utilize the resources and support services available on and off campus and will be offered coordinated assistance including physical, emotional, personal safety and academic support.

To the extent possible and consistent with applicable legal requirements, informal complaints will be treated confidentially. If a complainant requests anonymity, such a request may limit Cedar Crest College's ability to fully investigate and respond to the sexual misconduct, and Cedar Crest College may not be able to maintain confidentiality.

A complainant may terminate the informal complaint procedure and pursue a formal complaint at any time.

The complainant will receive written information regarding the Cedar Crest College sexual misconduct policy.

The complainant will be informed of the procedure to obtain a Protection From Abuse order by the Campus Police or the College Official taking the report.

2. Formal Reporting Procedure

a. Sexual Misconduct

If sexual misconduct is reported and the complainant wants to file a formal complaint, the complainant will be directed to (and whenever possible escorted to) the Cedar Crest College Campus Police Office. If sexual misconduct is reported off-campus and the complainant wants to file a formal complaint, the complainant will be directed to the local police department. Cedar Crest College will assist the complainant in notifying these authorities if the complainant requests assistance. The Cedar Crest Campus Police Office and/or the local police department have the responsibility of investigating the complaint. The complainant can anticipate the following:

The first priority will be to ensure that the complainant receives immediate medical attention, if needed.

Campus Police will contact the vice president of student affairs and traditional enrollment, Title IX Coordinator or his/her designee(s). The complainant will be informed about available support services, the reporting procedure, legal and administrative options and provide the complainant with written information about the process.

To the extent possible and consistent with applicable legal requirements, complaints will be treated confidentially. If a complainant requests anonymity, such a request may limit Cedar Crest College's ability to fully investigate and respond to the sexual misconduct, and Cedar Crest College may not be able to maintain such confidentiality.

If the complainant opts to pursue criminal charges, the Campus Police will follow the policies and procedures outlined in its handbook.

b. Sexual Harassment

If sexual harassment is reported and the complainant wishes to file a formal complaint, the complainant will be directed to the vice president of student affairs and traditional enrollment, Title IX Coordinator or his/her designee(s). If the conduct is criminal in nature the complainant will be directed to (and whenever possible escorted to) the Cedar Crest College Campus Police Office. This division has the sole responsibility of investigating a criminal complaint.

The complainant can anticipate the following:

The first priority will be to ensure that the complainant receives immediate medical attention, if needed.

The complainant will be informed of available support services, explained the reporting procedure, legal and administrative options and provided with written information about the process.

To the extent possible and consistent with applicable legal requirements, complaints will be treated confidentially. If a complainant requests anonymity, such a request may limit Cedar Crest College's ability to fully investigate and respond to the sexual harassment, and Cedar Crest College may not be able to maintain confidentiality.

If the complainant opts to pursue criminal charges, the Campus Police will follow the policies and procedures outlined in their handbook.

3. College Disciplinary Procedures and Sanctions

Whether or not a complainant opts to file a criminal complaint, the complainant may pursue an administrative hearing if the respondent is also a Cedar Crest College student. Cedar Crest College is

committed to providing a judicial and disciplinary process that is sensitive, supportive, expedient and respectful of the individual rights of all involved.

If the respondent is a Cedar Crest College student, an administrative hearing will be held within sixty (60) days of the date that the formal complaint was submitted. The hearing will be held in accordance with written conduct procedures. If the respondent is a faculty or staff member, the director of human resources will commence disciplinary action according to the disciplinary procedures applicable to the respondent. The director of human resources will inform the respondent of the applicable policies and procedures to be followed.

There are two types of student judicial hearings: administrative hearings and sanction-only hearings. The administrative hearing is run by a hearing officer. The director of community standards and residence life determines the final disposition of an administrative hearing. Administrative hearings may be called at the discretion of the director of community standards and residence life; however the hearing process, as outlined below, will be followed.

The complainant and respondent will each meet with the director of community standards and residence life separately within twenty (20) days of the date that a formal complaint is made. During this meeting, the director of community standards and residence life will continue an investigation of the matter and will explain the hearing process and other pertinent information, including the following:

The Complainant

The complainant's on-campus living situation may be changed upon the complainant's request.

The complainant's academic situation may be changed upon the complainant's request if options are available.

The complainant has the right to pursue criminal charges off-campus.

The complainant is permitted to attend the entire portion of the hearing at which information is presented (excluding deliberations) and to question all witnesses. Questions posed by the complainant to the respondent will be permitted only through the hearing officer.

The complainant has the right to be accompanied by a College advisor and witnesses during the hearing process.

The complainant has the right to a confidential advisor during the hearing process.

The complainant is informed that all hearing officers take an oath of confidentiality.

The hearing officer will hear a report of the investigation by an impartial investigator.

After hearing all of the reports and testimony, the hearing officer will make a determination of whether or not the respondent is responsible for the charge(s). The standard of proof used to decide whether a respondent is responsible is whether it is "more likely than not" that respondent committed the act of sexual misconduct.

The hearing officer will provide her/his recommendation(s) and resolution of the case including sanction recommendations to the director of community standards and residence

life in writing.

The director of community standards and residence life will make the final determination about the sanction(s) imposed on the respondent. If the final determination is different than the recommendation of the hearing officer, then the director of community standards and residence life must provide a rationale for his or her determination with respect to sanctions.

The complainant will be notified in writing within seven (7) days after the date of the administrative hearing with the outcome of the hearing.

The Respondent

The respondent's on-campus living situation can be changed at the discretion of Cedar Crest College.

The respondent's academic situation can be changed at the discretion of Cedar Crest College.

The respondent is permitted to attend the entire portion of the hearing at which information is presented (excluding deliberations) and to question all witnesses. Questions posed by the respondent to the complainant will be permitted only through the hearing officer.

The respondent has the right to be accompanied by a College advisor and witnesses during the hearing process.

The respondent has the right to a confidential advisor during the hearing process.

The respondent is informed that all hearing officers take an oath of confidentiality.

The hearing officer will hear a report of the investigation by an impartial investigator.

After hearing all of the testimony, the hearing officer will make a determination of whether or not the respondent is responsible for the charge(s). The standard of proof used to decide whether a respondent is responsible is whether it is "more likely than not" that respondent committed the act of sexual misconduct.

The hearing officer will provide her/his recommendation(s) and resolution of the case including sanction recommendations to the director of community standards and residence life in writing.

The director of community standards and residence life will make the final determination about the sanction(s) imposed on the respondent. If the final determination is different than the recommendation of the hearing officer, then the director of community standards and residence life must provide a rationale for his or her determination with respect to sanctions.

The respondent will be notified in writing within seven (7) days after the date of the administrative hearing with the outcome of the hearing.

The respondent may not use the consumption of alcohol or other drugs as an excuse for any sexual misconduct.

The director of community standards and residence life will also provide each party with a written copy of this policy.

In addition to meeting with the complainant and respondent, the director of community standards and residence life will review any investigative reports compiled or filed to make a determination

regarding the necessity of a hearing. The director of community standards and residence life will make a determination as to whether to hold a hearing within seven (7) days of the date of meeting with either the complainant or respondent, whichever occurs later. This decision will be communicated to both the complainant and respondent in writing.

If it is decided that a hearing will be held, the hearing will occur no more than thirty (30) days after the director of community standards and residence life determines that a hearing is necessary. If the director of community standards and residence life determines that a hearing is not necessary and the complainant desires a hearing, the complainant may request a hearing. Such a request shall be made in writing within seven (7) days of the date of director of community standards and residence life's written determination not to hold a hearing. A hearing shall then be held as set forth above. The director of community standards and residence life cannot impose sanctions on the respondent without a hearing.

4. Sanctions

Cedar Crest College recognizes the role of accountability as an integral component of the educational process. In order to prevent recurrences, respective sanctions have been developed. These exist to promote a sense of community responsibility and to maintain the integrity of Cedar Crest College as an ethical, just and caring community of learning. The standard of proof used to decide if a respondent is responsible is the preponderance of evidence and whether the conduct in question "more likely than not" occurred. If there is a finding of responsibility, disciplinary sanction(s) may include, but are not limited to, expulsion, suspension, a no contact order, removal from Cedar Crest College housing, and/or referred or mandated evaluation or education. In addition, persons charged with offenses that are criminal in nature may also be prosecuted by the applicable local authority. Please refer to the Sanctions section for more detail.

5. Appeals Process

Either party shall have the right to one (1) appeal. The appeal shall be made in writing to the vice president of student affairs and traditional enrollment or his or her designee within three (3) days of the date of the written decision of the director of community standards and residence life. The appeal may be based on any of the following grounds:

Grounds for Appeal:

1. A procedural error or omission occurred that significantly impacted the outcome of the hearing (e.g. substantiated bias, material deviation from established procedures, etc.).
2. To consider new evidence, unavailable during the original hearing or investigation, that could substantially impact the original finding or sanction. A summary of this new evidence and its potential impact must be included.
 - a. Note: when a party fails to provide a statement under advice of counsel during an investigation, and subsequent to the hearing decides to provide a statement, it will not be considered "new evidence" for the purposes of this ground. Additionally, subsequent findings of a criminal or civil court (e.g., dismissals, plea bargains, settlements) will not alone constitute sufficient grounds for appeal, but may be considered if new evidence was the grounds for said finding.

3. The sanctions fall outside the range of sanctions the College has designated for this offense.

The vice president of student affairs and traditional enrollment or his or her designee will forward a copy of the appeal to the non-appealing party, who may respond to the appeal in writing within three (3) days of receiving a copy of the appeal. The vice president of student affairs and traditional enrollment will review the appeal and any response thereto.

There are two possible outcomes:

The appeal will be denied.

The appeal will be forwarded to the hearing officer to rehear the case.

A written determination of the appeal will be provided to the parties within five (5) days of the date that the appeal is received.

VIII. CODE OF CONDUCT

AIDING OR ABETTING

Attempting, aiding, abetting, being an accessory to or failing to report any act prohibited by the College policy shall be considered the same as a completed violation.

ALCOHOL POLICY

Cedar Crest College complies with the Commonwealth of Pennsylvania's liquor laws. All students are expected to know and abide by these laws and to follow the procedures of the College that support them. Students and organizations that violate these guidelines are subject to disciplinary action by the College. They will not be protected from legal action taken by public agencies or campus police officers responsible for enforcing the law, even when college disciplinary action has been taken for the violation of campus regulations.

A. ALCOHOL RELATED STATE LAWS

Public laws most relevant to college students are listed below. These laws apply to all persons while they are within the boundaries of the Commonwealth of Pennsylvania. Please note that this is not an all-inclusive list of public laws pertaining to alcohol. For more information, please consult Pennsylvania's Title 18 crimes and offenses at <http://www.legis.state.pa.us/wu01/li/li/ct/htm/18/18.htm>.

The College permits the use of alcoholic beverages by individuals who are 21 years of age and older under conditions that safeguard the rights of others. It directs the attention of all students to the Pennsylvania liquor, penal and motor vehicle codes (partially summarized below), and to the college procedures that support them:

1. All persons are subject to Pennsylvania liquor, penal and motor vehicle codes while they are in the Commonwealth of Pennsylvania.
2. It is illegal for a person knowingly and falsely to represent herself/himself to be 21 years of age or older for the purpose of procuring or having furnished to her/him alcoholic beverages. It is a

summary offense for a first violation and a misdemeanor of the third degree for any subsequent violations. The minimum penalty shall order the operating privilege of the person be suspended for 90 days from the date for the first offense; one year for the second offense; and two years for the third offense. A person who does not have a driver's license shall be ineligible to apply for a learner's permit for 90 days from the date for the first offense; one year for the second offense; and two years for the third offense. The maximum penalty shall be a fine of not more than \$500 for subsequent violations.

