STUDENT HANDBOOK

This handbook applies to the 2020-2021 academic year. It is in PDF format that provides an easy way to print pages and bookmarks for simple navigation.

The University reserves the right to change requirements, policies, rules and regulations without prior notice in accordance with established procedures.

The University also reserves the right to publish the handbook in this electronic version and make changes to the electronic version.

Note: the information in the 2020-2021 Student Handbook is updated and accurate as of August 22, 2020; update to Student Room Prohibited Items 10/20/2020; update to Financial Aid information 12/14/2020.

Full up to date guidelines on the Laurentian Pact can be found here: https://www.stlawu.edu/always-forward/resource/laurentian-pact.
The 2020-2021 academic year will, by necessity, be different than in past years as the University refines safety plans for COVID-19 response. To provide for a safe educational environment, there will be three full semesters and students will enroll in two of the three semesters. Below are the current dates for the 2020-2021 Semesters.

**Calendar Dates**
**Fall Semester 2020 (Semester I)**

- **August 22-25**
  - New Student and Upperclass students arrive over a 4-day period as assigned by FYP and Residence Life to stagger arrival and facilitate testing.

- **August 26**
  - Classes Begin: undergraduate on-campus courses,
    - undergraduate on-line courses, and
    - graduate on-line courses

- **September 3**
  - Last Day for Add/Drop Without Petition

- **October 16-17**
  - A Virtual Family Weekend/Homecoming Weekend

- **November 25-27**
  - Thanksgiving Break – students choosing to leave for this break are required to take all of their belongings with them; they will complete the remainder of the semester, including finals, at home. Classes resume November 30th online.

- **December 4-5**
  - Study Recess

- **December 7**
  - Finals Begin – all finals will be online

- **December 11**
  - Finals End

- **December 11 – January 3**

**Winter Break**

**Calendar Dates**
**Spring Semester 2021 (Semester II)**

- **January 2-9**
  - Student will be assigned a day/time for arrival if in person classes are possible

- **January 4**
  - Classes Begin: undergraduate on-campus courses,
    - undergraduate on-line courses, and
    - graduate on-line courses Classes Begin

- **January 14**
  - Last Day to Add/Drop Without Petition

- **March 26**
  - Festival Day – Potentially Virtual

- **March 27**
  - Moving-Up Day – Potentially Virtual

- **April 12**
  - Final Exams Begin

- **April 16**
  - Last day of Finals

- **April 25**
  - Commencement for Class of 2021

**Calendar Dates**
**Summer Term 2021 (Semester III)**

- **May 3 - August 13th**

- **July 15-18**

- **August 1**

- Students will also be able to register for experiences that last through August 13th, though these would not require that they be in residence and will be optional.