3. It is illegal for a person less than 21 years of age to attempt to purchase, consume, possess, or knowingly and intentionally transport alcoholic beverages. It is a summary offense. The minimum penalty shall order the operating privilege of the person be suspended for 90 days from the date for the first offense; one year for the second offense; and two years for the third offense. A person who does not have a driver's license shall be ineligible to apply for a learner's permit for 90 days from the date for the first offense; one year for the second offense; and two years for the third offense. The maximum penalty shall be a fine of not more than \$500.

4. It is illegal for a person to knowingly, willfully and falsely represent to any licensed dealer or other person that a minor is over 21 years of age for the purpose of inducing any such licensed dealer or other person to sell or furnish alcoholic beverages to a minor. This is a third degree misdemeanor with a fine of not less than \$300.

5. It is illegal for a person to hire, request or induce any minor to purchase or offer to purchase alcoholic beverages from a licensed dealer for any purpose. This is a third degree misdemeanor with a fine of not less than \$300.

6. It is illegal to sell alcoholic beverages to any person unless duly licensed in the Commonwealth of Pennsylvania.

7. It is illegal for a person intentionally and knowingly to sell, furnish or purchase with the intent to sell or furnish any alcoholic beverages to a person who is less than 21 years of age. This is a third degree misdemeanor with a fine of not less than \$1,000 for the first violation and a fine of \$2,500 for each subsequent violation. NOTE: Act 31 of the Pennsylvania Liquor Code in part defines furnish as to allow a minor to possess alcoholic beverages.

8. It is illegal to manufacture, make, alter, sell or attempt to sell an identification card falsely representing the identity, birth date or age of another. This is a second degree misdemeanor with a fine of not less than \$1,000 for the first violation and a fine of not less than \$2,500 for each subsequent violation.

9. It is illegal for a minor to possess an identification card falsely identifying that person by name, age, birth date or photograph as being 21 years of age or older or to obtain or attempt to obtain alcoholic beverages by using the identification card of another or by using an identification card that has not been lawfully issued to or in the name of that person who possesses the card. This is a summary offense for a first violation and a misdemeanor of the third degree for any subsequent violations. The minimum penalty shall order the operating privilege of the person be suspended for 90 days from the date for the first offense; one year for the second offense; and two years for the third offense. A person who does not have a driver's license shall be ineligible to apply for a learner's permit for 90 days from the date for the first offense; one year for the second offense; and

two years for the third offense. The maximum penalty shall be a fine of not more than \$500 for subsequent violations. Note: The police department making an arrest for a suspected violation of carrying a false identification card shall so notify the parents or guardian of the minor charged.

10. It is illegal for a person 18 years of age or older to corrupt or tend to corrupt the morals of a person less than 18 years of age by aiding, abetting or encouraging a minor.

11. It is illegal for a person under 21 years of age to pay either direct or indirect assessments which will be used in whole or in part for the purchase of alcoholic beverages.

12. It is illegal for a licensee or his/her agent to sell alcoholic beverages to a minor or to a person who is intoxicated.

13. A person who serves alcoholic beverages is responsible for the alcohol-related actions of the persons he/she served even after they leave the place of service.

14. It is illegal for a driver to consume any alcoholic beverages while driving or attempting to drive a motor vehicle.

B. COLLEGE ALCOHOL REGULATIONS

1. Students 21 years of age or older may possess or consume alcoholic beverages in accordance with Cedar Crest College policies.

2. Students under 21 years of age are prohibited from possessing and/or consuming alcoholic beverages.

3. Possession, consumption and/or provision of alcohol in public areas of the campus are not permitted. Public areas are defined as those areas of the campus that are readily accessible to students, faculty, staff and guests. Such areas include all outside areas, athletic fields, lobbies, classrooms, lounges, building corridors and offices. Campus police have the authority to confiscate alcohol in the possession of any individual under 21 years of age and may confiscate alcohol of individuals over 21 years of age if circumstances dictate such action to be necessary.

4. Students of legal drinking age, 21 years of age, and their guests who are of age may consume alcohol in residence hall rooms or at college-sponsored events where alcohol is being served.

5. There shall be no kegs or beer balls in the residence halls, nor shall there be any common sources containing alcohol, such as bathtubs, punch bowls, baby pools, trash cans, etc.

6. When all official residents of the room are under the age of 21 no alcoholic beverages are permitted in the residence hall room.

7. When one student is 21 years of age and her roommate is under 21, only the student who is 21+ years old may possess and consume alcohol.

8. Visibly intoxicated persons or persons showing signs of alcohol abuse may be removed from campus by police, campus police or medical personnel.

9. Violating other policies while under the influence of alcohol will constitute a violation of the Alcohol policy as well.

10. Campus police has the authority to administer a breathalyzer test in those situations where underage drinking is suspected of having occurred. A student has the right to refuse a breathalyzer test. In accordance with the Commonwealth of Pennsylvania law summary action and sanctions may apply.

11. Providing alcohol to underage individuals is prohibited, including leaving alcohol unattended in locations where those under 21 may serve themselves. The student who serves alcohol to a person regardless of age shares responsibility with that person for any violation of the Cedar Crest College policies.

12. Guests of underage students are prohibited from bringing any alcohol into the residence halls.

C. CAMPUS EVENTS WITH ALCOHOL

1. All events with alcohol must be registered with both the Tompkins College Center staff and the vice president of student affairs and traditional enrollment. Forms can be obtained from the office of the vice president of student affairs and traditional enrollment. A completed registration must be submitted to the vice president of student affairs and traditional enrollment at least 10 working days prior to the date of the scheduled event. The person signing the registration for an event where alcohol is to be served must be 21 years of age or older.

2. Events must have a stated purpose (dancing, entertainment, etc.) other than the consumption of alcohol. Themes that encourage the consumption of alcohol (i.e. happy hours and drinking games) are prohibited.

3. Faculty, administration, alumnae and other non-student groups are urged to consider alternatives to the furnishing of alcoholic beverages at sponsored functions especially if students and minors are to be present. If alcohol is to be furnished, there must be responsible use of alcohol within the law and consistent with the above college policies and regulations. Functions closed to students and other minors at which alcoholic beverages are to be served do not require registration and approval, but must be noted on the room reservation form. Functions open to students or other minors to be held in areas of the campus not usually available for the service of alcoholic beverages must be noted on the room reservation.

4. Complete guidelines for events where alcohol is to be served can be obtained from the office of the vice president of student affairs and traditional enrollment.

D. SANCTIONS FOR VIOLATIONS OF THE ALCOHOL POLICY

The vice president of student affairs and traditional enrollment may initiate any or all of the following sanctions in response to violations of the alcohol policy, which include but are not limited to:

First Offense:

- Notification of parent(s) or legal guardian(s) if student is under age 21

- Residence hall probation and/or disciplinary probation
- Community restitution
- Other sanctions depending on the nature of the offense

Second Offense:

- Notification of parent(s) or legal guardian(s) if student is under age 21
- Substance abuse evaluation
- Residence hall probation or eviction and/or disciplinary probation
- Community restitution
- Possible other sanctions depending on the nature of the offense

Third Offense:

- Conference with parent(s) or legal guardian(s) if student is under age 21
- Mandatory substance abuse counseling
- \$300 fine
- Permanent eviction from residence hall
- Community restitution
- Possible other sanctions depending on the nature of the offense

E. AMNESTY POLICY

The policy may apply when a student receives emergency medical assistance that is (a) related to the consumption of alcohol, and (b) sought by a person not serving in an official college capacity. This policy may also apply to any student who seeks medical assistance for another student experiencing a medical emergency based upon alcohol consumption. The student will not be charged or sanctioned for violations of college alcohol-related policies. Students receiving medical assistance in compliance with this policy shall not be referred for prosecution for any state, local or federal crime or misdemeanor solely related to the possession, consumption or supplying of alcohol. The student will be required to consult with the vice president of student affairs and traditional enrollment and may be required to participate in an appropriate educational program. Nothing in this policy shall prevent an individual who is obligated by federal, state, or local law, or college policy, practice, or procedure, to do so from reporting, charging, or taking other action related to the possible criminal prosecution of any student.

No individual may receive amnesty more than once. Records of all requests for assistance under this policy shall be maintained by the office of the vice president of student affairs and traditional enrollment. Participation in any program as a result of this policy shall not be noted on the student's judicial record. In the event an individual who previously utilized the amnesty policy is involved in a subsequent alcohol-related incident, this incident and any resulting charges shall be treated as an alleged second offense.

ARREST POLICY

Students who are arrested by any law enforcement agency are required to inform the vice president of student affairs and traditional enrollment within 72 hours of their release. Students arrested may

be subject to College disciplinary action when their conduct violates College standards. Failure to report this information to the dean will result in a “Failure to Comply” charge and may result in further disciplinary action.

BICYCLES

Students are permitted to have bicycles on campus, but the College assumes no responsibility for damage or for theft from storage. Theft or excessive damages should be reported to campus police. Bicycles may be parked in bike racks at residence halls. Bicycles are to be removed from the campus at the end of the academic year. The College is not responsible for bicycles left on campus and will not ship them home. Bicycles left on campus at the end of the term will be removed.

BULLYING

Any behavior that is used to coerce, intimidate or harass another individual or interferes with a person’s personal safety, academic efforts, employment or participation in College sponsored activities may be regarded as bullying. This behavior is repeated over time. Bullying is not in the intention (e.g. just joking around), but in the perception of the behavior by the other person.

Bullying can take many forms, including, but not limited to, the following types:

- Physical bullying – any intentional and unwelcome use of physical contact or deliberate property damage. It includes fighting, pushing, interfering with another’s property by stealing, hiding, damaging or destroying.
- Cyberbullying – making use of the diverse range of information and communication technologies, including, but not limited to, use of computers, electronic storage devices, cameras, all types of mobile phones, video and audio players and receivers, gaming consoles, internet and phone services and digital media including social networking sites, text messaging, etc.
 - Types of cyberbullying can take many forms, including, but not limited to, the following types:
 - Insulting – posting or spreading false information about a person that will cause harm to that person or that person’s reputation.
 - Targeting – singling someone out and inviting others to attack or make fun of her or him.
 - Identity theft – pretending to be someone else to make it look like that other person said things she or he does not believe in or is not true about her or him.
 - Uploading – sharing images of a person, particularly in an embarrassing situation, or sharing emails without permission.
 - Harassment – repeatedly sending someone malicious and insulting messages.
- Exclusion bullying – leaving someone out on purpose to cause feelings of non-acceptance. It includes spreading malicious rumors, writing on posters, walls, books, through social media, etc.
- Extortion bullying - use of threat or power to obtain favor or goods, e.g. bullying others to provide food, money or schoolwork.
- Gesture bullying – use of non-verbal signals to cause intimidation or fear.

- Verbal bullying – use of language to threaten or hurt. This includes name-calling, offensive language and making degrading comments about another’s family, religious, social or racial background, etc.

Students who take sides in bullying cases will be considered participants and may be found in violation of this policy. An example of taking sides is hitting the thumbs-up “like” button on Facebook in reaction to an inappropriate remark. Violations of this policy may result in a minimum sanction of a warning and a maximum sanction of suspension or expulsion from the College.

CEDAR CREST COLLEGE NAME AND LOGO

The College’s name, logo, facsimile thereof and/or representation which resembles, suggests or implies an affiliation with the College, may not be used without the approval of the marketing and communications office. Any such use must be appropriate and truthful. No individual may enter into a contractual agreement on behalf of the College except the chief financial officer and his or her designee.

COMPUTER USE POLICY

Use only a computer ID assigned to you by Cedar Crest College. Never reveal your password to anyone; doing so is a violation of Pennsylvania State Law.

Avoid any action that would seriously impact computing, network operation or access, including:

- Damaging or modifying hardware or software
- Sending email chain letters or mass mailings
- Creating unnecessary multiple jobs, processes, or network traffic
- Students are not permitted to send email via the “All” email groups or to the entire campus community
- Connecting one’s personal computer to the college’s network without active and current anti-virus, anti-spyware, and adware protection.
- Installing on the network unauthorized network devices and network services such as wireless access points, hubs, routers and switches.

Copyright Infringement Policy

It is illegal to download copyrighted materials (including MP3 and other music and video files) from the Internet without permission of the person owning the copyright. Under the Digital Millennium Copyright Act (DMCA) instituted in 1998, the copyright owner may bring an action in court that may result in civil liability or even criminal prosecution.

See complete policy at https://my.cedarcrest.edu/ICS/IT/Campus_Policies.jnz

CREDIT CARD SOLICITATION

Cedar Crest College prohibits credit card solicitation in any form by financial institutions or other companies, groups or individuals seeking to distribute credit card applications on the college campus. Such prohibited means includes solicitation by posting on college bulletin boards, advertisement in college publications and brochures or flyers processed through campus mailbox,

bookstore or e-mail systems.

Periodically, the College will provide students with educational information regarding the responsible use of credit cards. This information may be provided through presentations in new student orientations, regular classroom activities, relevant literature placed in designated campus facilities, or special campus programming events. Violations of this policy will result in appropriate action taken by the College.

DAMAGE TO PROPERTY

Damage to or destruction of property or actions that have the potential for such damage or destruction is prohibited. Conduct which threatens to damage, or creates hazardous conditions such as dropping, throwing, or causing objects or substances to fall from windows, doors, ledges, balconies or roofs is also prohibited. This includes, but is not limited to, unauthorized application of graffiti, paint, etc. to property or removal of window restrictors, security screens, etc.

DEMONSTRATIONS

Free speech is a cherished value of Cedar Crest College. In order to ensure that orderly operations of the College are maintained and that the rights of all are respected, while at the same time ensuring that individual members of the college community have an opportunity to fully exercise their right of freedom of expression, anyone wishing to hold a demonstration/rally will need to have approval 24 hours in advance. A demonstration request form, available at the office of the vice president of student affairs and traditional enrollment, must be completed and submitted 24 hours in advance to the vice president of student affairs and traditional enrollment.

DISRUPTIVE CONDUCT

No person or organization may interfere with, disrupt normal activity and operations of or promote the interference or disruption of students, faculty, administration, staff or the educational mission of the College or of the College or its buildings, equipment or facilities. Any form of expression that materially interferes with such activities and operations or invades the rights of persons is prohibited.

- a. Non-compliance with reasonable time, place or manner restrictions on expression is considered a violation of this section. Such activity includes, but is not limited to, behavior in a classroom or instructional program that interferes with the instructor or presenter's ability to conduct the class or program, or the ability of others to profit from the class or program.
- b. To remain in the vicinity of activity that is disrupting normal College functions when requested to leave by a College official is prohibited. Bystanders, if their presence incites or adds to the disruption, as well as more active participants in the disruptive activity, may be in violation of this policy as well.

DRUGS - ILLICIT DRUGS

Cedar Crest College complies with the Commonwealth of Pennsylvania's drug laws. All students are required to abide by and know the state and federal drug laws. Please consult the Commonwealth of Pennsylvania *The Controlled Substances, Drugs, Device, and Cosmetic Act* at

<http://www.health.state.pa.us/pdf/ddc/ddcAct.pdf> for further information.

Cedar Crest College shares the concern of the medical profession and law enforcement agencies for the serious effects that can result from the use of dangerous drugs and narcotics. Cedar Crest College opposes and prohibits the possession and use of illegal drugs and narcotics by its students on or off the campus. The College will cooperate with the state in the enforcement of Pennsylvania State Law.

The College may take disciplinary action against a student who violates these laws to the extent of separation from the College. Students who wish to seek counseling regarding the use of drugs and their effects are urged to consult with the office of health and counseling services.

A. DRUG RELATED PUBLIC LAWS

The following acts and the causing thereof within the Commonwealth including upon the campus of Cedar Crest College are hereby prohibited:

1. The manufacture, sale or delivery, holding, offering for sale, or possession of any controlled substance, other drug, device or cosmetic that is adulterated or misbranded. (Punishable by imprisonment not exceeding one year and/or a fine not exceeding \$5,000.00).
2. The acquisition or obtaining or possession of a controlled substance by misrepresentation, fraud, forgery, deception or subterfuge. (Punishable by imprisonment not exceeding one year and/or a fine not exceeding \$5,000.00).
3. The intentional purchase or knowing receipt in commerce by any person of any controlled substance, other drug or device from any person not authorized by law to sell, distribute, dispense or otherwise deal in such controlled substance, other drug or device. (Punishable by imprisonment not exceeding three years and/or a fine not exceeding \$5,000.00 however, in the event of a second conviction, the fine will not exceed \$25,000.00).
4. The manufacture, delivery, or possession with intent to manufacture or deliver, a controlled substance by a person not registered to do so, or knowingly creating, delivering or possessing with intent to deliver, a counterfeit controlled substance. (The severity of the penalty varies according to the substance and circumstances. Maximum penalties may be imprisonment up to fifteen years and/or a fine of \$250,000.00 or more depending on the assets of the person involved).
5. The possession of a small amount of marihuana only for personal use; the possession of a small amount of marihuana with the intent to distribute it but not to sell it; or the distribution of a small amount of marihuana but not for sale. For purposes of this subsection, thirty (30) grams of marihuana or eight (8) grams of hashish shall be considered a small amount of marihuana. (Punishable by imprisonment not exceeding thirty days and/or a fine not exceeding \$500.00).
6. The use of, or possession with intent to use, drug paraphernalia for the purpose of planting, propagating, cultivating, growing, harvesting, manufacturing, compounding, converting, producing, processing, preparing, testing, analyzing, packing, repacking, storing, containing, concealing, injecting, ingesting, inhaling or otherwise introducing into the human body a controlled substance in violation of this act. (Punishable by imprisonment not to exceed one year and/or a fine not to

exceed \$2,500.00).

7. The delivery of, possession with intent to deliver, or manufacture with intent to deliver, drug paraphernalia, knowing, or under circumstances where one reasonably should know, that it would be used to plant, propagate, cultivate, grow, harvest, manufacture, compound, convert, produce, process, prepare, test, analyze, pack, repack, store, contain, conceal, inject, ingest, inhale or otherwise introduce into the human body a controlled substance in violation of this act. (The severity of the penalty varies according to the age of the person the paraphernalia is furnished to such as someone under the age of eighteen or three years or more junior. Penalties range from imprisonment of one to two years and fines from \$2,500.00 to \$5,000.00).

8. The placing in any newspaper, magazine, handbill or other publication or by written or electronic means, including electronic mail, internet, facsimile and similar transmission, any advertisement, knowing, or under circumstances where one reasonably should know, that the purpose of the advertisement, in whole or in part is to promote the sale of objects designed or intended for use as drug paraphernalia. (Punishable by imprisonment not to exceed one year and/or a fine not to exceed \$2,500.00).

9. The knowing or intentional manufacture, distribution, possession with intent to distribute, or possession of a designer drug. (Punishable by imprisonment not to exceed fifteen years and/or a fine not to exceed \$250,000.00).

B. SANCTIONS FOR VIOLATIONS OF THE DRUG POLICY

The vice president of student affairs and traditional enrollment may initiate any or all of the following sanctions in response to violations of the drug policy, which include but are not limited to:

First Offense:

- Notification of parent(s) or legal guardian(s)
- Immediate eviction from the residence hall for two semesters with loss of room rent
- Substance abuse evaluation
- Disciplinary probation for four semesters
- Discretionary prosecutorial referral to local authorities
- Community restitution
- Possible other sanctions depending on the nature of the offense

Second Offense:

- Permanent eviction from the residence hall
- Suspension/expulsion from the College
- Community restitution
- Discretionary prosecutorial referral to local authorities
- Possible other sanctions depending on the nature of the offense

Sale and/or possession of large quantity/quantities of illegal drugs as defined by state and federal law on College property will result in the following sanctions:

- Parental notification
- Suspension/expulsion from the College
- Discretionary prosecutorial referral to local authorities
- Community restitution
- Possible other sanctions depending on the nature of the offense

E2CAMPUS EMERGENCY NOTIFICATION SYSTEM

In the event of an emergency or dangerous situation involving an immediate threat to the health or safety of the campus, campus police will utilize the E2Campus Emergency Notification System to inform the campus community of the situation and clarify the steps to be taken (i.e. evacuation and avoidance of dangerous areas, etc.). Evacuation routes are posted in buildings.

All incoming students are informed about E2Campus during orientation and newly hired staff are informed when hired. E-mails are also sent to all students and staff every semester to explain the availability of E2Campus. E2Campus uses text messages and e-mails to notify all registered students, staff and faculty and is available “cost free” to everyone.

Students are automatically enrolled in E2Campus and are encouraged to maintain their account with current information. Staff can sign-up for E2Campus by simply clicking on the link on the Cedar Crest College website and filling out the registration form. It should be noted that anyone with a Cedar Crest College e-mail will receive at least a notification on that account. Campus police will immediately dispatch officers to evaluate all emergency situations. At a minimum, campus police will test this emergency response and evacuation procedure on an annual basis.

FAILURE TO COMPLY

Students and student organizations are expected to comply with and respond appropriately to the reasonable and lawful requests of College officials in the performance of their duties. Students are expected to appear at conduct hearings to respond to allegations or testify as a witness when reasonably notified to do so. A failure to properly comply with or complete a sanction or obligation resulting from a conduct hearing or adjudication may also be considered failure to comply with an official request.

FIRE POLICIES

A. EQUIPMENT

No person shall make, or cause to be made, a false fire alarm or emergency report of any kind. No person shall tamper with, damage, disable or misuse fire safety equipment including, but not limited to, fire extinguishers, fire hoses, fire alarms and fire doors. Tampering with or disabling any fire safety equipment in a residence hall may result in your immediate removal from College Housing and a fine.

B. FIRE SAFETY REGULATIONS

1. Students will be permitted to have a name tag, message board and pictures on their residence hall door. Items should be placed on the upper half of the door above the door knob and may not cover more than 50% of the door in order to be in compliance with the City of Allentown Fire Code. No items are to be posted on the door frames or on the wall around the doors. Posters, tapestries and lights are strictly prohibited on doors, door frames and walls. The College reserves the right to remove any decorations that do not comply with City of Allentown fire ordinances.
2. Burning or burnt candles or incense, toasters and toaster ovens, potpourri crocks, halogen lamps, electric heaters, personal space heaters, hot plates, indoor grills, and electric blankets are fire hazards and may not be used in the residence halls.
3. The state fire code prohibits the placement and/or storage of any items in the corridors or stairwells of living units. Items in these areas will be considered lost articles and will be removed by college personnel.
4. Students are subject to disciplinary action by the College and/or to prosecution by the City of Allentown for setting fires through carelessness or negligence, for tampering with a fire extinguisher or smoke detector and for tampering with a fire alarm.
5. Students are required to evacuate any College building when a fire alarm is sounding and/or when instructed to do so in an emergency or drill by College staff.
 - a. If you need assistance with evacuation due to a disability, please contact the assistant director and accessibility coordinator in academic services at 610-606-4628.
6. Smoking is prohibited in all campus buildings, this includes, but is not limited to traditional cigarettes as well as electronic devices used for smoking or vaping.
7. Over-door hangers may not be attached to doors, nor may hangers be placed over closet edges or hung from picture moldings.
8. Tapestries and other articles may not be hung from or over light fixtures.
9. Items being cooked may not be left unattended.
10. Decorative lights may not be hung around residence hall doors.
11. Hover boards and similar lithium battery powered self-balancing personal transportation devices may not be used, charged or stored anywhere on campus.

Violation of this policy may result in a fine and other disciplinary action.

FRAUD/LYING

Lying or fraudulent behavior in, or with regard to, any transaction with the College, whether oral or written, is prohibited, including but not limited to misrepresenting the truth before a hearing of the College or knowingly making a false statement orally or in writing to any College official.