- **Reunion Weekend**

- **Commencement for Class of 2020**

*This calendar is subject to revision by the University.*
# Table of Contents

- **STUDENT HANDBOOK**............................................................................................................................1
- **Calendar Dates  Fall Semester 2020 (Semester I)**................................................................................2
- **COVID-19 LAURENTIAN PACT** (Full guidelines and updates after 8/22/2020 on the Laurentian Pact can be found here: https://www.stlawu.edu/always-forward/resource/laurentian-pact) ......................7
  - LAURENTIAN PACT ......................................................................................................................................8
- **INTRODUCTION TO ST. LAWRENCE UNIVERSITY**.................................................................15
- **RESIDENT’S RIGHTS AND RESPONSIBILITIES** ........................................................................15
  - STUDENT GOVERNMENT  Thelomathesian Society ............................................................................16
  - Environmental Responsibility ..................................................................................................................17
- **STUDENT CODE OF RESPONSIBILITY** .........................................................................................17
  - St. Lawrence University Code of Social Responsibility—Preamble ......................................................17
  - Standards ..................................................................................................................................................18
  - Section 1: Student Rights ..........................................................................................................................18
  - Section 2: Academic Conflict Resolution Procedure ............................................................................19
  - Section 3: Public Order Policy ................................................................................................................21
  - Section 4: Proscribed Conduct ................................................................................................................21
  - Section 5: Sexual Misconduct (Sexual Assault, Relationship Violence, Sexual Harassment) and Stalking Procedures ........................................................................................................................................24
  - Sexual Misconduct Policies ...................................................................................................................45
  - Section 6: Procedures Under the Nondiscrimination, Discriminatory Harassment or Sexual Misconduct Policies ........................................................................................................................................70
  - Section 7: Conflict Resolution and Disciplinary Procedures ................................................................70
  - Student Judiciary Board Constitution ......................................................................................................70
- **RESIDENCE LIFE** ..............................................................................................................................76
  - Departmental Staff ...................................................................................................................................77
  - Housing Information ..................................................................................................................................77
  - Room Regulations ......................................................................................................................................79
- **UNIVERSITY POLICIES** ..................................................................................................................85
  - Acceptable Use of Computing Resources Policy ...................................................................................85
  - Alcohol Policy ..........................................................................................................................................85
  - Discriminatory Harassment Policy .........................................................................................................89
  - Bias incidents, Discrimination, and Harassment ......................................................................................89
  - Drug Policy (illegal drugs and misuse of prescription drugs) ...................................................................91
  - Fire Safety Policy .......................................................................................................................................93
  - Gambling Policy .........................................................................................................................................95
Greek System, Governing Principles ................................................................. 96
Hazard Communication Program/Right to Know Policy ........................................ 96
Hazing Policy ..................................................................................................... 96
Higher Education Opportunity Act (HEOA) .......................................................... 97
Hoverboards Policy ............................................................................................ 98
Missing Student Policy ...................................................................................... 98
Motor Vehicle Policy .......................................................................................... 99
Nondiscrimination Policy .................................................................................. 99
Pet Policy .......................................................................................................... 99
Recycling Policy ................................................................................................ 99
Service Animals/Assistance Animals .................................................................. 100
Smoking Policy .................................................................................................. 100
Social Function Policy ...................................................................................... 101
Solicitation Policy ............................................................................................. 102
Student Storage Policy ..................................................................................... 102
Vendors, Credit Card Companies and Marketing on Campus ................................ 103
Weapons Policy ................................................................................................ 103

ACADEMIC INFORMATION ............................................................................. 104

Academic Integrity Procedures .......................................................................... 104
Academic Honor Council Constitution ............................................................... 104
Academic Distinctions and Honors .................................................................... 109
Academic Advising Programs ........................................................................... 109
Academic Petitions Committee .......................................................................... 109
Satisfactory Academic Standing ........................................................................ 109
Changing Courses or Course Load/Withdrawing from Courses ......................... 110
Course Load ....................................................................................................... 110
Credit Toward Graduation ................................................................................ 111
Cross-Registration ............................................................................................. 111
Distribution and Graduation Requirements ...................................................... 111
Examinations ...................................................................................................... 111
Financial Aid, Eligibility for New York State and Federal Awards ...................... 111
Grading System ................................................................................................ 115
APPENDIX B ........................................................................................................................ 159

STUDENTS' BILL OF RIGHTS IN CASES INVOLVING SEXUAL ASSAULT, DOMESTIC/DATING
VIOLENCE AND STALKING .............................................................................................................159

APPENDIX C ........................................................................................................................ 163

Affirmative Consent..................................................................................................................................................163
Hello Laurentian Friends,

We look forward to welcoming you back to St. Lawrence as we plan to resume on-campus, in-person classes for the fall 2020 semester. The health and safety of our Laurentian community is our highest priority. There is no denying that the ways in which we live, learn, interact, study and discover will continue to evolve and change in the coming months. These experiences will be new for all of us. We share in the feeling that there is a long road of uncertainty ahead; however, we firmly believe that our collaborative, innovative and caring Laurentian culture positions us well to travel that road successfully and thoughtfully together. We ask for your patience and your cooperation as we all work through this together.

In that spirit, we are asking our students to follow a set of norms, embodied in this Laurentian Pact, that are designed to protect each other and the broader St. Lawrence community given the realities of the current pandemic. In many ways, the Laurentian Pact requires new behaviors that will alter the daily feel of campus life this fall. And yet, its purpose is consistent with core values that St. Lawrence has “lived” for years; creating a community with an informed sense of the common good, and a desire to contribute toward its preservation and improvement. This academic year will be unique, and challenging, and no doubt memorable. If we adhere to the principles and protocols described in the Laurentian Pact, we will put St. Lawrence – and each other – in the healthiest possible position as we emerge on the other side of this pandemic.

Wherever you are at this very moment, know that you are not alone. I know it may feel like it. But know that we are with you. Your fellow students are sharing your experience. Your faculty members are rooting for you to press onward. Every single staff person is cheering you on and offering you our heartfelt support. I know it is not easy. If the weight of it all starts to feel unbearable, or if you feel stuck and are not sure what to do, or if you just need a little bit of support to get through a rough patch, whatever it is, please reach out. There are people that care about you, that want only the best for you, that want you to succeed in spite of everything going on in the world, and who are willing to do whatever they can to help you do just that. It really matters less about who you reach out to, but more so that you just reach out and ask for help. We all need help right now, and that is ok.