GAMBLING

The College prohibits Gambling.

GENERAL LAWS

Students or student organizations involved in alleged violations of any federal, state, or local laws may be subject to disciplinary action. These allegations will be adjudicated using the College standard of proof and procedure. Disciplinary action imposed by the College may precede and/or be in addition to any penalty imposed by an off-campus authority.

HARASSMENT

Conduct that creates or attempts to create an intimidating, hostile, or offensive environment for another person is prohibited. Such conduct includes, but is not limited to, action(s) or statement(s) that threaten harm or intimidate a person, stalking, voyeurism (or peeping), or any other form of unwanted contact. This policy also applies to harassment on the basis of race, color, religion, gender or sex, gender identity, pregnancy, national origin, age, disability, sexual orientation, familial status or any other characteristic protected from discrimination under law.

HARM TO PERSON(S)

Actions which result in physical harm, have the potential for physically harming another person, which create conditions that pose a risk of physical harm to another, or which cause reasonable apprehension of physical harm are prohibited. Conduct that threatens to cause harm to persons, or creates hazardous conditions for persons is also prohibited.

HAZING

Cedar Crest College complies with the Commonwealth of Pennsylvania's laws on hazing. Hazing is 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. The express or implied consent of the victim will not be a defense. Apathy and/or complicity in the presence of hazing are not neutral acts; they are violations of this policy.

HEALTH POLICY

Cedar Crest College is committed to providing a safe environment for its students and has formulated its health policy based on guidelines presented by the American College Health Association. Students with serious, acute and chronic conditions are encouraged to inform health and counseling services about their illness so that they may receive evaluation and treatment and/or information and referral for appropriate care. Health information you provide will be used, if necessary, solely as an aid to provide health care while you are a student. This information is strictly for the use of health services and will not be released to anyone without student knowledge or consent.

The vice president of student affairs and traditional enrollment and the director of health and counseling services reserve the right to contact parents or guardians in situations where a student's health or welfare is at risk.

On admission to the College students receive a college health form which must be completed prior to the beginning of classes. The form is reviewed by the director of health and counseling services and students are notified of any missing documentation. All immunizations must be completed and up to date.

Students who do not submit required health forms prior to established deadlines are subject to a \$50 weekly fine until forms are submitted. In addition, a hold may be placed on the student's account

preventing course registration until the necessary forms are submitted. Resident students are not permitted to move into the residence halls without required health forms.

The College requires all full-time students to have health insurance coverage. The College will provide a basic Accident and Sickness Plan for all full-time students who do not already have their own coverage. The cost of the plan will be included on the student's bill. A description of the plan and waiver cards for those who have other coverage are provided to students with admittance materials or by the office of student financial services.

In cases of communicable disease, the College will follow the reporting requirements for all communicable diseases. All student concerns about communicable diseases should be directed to the director of health and counseling services.

LIBRARY POLICIES

Cressman Library is easily searchable via the World Wide Web at <http://library.cedarcrest.edu>. The library's web pages allow quick access to area libraries' catalogs and general and specialized electronic resources, including encyclopedias, indexes, and full-text journal articles, as well as relevant Internet sites. Consult the librarian on duty at the information services desk for assistance with identifying, locating and using information resources.

A. LENDING SERVICES

Library materials are charged out at the lending services desk on the main level. A non-transferable student ID card serves as your library card. The borrower is responsible for all materials charged out on his/her card. Report the loss of an ID card to the lending services supervisor to stop charges.

Students may borrow books from the general collection for 21 days. Curriculum items circulate for 14 days. A 10-day grace period follows. If fines are not paid upon return of overdue items, the rates are:

Calendar Days		Late Fine (per item)
1-10 days		No Fine
11+ days		55 cents + .05 cents/day - maximum of \$5, per item

The library system assigns a replacement cost for any lost or damaged materials. If the item is recovered within one year of payment, the replacement cost minus any fines owed will be refunded. The College will not release transcripts or issue diplomas until all library accounts are cleared. Phone renewals may be made by dialing ext. 3387 during library hours. Have student ID available.

Reference books and microfilms are restricted to use within the library and may be circulated only by special permission of the librarian on duty. Periodicals are designated "In Library Use" only and do not circulate. Charged-out materials left on carrels and tables in the library are not considered returned.

Removal of materials from the library without a lending services desk charge, or a librarian's approval, is considered a violation of the principles of the honor philosophy.

Course reserves are housed and charged out at the lending services desk.

1. Regular reserves: Charged out for three days.
2. Restricted: Circulates two-hours in-house.
3. Special reserves: Charged out for one day or one week.

Fines for late reserves: \$1/day per item up to a maximum of \$5.

B. AUDIO VISUAL/MEDIA SERVICES

The AV/media services office is located in the northwest corner of the main level of the library. The media collection includes CDs, DVDs, videos, audiotapes, laser discs, transparencies and slides. The circulation period for these items is three days, no renewals. A fine of \$1/day is charged for materials returned after the due date. The maximum fine is \$5/item.

C. INTERLIBRARY LOAN SERVICES

More than one million items are available to Cedar Crest College students via Lehigh Valley Association of Independent College's interlibrary loan system. Books are shipped to Cressman Library for pick-up. Requests for interlibrary loan material may be made through the FirstSearch Index and through e-mail via the library's webpage, or by filling out a paper form at the information services desk. If the material requested is available at one of the LVAIC libraries—Lafayette, Moravian, or Muhlenberg colleges; DeSales or Lehigh universities—it usually arrives within one week. Users should allow a minimum of two weeks for delivery of ILL loans from outside of LVAIC. The loan period for interlibrary loan materials varies according to the lending institution. Students must observe the due date assigned to these items. Renewals are not permitted.

Direct borrowing: Students with valid IDs may obtain library cards from any of the LVAIC colleges. These loans may be returned to the Cressman Library where a courier makes deliveries, Monday through Friday.

Violation of these policies may result in a fine and other disciplinary action.

LOBBYING

In order to be in compliance with federal law, the College may not attempt to influence legislation as a substantial part of its activities. "Lobbying" in this policy means communicating with any governmental official or agency or representative of a governmental official or agency with the intent to influence legislation.

Any student of the College who wishes to lobby the federal, state, or local government on behalf of the College must inform and receive approval from the chief financial officer and the provost.

Any student who wishes to lobby the federal, state, or local government for a purpose that would benefit the College may not use the College's name or logo without the approval of the provost and the marketing and communications office.

No appropriated federal funds may be used for lobbying purposes.

INTERFERENCE/OBSTRUCTION OF THE CONDUCT PROCESS

Interfering in any manner with the student conduct process is prohibited. Examples of violating this policy include, but are not limited to:

- a. Failing to participate in a hearing or investigation;
- b. Colluding with or intimidating witnesses;
- c. Providing false information or intentionally omitting relevant information from an investigation or hearing.

MISSING PERSON POLICY

Cedar Crest College is dedicated to promoting a safe and secure environment for our students. Reports of concern over a missing student will proceed with the following protocol:

1. All concerns of a possible missing person should be reported to Cedar Crest College Campus Police by dialing "0" from any campus telephone or 610-437-4471 from an off-campus phone.
2. Upon receipt of the report, a campus police officer will immediately be dispatched to the concerned party to initiate an investigation, and the chief of campus police and on-call residence hall staff will be notified.
3. The responding officer(s) will gather all necessary information related to the incident from the person(s) reporting the missing student, including, but not limited to: a physical description including clothing worn when last seen, details on where the student was last seen and if the student was with anyone, concerns about the mental or physical condition of the student, etc.
4. Officers will make every effort to find the person on campus by checking her residence hall, any scheduled classes, and all accessible buildings. Officers will also check to see if the missing person's vehicle is on campus and if the person has accessed any area via the card access system or if she had signed in any guests. Other students, friends and acquaintances may also be interviewed.
5. After a search of the campus has been completed and if no further information has been forthcoming, the chief of campus police or his designee, in consultation with the associate vice president of student affairs and traditional enrollment, may choose to notify the campus community to ask for help in locating the missing person. Notification can be done using any combination of our mass notification systems.
6. The chief of campus police or his designee, in consultation with the vice president of student affairs and traditional enrollment, may choose to file a missing persons report with the Allentown Police Department. All pertinent information relative to the incident will be provided to the responding Allentown police officer.
7. Any and all community inquiries into the matter will be referred to the marketing and communications office or a designated spokesperson.
8. Within 24 hours of the initial report, the missing student's emergency contact person will be notified by student affairs and/or campus police.
9. After it has been determined that a student that is less than 18 years old and not an emancipated individual is missing, the student's parent/parents or legal guardian/guardians shall be notified no later than 24 hours after the initial report.
10. In cases where the student is over 18 years old and has not designated anyone to be notified, notification to the Allentown Police Department will suffice.

11. A detailed report of the incident will be generated by the responding campus police officer.

MISUSE OF DOCUMENTS

Forgery, alteration or misuse of any document, record or officially issued identification is prohibited.

MISUSE OF STUDENT IDENTIFICATIONS

Lending a College Student ID card to anyone for reasons not authorized by the College, failing to present a Student ID card when requested by a College official acting in the performance of his or her duties, or possessing or using a fraudulent ID card, may subject the owner and/or the holder to disciplinary action.

MISUSE OF KEYS

No person may use or possess any College key without proper authorization. No student is allowed under any condition to have a College key duplicated.

MOTOR VEHICLE AND PARKING REGULATIONS

Campus Police is located in the Safety and Facilities Building behind Curtis Hall. Any questions or problems relating to motor vehicles and/or parking on campus should be directed to the chief of campus police at ext. 3523.

A. VEHICLE REGISTRATION

Vehicle registration is for everyone. All faculty, staff, students and contract employees must register their vehicle(s) at the campus police office within 24 hours of entering campus. Campus police is open 24 hours a day/7 days a week. To register, students, staff and faculty will need to show their vehicle registration, proof of insurance, current driver's license and Cedar Crest College photo ID to obtain their decals. Contract employees (such as Parkhurst and Barnes & Noble) who don't have Cedar Crest College identification will need to show a valid driver's license, vehicle registration and proof of insurance to receive a staff parking decal. Remember to report any changes to campus police immediately. Students who change their status with the College, such as First Year to Upper Classmen/Resident or from a Resident to a Commuter or Commuter to Resident, must obtain the proper parking permit to match the student's status with the College. While there is no fee for motor vehicle registration, failure to register and properly display a decal does result in a \$20 fine. Continued failure to comply with all parking and traffic regulations will invalidate your decal and its privileges. Mutilated or defaced decals are considered invalid and must be replaced. On-campus parking privileges terminate upon separation from the College.

B. VEHICLE VIOLATIONS

Campus traffic regulations are to be adhered to at all times. The student, staff or faculty member to whom the vehicle is registered is liable for any violations, regardless of who operates the vehicle. Fines are incurred for the following violations:

- Parking within an intersection
- Parking on a crosswalk or sidewalk
- Littering

- Parking on a lawn or sodden area
- Parking in a restricted lot
- Parking in a reserved parking space
- Parking in a loading/unloading zone
- Parking in a space not marked for parking
- Parking in a restricted area
- Blocking a fire hydrant or fire lane
- Obstructing traffic
- Vehicle not registered/parking decal not displayed
- Failure to stop at a stop sign
- Speeding (over 15 M.P.H.) /driving too fast for conditions
- Driving the wrong way on a one-way street
- Failure to obey traffic control signal of Campus Police Officer
- Reckless driving
- Fraudulent use of decal
- Parking on a restricted service/access road
- First-year student parking violation
- Failure to park in the direction of the driving lane
- Leaving the scene of an accident
- PA Vehicle Code violation

Unless approved by the chief of campus police, no vehicles are to be left on campus during summer/winter breaks.

Fines are payable at the finance office cashier window located on the second floor of the Blaney Hall Administration Building, Room 209, from 9 a.m.-3 p.m. weekdays, or in the cashier's window drop box at the same location. Payment can also be mailed to: Cedar Crest College, Finance Office, 100 College Drive, Allentown, PA 18104-6196

C. ESCORT SERVICE

Contact the college switchboard operator by dialing '0' to access this service any time and a member of campus police will be dispatched to provide you with an escort.

D. PARKING

For information on parking rules and regulations, including maps, please go to the Campus Police Parking and Traffic Regulations page on the Cedar Crest College website.

1. First-Year Resident Student Parking
 - a. 24 hours
 - i. Lot C - West of Alumnae Hall, within designated parking spaces **MARKED IN YELLOW** in the northwest section of the lot
 - b. Weekends, Friday 6 p.m. to Sunday 6 p.m.
 - i. Lot G - North of Steinbright Hall
 - ii. North and South Quad roads in front of residence halls (and at unrestricted times in the Cressman Library spaces)
 - iii. Roadway behind Butz and Curtis Halls (except where restricted by signs)

2. Upper-class Resident Student Parking
 - a. 24 hours
 - i. Lot C - West of Alumnae Hall, except for the first three rows
 - ii. West Road
 - iii. Lot E - West of the Boiler House and adjacent roadway
 - iv. Lot F - Behind lot E (Note: Lot F floods during heavy rains)
 - v. Lot G - North of Steinbright Hall
 - vi. North and South Quad roads in front of residence halls (and at unrestricted times in the Cressman Library spaces)
 - vii. Roadway behind Butz and Curtis Halls (except where restricted by signs)
 - viii. Behind the Safety and Facilities Building (except where restricted by signs) and adjacent roadway
 - b. After 5 p.m. and on Weekends and Holidays
 - i. Lot D - East of Alumnae Hall
 - ii. Blaney Hall Administration Circle
 - iii. Lot H - West of the Allen House
 - iv. South of Lees Hall
 - v. South of Curtis Hall (except where restricted by signs)
 - vi. Lot B - South of Miller/Pool Science/Oberkotter buildings
 - vii. DaVinci Discovery Center Lot
3. Commuter Student Parking
 - a. General Parking
 - i. Lot C - West of Alumnae Hall
 - ii. West Road
 - iii. Front of the Cressman Library
 - iv. North of Curtis Hall (except where restricted by signs)
 - v. Roadway behind Butz and Curtis Halls (except where restricted by signs)
 - vi. Lot E - West of the Boiler House and adjacent roadway
 - vii. Lot F - Behind lot E (Note: Lot F floods during heavy rains)
 - viii. Lot G - North of Steinbright Hall
 - ix. Behind the Safety and Facilities Building (except where restricted by signs) and adjacent roadway
 - x. Hamilton Boulevard Building (except where restricted by signs)
 - b. After 5 p.m. and on Weekends and Holidays
 - i. Lot B - South of Miller/Pool Science/Oberkotter buildings
 - ii. Lot D - East of Alumnae Hall
 - iii. Blaney Hall Administration Circle
 - iv. Lot H - West of the Allen House
 - v. South of Lees Hall
 - vi. South of Curtis Hall
 - vii. DaVinci Discovery Center lot
4. Residence Hall Visitor Parking
 - a. General Parking
 - i. Lot C - West of Alumnae Hall, except for the first three rows
 - ii. Lot E - West of the Boiler House and adjacent roadway
 - iii. Lot F - Behind lot E (Note: Lot F floods during heavy rains)
 - b. Weekends, 6 p.m. Friday to 6 p.m. Sunday
 - i. Lot G - North of Steinbright Hall

- ii. North and South Quad roads in front of residence halls
- iii. Roadway behind Butz and Curtis Halls (as shown on map)

E. ADDITIONAL PARKING INFORMATION

- The responsibility for locating an authorized parking space rests with the operator of the vehicle.
- Illegally parked vehicles are subject to being towed at the owner's expense.
- Overnight parking in the first three rows of lot C, west of Alumnae Hall, is prohibited.
- Parking and traffic flow may change as warrants for special events and/or emergencies, snow removal, repairs etc.
- Also, during snow removal operations, you may be required to move your vehicle in order to facilitate snow removal and ensure maximum availability of parking spaces.
- The College assumes no responsibility for damages incurred by fire, theft, accident, flood or vandalism.
- Park only in a space designated by white ground markings as a lined parking space.
- You are expected to notify your visitors in advance of campus parking and traffic regulations.
- LVAIC students who are taking classes on campus must follow commuter student parking regulations.
- Parking spaces that are designated for specific individuals are reserved 24/7.
- 15-minute loading/unloading areas are available in front of the residence halls for your convenience provided your four-way flashers are on.
- Temporary accessible parking is available for students who have temporary accessibility needs. Students who are in need of temporary accessible parking should contact the Disability and Accessibility Specialist by emailing advising@cedarcrest.edu or by calling 610-606-4628.
- Did you know that you had an escort service? Contact the College Switchboard Operator by dialing '0' or 610-437-4471 to access this service any time and a member of Campus Police will be dispatched to provide you with an escort to and/or from your campus destination.

F. ENFORCEMENT OF TRAFFIC AND PARKING VIOLATIONS

- Fines must be paid or appealed within 72 hours of issue; a 50% surcharge is added after 72 hours.
- Fines are payable at the Finance Office Cashier's Window located on the second floor of Blaney Hall from 9:00 AM – 1:00 PM, weekdays, or in the Cashier's Window Drop Box at the same location. Payment can also be mailed to: Cedar Crest College, Finance Office, 100 College Drive, Allentown, PA 18104-6196.
- Fines that have not been paid or appealed within 72 hours of issue may be turned over to the district magistrate, which could result in additional court costs AND possibly the suspension of your driver's license.
- Students with unpaid fines will have their grades/transcripts withheld until the fines are paid.

G. INSTRUCTIONS FOR FILING AN APPEAL

1. Appeals must be filed in writing to the chief of campus police within 72 hours of issue. All decisions will be sent to you by mail.

2. Obtain form from
 - a. Cashier's Office(Blaney Hall Administration Building, Room 212)
 - b. Campus police (Safety and Facilities Building)
3. Prepare a statement to include:
 - a. Your citation number
 - b. Your vehicle license number
 - c. The date the citation was issued
 - d. A statement of the facts and circumstances surrounding the citation
 - e. Signed statements of witnesses, if any
4. Mail or deliver to the chief of campus police

NO CONTACT ORDER

When harassment, discrimination, sexual misconduct or retaliation (as those offenses are defined in the Student Handbook) have been alleged, or when otherwise deemed appropriate under the circumstances, the director of community standards and residence life may issue No Contact Orders to the students involved, whether or not disciplinary action is taken. No Contact Orders may also be issued as an interim measure while alleged violations of the Code of Conduct are investigated and adjudicated. A No Contact Order is used to restrict encounters and communications between individuals. While a No Contact Order in and of itself does not constitute discipline and will not appear on a student's record, refusal to adhere to the order after written or verbal notification of its terms is prohibited and may result in disciplinary action, including disciplinary suspension or expulsion.

PROSELYTIZING

Cedar Crest College encourages open dialogue on issues of beliefs and values, as well as educational efforts in areas that enhance understanding of diversity of religious beliefs. The College reserves the right to limit or restrict the on-campus activity of any religious organization that has the express purpose of making converts of members of the college community. Proselytizing through presence on campus, speech or pamphlets is not allowed. There is a designated bulletin board and display table outside the Lees Chapel: A Center for Meditation and Spirituality where information from recognized religious groups may be displayed.

PUBLICITY AND POSTERS

Posters and announcements are to be posted only on bulletin boards in the Tompkins College Center, academic buildings and the residence halls. The glass doors of the residence halls should be kept free of posters in order to allow for clear vision outside. All items to be posted should carry the name of the sponsor and/or organization and the date the item is posted. Clubs and campus organizations must get their items approved by the office of student activities. Additional questions may be directed to the office of student activities. Unapproved posters are subject to removal by appropriate College officials or their designees. Banners hanging from windows and balconies must have prior approval from the office of leadership and student development.

RETALIATION

Retaliation is defined as any adverse action taken against a person participating in a protected activity because of their participation in that protected activity. Retaliation against an individual for alleging harassment or discrimination, supporting a complainant or for assisting in providing information relevant to a claim of harassment or discrimination is a serious violation of College policy and will be treated as an instance of harassment or discrimination.

Acts of alleged retaliation should be reported immediately to the Title IX/Equity/AA Coordinator or to the vice president of student affairs and traditional enrollment and will be promptly investigated. Cedar Crest College will take all appropriate actions to protect individuals who fear that they may be subjected to retaliation.

SEARCHES

Any person present on College premises or at off-campus College-sponsored functions who is in possession of a bag, purse, backpack or any other container where contraband, weapons, alcohol or any other prohibited substance could be contained is subject to search by a College official. This includes, but is not limited to, vehicles parked on College premises when there is reason to believe the vehicle contains any prohibited item.

SERVICE ANIMAL POLICY

It is the policy of Cedar Crest College to comply with all applicable federal, state and local laws regarding the use of service animals on campus. Under Pennsylvania law, individuals with disabilities who use guide or support animals, or trainers of such animals, are entitled to equal opportunity in all aspects of employment and education, as well as equal access to and treatment in all public accommodations, and any housing accommodation or commercial property without discrimination.

A Service Animal is any guide or signal animal (typically a dog) individually trained to do work or perform tasks for the benefit of an individual with a disability, including, but not limited to, guiding individuals with impaired vision, alerting individuals with impaired hearing, providing minimal rescue or protection work, pulling a wheelchair or fetching dropped items. Service Animals are permitted across all College facilities for persons with disabilities, including buildings, classrooms, residence halls, dining areas, and recreational facilities. Service Animals may not be permitted if the animal poses a direct threat to the health or safety of others, fundamentally alters the nature of a program or activity, or is disruptive.

There is no requirement to document a disability or the need for a service animal. However, any student registered on campus to take classes who uses a service animal is encouraged to register the presence of the animal with the Disability and Accessibility Specialist.

If a student is planning to live on campus with a Service Animal, we request that the individual register the presence of the animal with the Disability and Accessibility Specialist so that the student

can be assigned the most appropriate housing location considering the student's needs and preferences. A request for housing with a Service Animal does not require documentation.

Requirements of Service Animals and Their Handlers

- Identification
 - The Service Animal is encouraged to wear a harness, identification tag or other gear that readily identifies its working status. If there is not visible identification of working status, college officials may ask the handler if the animal is a Service Animal.
- Control
 - The handler must be in full control of the Service Animal at all times. The animal must never be let out of a residence hall (unless otherwise noted/approved) without being attended and under the control of the handler. This means that when removed from residence halls, the animal must be on a leash, unless impracticable or infeasible due to the handler's disability. The care and supervision of a Service Animal is solely the responsibility of its handler. The handler is responsible for all actions of the animal and should be in total control and restraint of the animal at all times.
- Cleanliness
 - Cleaning up waste from a Service Animal is the responsibility of its handler. Feces must be removed by placing the waste in a closed container and depositing it in an outdoor waste receptacle (indoor waste receptacles are not appropriate to dispose of animal waste). Any cost incurred by the College to clean up a mess or repair damage to property caused by a Service Animal will be the responsibility of the handler. Handlers must ensure that preventative measures are taken at all times for pest and odor control. Consideration of others must be taken into account when providing maintenance and hygiene to a Service Animal. Handlers will be liable for damage caused by a Service Animal in the same manner that they are responsible for personal damages to College property. This includes any and all related costs associated with cleaning and pest abatement relating to the Service Animal.
- Care
 - The animal must be properly cared for and nourished. The handler is responsible for care and nourishment of the animal.
 - License and Tags: All Service Animals must have an owner identification tag. If the Service Animal is a dog, it must have current license and tags from local authorities.
 - Health: The Service Animal must be in good health. The service animal must have current vaccinations as required by Pennsylvania State Regulations. All service animals must wear a current rabies vaccination tag (if applicable to that animal).