Above all else, I want you to know from the bottom of my heart that I believe in you. You can get through this. You are getting through this right now. It is true that everything will be different from now on. This time right now marks the time in all of our lives when the world as we knew it has changed. And we cannot even imagine all of the ways that it will change once we come out on the other side. But someday, even if it is hard to imagine right now, I promise that you will look back on this time with great compassion for yourself and for others, for all that you endured and all that you overcame. Just hang in there. Hang in there, my dear students. You’ve got this. We are here for you. And until we see you again, stay safe and be well. I thank you in advance for your patience and your cooperation as we all work through this as a community.

Hagi Bradley, Vice President and Dean of Student Life
LAURENTIAN PACT
A Community Commitment for Safety & Success

All aspects of this Laurentian Pact are predicated on compliance with New York State guidance at this time and are subject to change as circumstances change. This Pact is as complete as possible as of date of release; further decisions and adjustments may be made.

All students must carefully review this entire message and sign/initial in the proper places before being allowed on campus.

I understand that, as a St. Lawrence University student who is attending educational or other activities on campus or engaged in educational experiences at an off-campus site, my expected behaviors in these locations must conform with certain safety standards in place relative to the health risks currently posed by COVID-19. I further understand that I am required to adhere to the following safety measures, and any future modifications made, in order to enhance the safety and public health of the St. Lawrence University campus as a place to live, learn and engage in college life.

PROTECT SELF:

_____ I agree to conduct daily self-assessments and monitor for COVID-19 symptoms prior to leaving my on-campus room or arrival on campus (if living locally), and must complete a phone- or web-based daily symptom check until further notice. These symptoms currently include any of the following (and may be updated from time to time):

- Fever of 100.4 F (38 C) or above, or possible fever symptoms like alternating chills and sweating;
- Dry Cough;
- Difficulty breathing, shortness of breath or severe wheezing;
- Repeated shaking with chills;
- Muscle aches and pain;
- Sore throat;
- Loss of smell or taste, or a change in taste;
- Nausea, vomiting or diarrhea;
- Headache unrelated to a previously diagnosed condition;
- Please note that up-to-date symptoms can be found at: https://www.cdc.gov/coronavirus/2019-ncov/symptoms-testing/symptoms.html

_____ I understand I am obligated to comply with the following safety measures currently in place to maximize my personal safety and minimize potential risk of exposure while on campus:

- Engage in regular handwashing for 20 seconds and frequently utilize hand sanitizer;
- Get vaccinated for the flu unless there is a medical or religious exception.

_____ I understand that I will be required to complete the St. Lawrence assigned COVID-19 training module to ensure a thorough and common understanding of the COVID-19 pandemic, its risks, and the importance of risk mitigation strategies.
PROTECT OTHERS:

I understand I am obligated to comply with the following safety measures currently in place to maximize the personal safety and minimize potential risk of exposure of fellow Laurentians while on campus:

- Maintaining proper physical distancing by ensuring a 6-foot distance between people at all times when feasible, which includes in the classroom, all dining facilities, in the presence of members of the community, social events, leaving all chairs and furniture in place to abide with physical distancing, and observing room occupancy limitations as designated.

- I am to remain in my room or at home should I become symptomatic in any way and will report any exposure or illness consistent with COVID–19 to the St. Lawrence University Health Center via healthcenter@stlawu.edu (315-229-5392; Regular office hours 8:30AM-4:30PM), pending isolation or quarantine decisions and provisions. If it is after hours, I will call Urgent Care (315-386-3300; 80 East Main Street) or go to the Emergency department at Canton- Potsdam Hospital. If I have difficulty breathing or experience emergency symptoms, I will call Safety & Security at (315-229-5555) or 911. Once I return from Urgent Care or Canton-Potsdam Hospital, I will let the St. Lawrence Health Center know. I further understand that I should be mindful of my close contacts, should I be asked to document my activities for over the previous 14 days prior to symptom development or positive test.

- Wear a cloth face covering at all times as directed by the University while on campus indoors and outdoors with others, except while eating/drinking, or after being deemed exempt from doing so by the Student Accessibility Services in accordance with the New York Department of Health regulations and reasonable accommodation statutes. Students are not required to wear face coverings in their personal residences or as described below in the “Family Unit/Extended Family Unit Section.”