- Residency
 - If the handler of the animal takes a vacation, leaves for breaks, or has any other extended leave (more than 24 hours), the animal must be removed from the residence hall.
 - Necessary precautions should be made for Facilities and Residence Life staff to enter the residence hall room when the owner is not present. (The animal must be caged or crated, or removed from the room, during the time that campus staff is in the room. Campus staff is not liable if the animal escapes during one of these visits.)
 - The handler of the animal will provide an emergency contact to the Director of Community Standards and Residence Life for cases where the handler is not able to care for the animal.
- Conduct
 - All liability for the actions of the animal (bites, scratches, running away, etc.) is the responsibility of the handler.
 - The handler of the animal is responsible for taking all reasonable precautions to protect the property of the College and its residents.
 - The handler of the animal is solely responsible for any damage to college property caused by the animal. This includes any cleaning outside that is routinely done for any room, including, but not limited to, steam cleaning of any carpets, drapes, abatement for fleas or other pests and odor. If furniture requires replacing, this is also the responsibility of the handler. Any fees associated to these things will be posted to the student's individual student account.
 - The handler is responsible for the behavior of the animal. The animal must not be disruptive or pose a threat to others. The Director of Community Standards and Residence Life and/or designee, is responsible for making determinations about an animal's conduct within the residence halls. The Chief of Police on campus is responsible for making determinations about an animal's conduct on all other campus property. If it is determined that an animal is disruptive and/or poses a threat to the campus community, the animal must be removed immediately. Furthermore, the student is accountable for the conduct of the service animal and may be required to go through the student conduct process for the violation committed by the Service Animal.

Residence life staff will be notified as appropriate of the presence of a Service Animal. Student's roommate(s) will be notified (if applicable) of the presence of a Service Animal. Persons with asthma, allergies, or other medical conditions effected by the presence of animals are asked to contact Disability and Accessibility Specialist. The person impacted by the presence of an animal must provide verifiable medical documentation to support their request.

Any questions regarding service animals or their handlers should be directed to the Disability and Accessibility Specialist in Academic Services, advising@cedarcrest.edu, 610-606-4628.

EMOTIONAL OR THERAPY ANIMALS

Emotional Support Animals or Therapy Animals are often used as part of a treatment plan. Therapy Animals provide individuals with therapeutic contact, usually in clinical settings in order to improve their physical, social, emotional and/or cognitive functioning and are not considered Service Animals. A Therapy Animal is directly related to the functional limitation of a person's disability. Therapy Animals are typically not permitted on campus, including in classes, at events or in residence halls unless approved by the Disability and Accessibility Specialist. If a student has a recommendation for an emotional support animal from a medical professional, they should contact the Disability and Accessibility Specialist to discuss options for the use of the animal within the college environment.

The deliberative process required to approve accommodations can take time. Students, especially those residing on campus, are encouraged to put in the request for a Therapy Animal as soon as they are aware of the need for this accommodation, preferably at least 4 weeks prior to the requested date to bring the animal to campus.

If a Therapy Animal is approved, Residence Life, Campus Police, and Maintenance will be notified. The student will also be given a letter of accommodation verifying the approval of the accommodation. The letter will state that the animal has been approved to accompany the student and will specify the places in which the Therapy Animal is approved.

Requirements of Therapy Animals and Their Handlers

- Control
 - The handler must be in full control of the Therapy Animal at all times. The care and supervision of a Therapy Animal is solely the responsibility of its handler. The handler is responsible for all actions of the animal and should be in total control and restraint of the animal at all times.
- Cleanliness
 - Cleaning up waste from a Therapy Animal is the responsibility of its handler. Any waste material (i.e. feces, litter, etc.) must be removed by placing the waste in a closed container and depositing it in an outdoor waste receptacle (indoor waste receptacles are not appropriate to dispose of animal waste). Any cost incurred by the College to clean up a mess or repair damage to property caused by a Therapy Animal will be the responsibility of the handler. Handlers must ensure that preventative measures are taken at all times for pest and odor control. Consideration of others must be taken into account when providing maintenance and hygiene to a Therapy Animal. Handlers will be liable for damage caused by a Therapy Animal in the same manner that they are responsible for personal damages to College property. This includes any and all

related costs associated with cleaning and pest abatement relating to the Therapy Animal.

- Care
 - The animal must be properly cared for and nourished. The handler is responsible for care and nourishment of the animal.
 - Health: The therapy animal must be in good health. The service animal must have current vaccinations as required by Pennsylvania State Regulations. All therapy animals must wear a current rabies vaccination tag (if applicable to that animal).
- Residency, if applicable
 - If the handler of the animal takes a vacation, leaves for breaks, or has any other extended leave (more than 24 hours), the animal must be removed from the residence hall.
 - Necessary precautions should be made for Facilities and Residence Life staff to enter the residence hall room when the owner is not present. (The animal must be caged or crated or removed from the room, during the time that campus staff are in the room. Campus staff is not liable if the animal escapes during one of these visits.)
 - The handler of the animal will provide an emergency contact to the Director of Community Standards and Residence Life for cases where the handler is not able to care for the animal.
 - The handler of the animal is solely responsible for any damage to college property caused by the animal. This includes any cleaning outside that is routinely done for any room, including but not limited to steam cleaning of any carpets, drapes, abatement for fleas or other pests and odor. If furniture requires replacing, this is also the responsibility of the owner. Any fees associated to these things will be posted to the student's individual student account.
- Conduct
 - All liability for the actions of the animal (bites, scratches, running away, etc.) is the responsibility of the handler.
 - The handler of the animal is responsible for taking all reasonable precautions to protect the property of the post-secondary environment and its residents.
 - The handler is responsible for the behavior of the animal. The animal must not be disruptive or pose a threat to others. The Director of Community Standards and Residence Life and/or designee is responsible for making determinations about an animal's conduct within the residence halls. The Chief of Police on campus is responsible for making determinations about an animal's conduct on all other campus property. If it is determined that an animal is disruptive and/or poses a threat to the campus community, the animal must be removed immediately. Furthermore, the student is accountable for the conduct of the

animal and may be required to go through the student conduct process for the violation committed by the animal.

Licensing requirements for a dog or cat approved as an emotional support/therapy animal:

Dogs:

- Proof of up-to-date rabies and distemper vaccinations
- Proof of sterilization (spaying or neutering)
- Each dog over four months old must have a valid license and wear it on a collar at all times

Cats:

- Proof of up-to-date rabies and distemper vaccinations
- Proof of sterilization (spaying or neutering)

Limitations on animals allowed as Emotional/Therapy Animals

No animal will be approved as an emotional support/therapy animal that does not qualify as an allowable animal under law. The following are typically allowable under law:

- Domestic dogs (excluding hybrids with wolves, coyotes or jackals)
- Domestic cats (excluding hybrids with ocelots or margays)
- Domestic rodents and rabbits
- Captive-bred species of common cage birds
- Nonpoisonous snakes, fish, turtles (traditionally kept in home for pleasure rather than commercial purpose)

Special Considerations

Due to the unique living environment in a college setting, some types of animals may not be permitted even if such animals are permitted to be owned (domestically) by law. These cases will be reviewed on a case-by-case basis.

SMOKING POLICY

Students are encouraged to be mindful of the health hazards posed by smoking. Smoking is prohibited in all buildings on the Cedar Crest College campus as well as within 15 feet of all buildings, this includes, but is not limited to traditional cigarettes as well as electronic devices used for smoking or vaping. Students are subject to the City of Allentown's \$300 fine for setting fires through carelessness or neglect and college disciplinary sanctions. Guests of students are expected to follow the regulations governing smoking while on campus. Cigarette butts must be disposed of properly. Improper disposal or littering will result in a \$25 fine.

SOCIAL MEDIA

A student is prohibited from filming, recording, photographing, posting or sharing any other individual without their consent. In addition, students are prohibited to use social media for the following:

- To harass, threaten, insult, defame or bully another person or entity
- To violate any College policy

- To engage in any unlawful act, including but not limited to gambling, identity theft or other types of fraud.
- To post or store content that is obscene, pornographic, defamatory, racist, excessively violent, harassing, threatening, bullying or otherwise objectionable or injurious.
- To post copyrighted content (such as text, video, graphics or sound files) without permission from the holder of the copyright.
- To post trademarked content (such as logos, names, brands, symbols and designs) without permission from the trademark owner.

SOLICITING

Soliciting on campus, door-to-door sales operations or direct selling in the residence halls is prohibited. Direct selling may include, but is not limited to, sales made through parties, one on one demonstrations and other personal contact arrangements as well as internet sales. Anyone soliciting or attempting to conduct business in the residence hall should be reported to campus police immediately. The office of student activities must approve selling by Cedar Crest students or student organizations in the Tompkins College Center. Outside vendors must be sponsored by student organizations or other offices on campus.

SPECIAL DIETARY NEEDS

Students with dietary need that are required for safety and/or medical reasons should submit a request through Academic Services by contacting the Disability and Accessibility Specialist in Academic Services. The Disability and Accessibility Specialist works directly with the Director of Dining Services to address the student's needs.

STUDENT FINANCIAL SERVICES POLICY

Accounts must be paid in full or a payment plan arrangement must be in place by the due date stated on the invoice prior to the start of each semester. No student may graduate, obtain transcripts, or register for future semesters until all charges have been paid to the College.

STUDENT RECORDS POLICY

The Family Educational Rights and Privacy Act of 1974 (FERPA, also known as The Buckley Amendment), states that students' educational records are considered confidential. Academic advisors/faculty members are required by FERPA not to disclose any information about a student to the parents (or anyone else) unless the student provides written permission to release the information, or the written request is from a law enforcement agency.

I. Access to Records

College officials will review with an enrolled Cedar Crest student, or an alumna or alumnus, on her or his written request, official records, except those specifically denied by the law. A request to review records described below will be granted within a reasonable time and no later than 45 days after the request has been made. This legislation does not open records to people who are applying to the College, who applied but were denied admission, or who were admitted to the

College but did not enroll. Students will not be provided with copies of their records, other than transcripts.

- 1) These records are available to the student for inspection and review with the office responsible for maintaining the record:
 - a. Registrar - Admissions applications and supporting materials (not confidential counselor or admissions office notes) written on or after January 1, 1975; the Cedar Crest record; transcripts from other colleges and universities; and official College correspondence
 - b. Career planning director - Letters of recommendation written on or after January 1, 1975
 - c. Health and counseling services director - The student's records in Cedar Crest health services
- 2) The law denies the student access to these records:
 - a. Parental financial records (without prior written approval of the parents)
 - b. Confidential letters and statements of recommendation placed in records prior to January 1, 1975
 - c. Personal notes of teachers, advisors and administrators, the college chaplain, medical personnel, psychologists and psychiatrists, provided they are not available to a third party

II. Right of Privacy

The College will not release a student's records to any individual, agency or organization without the written permission of the student with these exceptions, which are stated in the law:

- 1) To Cedar Crest faculty members, administrators and staff who have legitimate educational interests in the records.
- 2) To authorized representatives of the comptroller general of the United States; the secretary of the United States Department of Education; the United States commissioner of education; the director of the national institute of education; the assistant secretary of education; or state educational authorities.
- 3) To persons who require access in consideration of a student's application for, or receipt of, financial aid.
- 4) To the parent(s) of the student(s) dependent upon them. (At Cedar Crest College this information will generally be given with the knowledge of the student whose parent had inquired.)
- 5) To persons authorized to receive such data through judicial order or pursuant to a subpoena. (The law requires the College to attempt to notify the student in advance of its compliance with such orders).
- 6) To appropriate persons in connection with an emergency if knowledge of such information is necessary to protect the health or safety of the student or other persons.
- 7) To parents or legal guardians, the disclosure of the results of student conduct proceedings for alcohol and drug related offenses for students under the age of 21.