- Limit residence hall visitation to only residence hall spaces defined within your Family Unit/Extended Family Unit until directed otherwise by University guidelines.

- Limit my participation in indoor gatherings of more than 10 students, unless it is a formally registered university event with an approved indoor event safety plan.

- Limit participation in outdoor gatherings of more than 50 students with a formally registered university event with and approved event safety plan.

- Comply with the instructions of all University authorities including Residence Life staff, Campus Safety and Security, faculty, and administrative staff with respect to all safety measures.

- Be positive, attentive and helpful to anyone around who may be in need of support.

- I will seek support as needed for my mental health and well-being and be mindful of the mental health needs of others.

I understand that I will be required to self-quarantine for 14 days if I have a documented exposure to COVID-19, live with someone who is/or presumed positive for COVID-19, or engage in at-risk travel. I further understand that should I develop symptoms consistent with COVID-19, or test positive for COVID-19, I will be asked to self-isolate or quarantine for a period consistent with CDC guidelines and in accordance with St. Lawrence University’s
COVID-19 Return to Campus Plan before returning to my educational setting. I will follow the expectations, including not leaving any University provided isolation or quarantine area unless in immediate danger (e.g. fire alarm activation).

**PROTECT OUR LAURENTIAN COMMUNITY:**

_____ I understand that I will be **required upon arrival to campus, and while students are in residence throughout the semester, to participate in on-site testing.** I understand that I must follow all university guidelines for pre-arrival testing and quarantine. Students who test positive during the semester will be placed in isolation until released by a health-care provider. Students who test positive upon arrival should have a plan for returning home safely and when they return to campus will be required to take a second test and have negative results. COVID-positive students may continue their education online if faculty approve such modality for each course.

**Additionally, I will agree to contact tracing.** Contact tracing will be employed in all cases of suspected or confirmed infection. Tracking includes warning contacts of possible exposure to the virus in order to stop chains of transmission. To protect privacy, contacts will only be informed that they may have been exposed to an individual with the infection; they will not be told the identity of the individual who may have exposed them.

_____ I understand that I am required to **limit my travel and remain within St. Lawrence County NY.** In the event of an emergency, family emergency, or medical situation, I must request permission at least three business days in advance (absent an immediate emergency situation), to travel by completing the Travel Request Form. Students who receive approval to travel are required to follow University directives regarding remaining at home for 14 days, agreeing to be tested upon return to campus and to be quarantined until test results are back and test is negative. For an immediate emergency situation, please contact Dean Rance Davis at rdavis@stlawu.edu (Sullivan Student Center 238; phone - 315-229-5551) in Student Life to gain permission.

_____ I understand that I am obligated to **comply with the following safety measures** currently in place to maximize the safety and minimize risk of exposure of fellow Laurentians:

- Abide by all **cleaning and disinfecting requirements** in place for any classroom activities, as well as any **additional course-specific physical distancing, PPE requirements, or other expectations of safe participation in classes** as established by the course instructor (e.g., classroom dismissal protocol, activity-specific PPE standards, etc.). *Additional cleaning supplies will be provided in designated areas.*

- **Refrain from hosting visitors** on campus until directed otherwise; should any University invited guest need to be on campus, the invited guest must adhere to Campus Safety Expectations in place at the time.

- Keep **clothing, personal spaces** and shared **common spaces clean.**

- Practice **good hygiene** including:
  - Greeting **without shaking hands**;
  - **Respect personal space** and practice **6 ft physical distancing**;
  - **Covering coughs or sneezes** with a tissue or into the bend of inside of my arm;
  - Regularly **disinfecting** of my **living space** and **personal items**.
• Ensure that any student events adhere to the Campus Safety Expectations in place at the
time of the event. I further understand that a plan that demonstrates compliance with the
Campus Safety Expectations must be submitted to the Student Activities Office at least 3
days in advance of any student event being held and that if the student event cannot
maintain physical distance of 6 feet between attendees, it must be held virtually.

_____ I understand that I will be required to observe instructional signs and follow directions (posters,
emails, text messages, any other form of communication from the University).

_____ I understand that I am obligated to engage in “community enforcement” of the Laurentian
Pact by being mindful of compliance by other members of the St. Lawrence community. I also
understand that I am expected to notify Dean Rance Davis at rdavis@stlawu.edu (Sullivan Student
Center 238; phone - 315-229-5551) in Student Life or on the COVID-19 website if I am unsuccessful in
encouraging behavior consistent with the requirements of the Laurentian Pact.