III. Additional Rights

- 1) The College will release information from educational records to third parties with the written consent of the student. If such a transfer of information is made, it shall be a condition of release by the College that those to whom the information is released will not permit additional access to the records without written student consent. A student is permitted to waive the right to inspect letters of recommendation in order to enable her or him to obtain more effective letters of recommendation. A student who wishes to use this privilege must submit a written request to the career planning director to waive this right. A student has the right to inspect the log of non-Cedar Crest persons who have requested or obtained access to the student's records. A student has the right to challenge the factual basis of her or his records. In such instances this procedure will be followed:

- a. If the student and a college official agree on the error, the change will be noted and signed by the student and the official.
- b. If the student and the college official do not agree on the error, the student may appeal to the vice president of student affairs and traditional enrollment or designee for resolution. If the vice president of student affairs and traditional enrollment is involved in the disagreement concerning factual information, the president of the College or her designee shall resolve the dispute. The student's appeal must be supported by a written statement of fact. A student has the right to withhold information from a published directory prepared by the College for use by non-Cedar Crest College persons, provided she requests deletion of the information in writing to the registrar's office prior to the last date of official registration for fall or spring semester. Cedar Crest College assumes that a student who does not specifically request that directory information be withheld thereby indicates (individual) approval of disclosure.

Directory information consists of such data as the student's name, telephone number, address, major field of study, participation in activities, dates of attendance, and degrees and awards received. Though this information is public in nature, students may request that it be withheld and released only upon written authorization. Such requests should be made to the registrar. The student directory will be accessible on the internal computer network.

- 2) In regards to judicial matters and honor code violations, the College will, upon written request, disclose to the alleged victim of any crime of violence, or a non-forcible sex offense, the report on the results of any judicial proceeding conducted by Cedar Crest College against a student who is the alleged perpetrator of such crime or offense with respect to the results of the judicial proceeding.

The term "crime of violence" shall be defined as (1) an offense that has as an element the use, attempted use, or threatened use of physical force against the person or property of another or (2) any other offense that is a felony and that, by its nature, involves a substantial risk that physical force against the person or property of another may be used in the course of committing the offense.

The final results of the judicial proceedings shall only include:

- (1) the name of the student
- (2) the violation committed
- (3) any sanction imposed by the College on the student
- (4) the name of any other student, such as a victim or witness, only with the written consent of that other student.

THEFT

Theft of any kind, including seizing, receiving, or concealing property with knowledge that it has been stolen, is prohibited. Sale, possession or misappropriation of any property or services without the owner's permission is also prohibited.

TOMPKINS COLLEGE CENTER POLICIES

1. Food may be served in most areas of the Tompkins College Center. Cedar Crest College Dining Services is responsible for serving all food in the College Center. They can be contacted at extension 3446.
2. Alcohol is not permitted without prior approval by appropriate college officials.
3. Animals are not permitted in the building with the exception of service animals.
4. Furniture may be moved only with the permission of the College Center staff.
5. Posters, announcements, etc. are to be posted on bulletin boards only. These items must be submitted to the College Center office for posting. Materials will be removed upon expiration.
6. Smoking is not permitted anywhere in the building, on the terrace or within 15 feet of the building, this includes, but is not limited to traditional cigarettes as well as electronic devices used for smoking or vaping.
7. The College Center cannot be responsible for any articles lost in the building. However, a lost-and-found service is available at the information desk.
8. Rooms may be used only upon proper reservation at the College Center office.
9. Sponsoring organizations are responsible for the equipment and facilities reserved. Individuals and/or groups may be denied future use of the facilities and may be billed for damage or loss.
10. Soliciting is not permitted without the approval of the College Center director.
11. The board of health prohibits bare feet in the center.
12. Guests are expected to behave in an appropriate manner and are subject to College Center rules and regulations.

UNAUTHORIZED PRESENCE OR USE OF COLLEGE FACILITIES

Unauthorized entry into, presence in or use of College facilities equipment or property that has not been reserved or accessed through appropriate College officials is prohibited.

WEAPONS/EXPLOSIVES

The unauthorized possession or use of firearms, or weapons of any other kind (including but not limited to knives, slingshots, metal knuckles, razors, paintball guns, BB guns, and air pistols) is prohibited.

The ignition or detonation of anything which could cause damage to persons or property or disruption by fire, smoke, explosion, noxious odors, stain, corrosion or similar means is prohibited. Possession of anything in the nature of fireworks, explosives or chemical explosives is prohibited on any property owned or operated by the College or off campus College sponsored events without prior College authorization.

IX. GUIDELINES FOR RESIDENCE HALL LIVING

PROCEDURES

AIR CONDITIONERS: Air conditioners are not provided by the College. Students who wish to have air conditioners must supply a doctor's note to the office of residence life each academic year. When permission is granted, a student must submit a work order for maintenance staff to install the unit or to check it after installation. The College will not be responsible for routine maintenance. Air conditioners cannot exceed 5,200 BTUs. Failure to follow these procedures will result in a fine and removal of the air conditioner. The College has the right to relocate a student needing an air

conditioner to a building that can handle the additional power pull.

BREAK HOUSING: For each break period, a specific closing time for the halls will be indicated. All students are expected to vacate their rooms by this deadline. Unauthorized occupancy can lead to disciplinary sanctions. Students may be required to relocate to another building during the break for safety or logistical reasons. Break periods are used for general maintenance. Students may expect work crews in the buildings during these times. Failure to comply with residence hall break guidelines may result in fines or disciplinary sanctions.

ELECTRICAL EQUIPMENT: To prevent overloading of circuits, the College must limit the use of electrical appliances. Students will be asked to remove any unauthorized electrical appliances. Items that are not removed by the student will be discarded.

Appliances: Only College approved appliances are permitted in the residence halls. Refrigerators not exceeding 5.8 cubic feet and small microwaves are permitted. All permitted appliances should be equipped with automatic shut-off/safety features.

Extension Cords: Only UL standard approved extension cords can be used in residence hall rooms.

For questions about any appliance or device, see the Residence Life staff. No open coil devices are permitted.

ENTRY AND SEARCH OF ROOMS: The College recognizes residents' desire for privacy, particularly in the context of their living situation, and will do all it can to protect and guarantee their privacy. However, the College's designated staff member reserves the right to enter a resident's room at any time for the following purposes:

1. To determine compliance with all relevant health and safety regulations (e.g. fire alarms, lock downs, health and safety checks, etc.),
2. To provide cleaning and/or pest control,
3. To conduct an inventory of College property,
4. To silence unattended loud alarms and music,
5. Where there is an indication of danger to life, health, and/or property,
6. Where there is a reasonable cause to believe that a violation of College policies is occurring,
7. To search for missing College property,
8. To perform maintenance work (For most maintenance concerns, prior notice will be given whenever possible.)

A room search by a designated Cedar Crest College staff member is possible but rare. For such a search to take place, the conditions for room entry must exist, and permission from the chief of campus police, vice president of student affairs and traditional enrollment, director of community standards and residence life or designee must be obtained. Items that violate College or housing regulations may be confiscated. A room search by state or federal law enforcement officials must be accomplished through the use of a valid search warrant, or the student may sign a release (or give verbal permission) to allow the room to be searched by law enforcement.

MANDATORY MEETINGS: Mandatory floor or hall meetings are occasionally called by the residence hall staff. These meetings are used to distribute information, discuss issues and address

concerns about events or circumstances which are of utmost importance regarding health, safety and community standards. Students are expected to attend all mandatory meetings called by their RA (resident advisor) or hall director. Students who are unable to attend must inform their RA twenty-four (24) hours in advance of the meeting. Failure to inform one's RA of inability to attend will result in a fine of \$15. Students are not expected to miss class in order to attend these meetings, but must notify the RA in advance.

RESIDENCY REQUIREMENTS

An undergraduate traditional woman student is expected to live in a college residence hall if she is registered for and consistently attends 12 or more hours of academic credit. Failure to maintain 12 or more hours of academic credit or attending 85% of classes may result in loss of housing.

A student is eligible for commuter status if she:

- Lives within 60 miles of the College and resides with her parent(s), legal guardian, or spouse
- Has achieved senior student status
- Has completed six semesters of college work elsewhere as a full-time student in good standing
- Is designated as "independent" for financial aid purposes

Housing is provided to traditional undergraduate students. Limited housing is available for graduate and adult undergraduate women. Changing status from resident to commuter or commuter to resident can affect a student's financial aid package. The change of residence form can be obtained from the director of community standards and residence life and must be completed prior to the residence change. Final approval of change in housing status is made by the director of community standards and residence life. Students who change their status to off-campus or commuter student after completing the housing agreement are subject to a \$200 broken contract fee.

ROOM AND COMMON AREA FURNISHINGS: The College provides a complete set of furnishings for each student. No furniture can be removed from rooms. This policy also applies to closet doors, which should remain intact and attached to the closet at all times. Lofts are not permitted. No furniture can be stored over the summer. The cost for replacing missing furniture and/or repairing damaged rooms will be assessed; payment will be the responsibility of the room occupant(s). Common area furniture such as lounge furniture may not be moved from public areas into students' rooms.

ROOM CHANGES: No room changes may be made during the first and last fourteen (14) calendar days of any semester. There is a formal mediation process to assist roommates in resolving conflicts. Students should contact their residence hall staff members (RAs or hall director) for assistance. All requests for changes must be submitted in writing with the signatures of all parties on a room change form. Students relocating rooms must follow proper check-in and checkout procedures. Students found occupying a room that has not been assigned by the director of community standards and residence life must immediately move back to their originally assigned room and sanctions may apply. The College reserves the right to make and change room assignments or to consolidate space when necessary.

ROOM KEYS: Room keys are issued to each resident upon move-in. In the event that a key is lost

or stolen, that loss must be reported to the director of community standards and residence life immediately. If a room key is lost or a student leaves and does not return her key, a charge of \$50 will be assessed for replacement of the lock and keys. Keys may not be duplicated. Students are responsible for their key and are not permitted to loan their keys to anyone. Students found duplicating or lending their room keys may be subject to disciplinary action.

ROOM/RESIDENCE HALL SECURITY: Security is the responsibility of each resident. Room doors should always be locked when the room is not occupied. The main doors are locked 24 hours a day, seven days a week. All side doors and back doors are locked and alarmed 24 hours a day. Exterior doors must never be propped open. Emergency exit doors may not be used by students except in the event of an emergency. Fines and other sanctions may apply. Large amounts of money or valuables should not be kept in rooms. The College is not responsible for personal property lost, stolen or damaged. All losses should be reported to residence hall staff and to campus police. Unauthorized entry by an individual into another room will result in disciplinary action. Residence hall staff members and campus police are only authorized to allow an individual into her own room. Under no circumstances will a student be let into another student's room.

ROOM SELECTION: All returning resident students are required to complete the online housing application to secure housing for the following academic year. In addition, students must be financially clear and registered for 12 or more credits in order to select a room. A student who changes her housing status from resident to off campus or commuter after completing the housing application will be charged a broken contract fee of \$200.

POLICIES

COMMUNITY LIVING: Each year, the residents on a floor will create a community living agreement to determine how they wish to share their community space. Failure to comply with any part of the agreement may be subject to disciplinary action. In addition, the following community living standards must be followed:

- Single occupancy in the shower and bathroom stalls.
- Maintaining sanitary conditions in your room, on your person and in public spaces so as not to disrupt the community members.

DAMAGE/VANDALISM: Charges will be made for damages to students' rooms, furniture and equipment. Upon checking in, each resident will be required to verify the condition of the room. A room condition report, originally prepared by an RA (resident advisor), will be checked and co-signed by the RA and student at check-in. At checkout, the student and an RA must complete the remainder of the form and the residence hall staff will inspect the room. Residents are responsible for any damage done in the room or items missing from the room that were not documented at the beginning of occupancy. Excessive dirtiness and leaving items behind will be considered damage to the room. Students will be billed accordingly for repairs needed beyond normal wear and tear. A minimum sanction of restitution and a maximum sanction of suspension will result from vandalism to College and/or personal property. Fines may be applied to the residence hall community for missing lounge furniture, damage or vandalism. Fines will also be applied for improper disposal or abandonment of refrigerators, air conditioners and televisions.

GUEST RESPONSIBILITY: Resident students are expected to register their guests in accordance

with College policy. Students are reminded that they are accountable for any and all violations their guests may commit while visiting them.

- Permitting a student who has been expelled, suspended, removed from housing or otherwise banned from the residence halls or campus access to the building or a room will be subject to immediate removal from housing and possible additional sanctions.

LOCK OUTS: Any student locked out of her room is required to contact a residence hall staff member who will admit her to the room. If a residence hall staff member is not available the student may contact campus police. A fine of \$15 will be assessed after a student needs to be admitted to her room for the third time and for every time thereafter.

OCCUPANCY: Resident students are not permitted to occupy their rooms in any residence hall earlier than the move-in day determined by the office of residence life, nor for any period longer than 24 hours after the student's last exam. The office of residence life will determine exceptions to the policy. There will be a daily charge of \$50 for staying past the departing date and time (or arriving early) without prior approval from the director of community standards and residence life. When there is a vacancy, a student may only use her portion of the residence hall room (this includes furniture). Failure to keep the open space available may result in a fine of \$100.

PERSONAL EXPRESSION: Cedar Crest College encourages the open expression of thoughts, values and beliefs. Residence hall room doors, bulletin boards, windows, hallways, bathrooms, lounges and any other areas that are visible to individuals within or outside of the residence hall are considered public areas. The office of residence life reserves the right to request that a resident remove any materials from public areas that may be deemed or perceived to be indecent, profane, threatening or offensive to a reasonable person.

PETS: Students are not permitted to have pets other than harmless fish in the residence halls of the College for health, comfort and sanitation reasons. Fish should be maintained in an aquarium no larger than 10 gallons. There is no pet visitation in any residence hall. Violations will result in the removal of the pet at the owner's expense, fines and other possible sanctions.

PROHIBITED ITEMS: College officials and residence hall staff are permitted to confiscate items that violate college policy, state and/or federal law. Such items may include:

- Personal electric heaters/space heaters
- Hotplates
- Toasters or toaster ovens
- Indoor grills, e.g. George Foreman grills
- Electric blankets
- High-intensity lamps, such as halogen lamps
- Non-UL standard approved extension cords
- Candles, incense, incense burners, flammable liquids (e.g. gas/oil) or other items that present a fire hazard are prohibited. For questions about any device, see the Residence Life staff.
- Hover boards and similar lithium battery powered self-balancing personal transportation devices may not be used, charged or stored anywhere on campus.
- Displays: The following displays are prohibited:
 - Any alcohol container collection,

- Any drug paraphernalia;
- Any display that would constitute a hostile work environment for staff in the building.

QUIET HOURS: Because of the College's commitment to academic excellence and concern for individual rights, a minimum quiet hour policy has been established for all residence halls beginning at 11 p.m. and running through 8 a.m. Each floor has the prerogative of establishing, by majority vote, a more restrictive set of quiet hours. During final exam periods, 23-hour quiet hours are in effect (during quiet hours, all noise is to be confined to individual rooms and is to be at a level that does not disturb adjacent rooms). Quiet hours are not in effect from 9-10 p.m. during final exam periods.

Resident students are responsible for addressing the quiet hours concern first before bringing it to the attention of an RA, then a campus police officer. Requests to lower the volume of an existing noise source are to be addressed with courtesy. Consistent failure to observe quiet hours or to be responsive to the needs of others may result in referral to a student conduct hearing. Courtesy hours are always in effect in the residence halls.

SMOKING: Smoking is prohibited in all residence halls and within a 15-foot perimeter of all buildings, which includes the Butz patio and Steinbright walkway. This includes, but is not limited to traditional cigarettes as well as electronic devices used for smoking or vaping. Cigarette butts must be disposed of properly. Improper disposal or littering will result in a \$25 fine.

SOLICITING

Soliciting on campus, door-to-door sales operations or direct selling in the residence halls is prohibited. Direct selling may include, but is not limited to, sales made through parties, one on one demonstrations and other personal contact arrangements as well as internet sales. Anyone soliciting or attempting to conduct business in the residence hall should be reported to campus police immediately. The office of student activities must approve selling by Cedar Crest students or student organizations in the Tompkins College Center. Outside vendors must be sponsored by student organizations or other offices on campus.

SPORTING ACTIVITIES: No sporting activities are permitted in the residence halls. In addition, you are not permitted to ride any vehicles inside the building, such as bicycles, skateboards and hover boards.

VISITATION: Guests are welcomed on campus and in the residence halls and are required to abide by all College rules and policies. It is the responsibility of each resident student to familiarize her guests with all College policies and expectations of behavior. Resident students are directly responsible for the behavior of their guests and share responsibility for ensuring the safety of the residence halls. Guests must carry valid photo identification at all times and provide it immediately upon request from any College official.

Resident students may not provide their ID card to anyone to access the halls. Resident students who wish to visit a hall other than the one where they reside do not need to complete a guest registration form. While in a different hall, residents are required to abide by all hall guidelines.

GUEST REGISTRATION

Visits Under One Hour

Resident students are required to register all off-campus, non-Cedar Crest student guests immediately. However, in recognition of short term visits (i.e. meeting up with friends before going out to dinner and a movie or friend helping a resident move some belongings), residents are allowed to host guests for a maximum of one hour before they are required to register them. Guests may not be in the hall if their hostesses are not in the hall.

Visits Longer than One Hour/Overnight

Residents are permitted to have guests over the age of 12 stay overnight in the residence halls. Overnight visits are limited to two consecutive nights at a time, and eight nights total each month. Residents must register non-Cedar Crest College guests (or Cedar Crest College commuters visiting between the hours of 11 p.m. and 8 a.m.) using the online guest registration system. In the event that the online system is not available, paper copies will be available from your Resident Advisor or Hall Director. Guests may not be in the hall if their hostesses are not in the hall.

Escorting Guests

Residents must escort their non-Cedar Crest College guests at all times while in the building in public settings i.e. lounges, kitchen, laundry room, etc.

Guests may remain in the resident's room without their hostesses for up to 30 minutes. This is also subject to roommate approval and the roommate agreement. During this time the hostess must be in the building.

When guests wish to use the bathroom and shower facilities, they may do so unescorted if they are carrying the guest registration form with them. Residents and guests are required to change signs on the front of bathroom doors to reflect current status. Sign options are:

Woman in the bathroom. Men, please announce.

Woman in the bathroom. Men, please wait.

Man in the bathroom.

“Woman in the bathroom. Men, please announce.” is the default status. In addition, male guests must announce their presence and request to enter the bathroom. If a male guest is not comfortable doing this, then it is the responsibility of the hostess.

Honor Code and Community Standards in the Residence Halls

Residents must uphold the tenets of the honor code at all time, which includes ensuring that guests are not living in the hall or causing an undue burden to the community. An undue burden to the community can be defined as, but is not limited to, the following: a pattern of guest visitation that involves a guest's presence for four or more days per week for more than one time in a semester; interference with the academic mission of the College; and/or regular use of shared hall facilities, i.e. bathroom, kitchen, lounges and laundry room.

Visitation Policy Violations

Guest visitation is a privilege on the Cedar Crest College campus; the department of residence life will address any concerns regarding guest visitation. Violations of the visitation policy may result in sanctions up to and including eviction from the residence hall. Please see below for more detail.

Minimum sanctions for visitation policy violations are as follows:

1st offense = Written Warning

2nd offense = \$50 Fine

3rd offense = Loss of Visitation for One Semester

A student found responsible for a visitation violation has the right to appeal to the director of community standards and residence life. The written appeal should be made within three (3) business days from receipt of the decision letter and must clearly explain, in detail, the basis for the appeal.

New Student Orientation

Due to the nature of the program, guests are not allowed to stay with new students during the summer or fall orientation programs. This is an opportunity for students to meet and interact with peers. Visitation will be granted to new students on the first day of class.

Request for Exception

To request an exception to the visitation policy, residents should speak to their hall director and receive written approval at least 10 days prior to the proposed visit.

WINDOWS AND BALCONIES: Tampering, blocking or opening windows that require tools to open are prohibited. Throwing or dropping items from any window is prohibited. Hanging items outside windows without prior permission is also prohibited.

WIRELESS ACCESS: Personally owned wireless and wired routers and switches are prohibited in the residence halls. Adding unauthorized extensions to the network creates additional security risks and can prevent other students from accessing the network from their computers. Only wireless access points provided by the College may be used. Information technology reserves the right to take down any wireless access point if it causes interference with campus network or any other officially sanctioned college service operating in the 2.4 GHz spectrum. If problems are found related to use of a wireless network in the residence hall system (conflicting with existing wireless or other network traffic, security concerns, etc.), the room network connection will be shut off until information technology can confirm the router was removed. Violation of this policy will result in disciplinary action.

X. RESOURCES

DISABILITY AND ACCESSIBILITY RESOURCES

It is the policy and practice of Cedar Crest College to comply with the Americans with Disabilities Act, Section 504 of the Rehabilitation Act, and state and local requirements regarding individuals with disabilities. Under these laws, no otherwise qualified individual with a disability shall, solely by reason of such disability, be denied access to or participation in services, programs and activities here on campus. In accordance with these statutes, Cedar Crest College provides reasonable accommodations and confidentiality for students with disabilities.

Accommodations may include, but are not limited to:

- Adaptations of the physical environment

- Alternate testing modalities and/or locations
- Assignment and/or testing time extensions
- Preferential seating
- Use of a calculator or spell checker
- Use of a tape recorder during lecture
- Use of a note taker
- Use of assistive technologies

Academic accommodations may vary from course to course, as appropriate, and may not necessarily be the same as those received in high school or at another college or university.

The first step a student takes to request accommodation is to make an appointment with the Disability and Accessibility Specialist in Academic Services. Full details regarding the disability documentation requirements are available at Academic Services. For an appointment, a student should contact Academic Services at extension 4628 or by emailing at advising@cedarcrest.edu.

DIVERSITY AND INCLUSION RESOURCES

The Center for Diversity and Inclusion (CDI) supports Cedar Crest College's diversity statement through its educational programming and services. The CDI will provide resources that foster awareness as well as empower students with knowledge, tools and experiences that promote global citizenship and a more inclusive campus. Finally the CDI will advocate for CCC's diverse students.

Our work is facilitated through:

- Coordination of a comprehensive programming calendar.
- Development and implementation of a wide range of diverse and social justice education and training opportunities on topics including but not limited to gender, race and ethnicity, sexual orientation and socioeconomic class.
- Support our diverse student organizations and house the Student Diversity Council.
- Coordination of the inclusion grants.

To learn more about the CDI, please contact the Director of Diversity and Inclusion at tadiaz@cedarcrest.edu or 610-606-4666 extension 3596.

TUTORING RESOURCES

Academic Services provides individualized and small group assistance to supplement classroom instruction. The goal of the tutoring program is to help students become independent learners. Tutoring is not intended to be long-term, but rather to help a student with a distinct problem in a particular course.

Peer tutoring is predominantly available for 100 and 200 level courses and is occasionally available for upper level courses. Once a student reaches 300 level courses there is an expectation, that they are moving toward proficiency, particularly in their major, minor or certificate areas of study. Students may use 1 hour a week of peer tutoring and 2 hours in the week of an exam per course.

To learn more about other tutoring options contact Academic Services at advising@cedarcrest.edu or extension 4628.