_____ I understand that by mandate of the NY Governor’s Office and the New York Department of
Health (Executive Order 205), if I am from a “hotspot” area (currently refers to areas with a positive test rate
higher than 10 per 100,000 residents over a seven-day rolling average, or a state with a 10% or higher positivity rate over
a seven-day rolling average), I will need to be in New York to quarantine for at least 14 days before coming to campus.
These hotspot areas, and a description of the State's requirements for quarantine, can be found at

_____ I understand that due to ongoing changes in guidance and infection rates, the University may
institute different or additional COVID-19 related limitations, restrictions or policies. I agree to
comply with any and all additional or different restrictions as they are implemented.

REFUND POLICY:

1. If a student is sent home for disciplinary reasons or otherwise for violation of this
Laurentian Pact, no refunds will be provided.

2. If a student is sent home for medical reasons, the current refund policy for medical leaves as
cited in the University Catalog will be utilized and we encourage families to accept tuition
insurance.

3. If the University is required to cease on-campus learning and continue with remote learning
for all students by federal, state or local governmental authorities or applicable law, or if the
University determines such action to be warranted, in light of continuing or potential
impacts of the COVID-19 pandemic, there will be no refund or reduction of tuition. The
current refund policy in the University Catalog will guide the room and board refund, which
provides for reimbursement if, upon shut down, less than 60% of semester has been reached. The
60% date for each semester is:

   Semester 1: October 26th
   Semester 2: March 6th
   Semester 3: June 12th

4. If a student elects to cease in-person attendance and/or vacate his/her/their assigned housing
unit based on concerns related to COVID-19/SARS-CoV-2 in the absence of a mandated departure as described in paragraph 3, no refunds will be provided.

I understand that, should I fail to adhere to any of the foregoing safety and public health measures in place on the St. Lawrence University campus, I may be subject to consequences that include but are not limited to: warnings, loss of specific campus privileges, housing reassignment, loss of the privilege to live in University housing, or loss of permission to be on campus. Depending on how severe and/or pervasive the violation is, a student may be sent home on the first violation or any combination of violations. [In certain cases violations may also result in formal disciplinary proceedings that may result in sanctions up to and including suspension or expulsion.] Parents of individuals will be informed if their student is being sent home for violations of the Laurentian Pact.*

COVID-19 has been declared a worldwide pandemic by the World Health Organization. COVID-19 is extremely contagious and is believed to spread mainly from person-to-person contact. As a result, federal, state, and local governments and federal and state health agencies recommend physical distancing and have, in many locations, prohibited the congregation of groups of people. St. Lawrence University has put in place preventative practices and procedures to reduce the spread of COVID-19; however, the University cannot guarantee that you will not become infected with COVID-19. Further, attending St. Lawrence, living on campus, participating in athletic activities, classes, or labs could increase your risk of contracting COVID-19.

By signing this Laurentian Pact, I acknowledge the contagious nature of COVID-19 and voluntarily assume the risk that I may be exposed to or infected by COVID-19 by attending the University and that such exposure or infection may result in personal injury, illness, permanent disability, and death. I understand that the risk of becoming exposed to or infected by COVID-19 at the University may result from the actions, omissions, or negligence of myself and others, including, but not limited to, University employees and other students.

I have been provided, and have read, the attached Other Important COVID-19 Information.

______________________________
Student Signature

______________________________
Date

*Students failing to adhere to this Laurentian Pact will be subject to a hearing before the Associate Dean of Student Life who will decide on the appropriate consequence(s) as noted above. The Vice President and Dean of Student Life acts on appeals of the consequence(s) imposed.

OTHER IMPORTANT COVID-19 INFORMATION:

When planning what to bring to campus, students should consider the possibility of being required to vacate campus at any point throughout the semester and/or at the completion of the semester. When packing to come to campus, students should think about how they would leave campus if they had to depart quickly and begin remote instruction. Students should only bring belongings that fit in whatever means of transportation they will use to return home. We strongly recommend all students minimize the possessions they bring to campus in the fall.

Our goal is to provide a safe and robust educational experience here at St. Lawrence, while ensuring an overall positive student experience. We are working to make sure that our students have ample opportunities to connect with each other virtually and in small groups. Additionally, indoor and outdoor spaces will be identified for small group gatherings. As in the past, other than those previously approved
through the process, students are not permitted to live off campus. Any student who violates our on-campus residency requirement will be subject to the standards in our Student Handbook, in addition to the new COVID-19 Laurentian Pact.

RESIDENCE LIFE:

To help us create opportunities for socializing safely within residence halls, while simultaneously complying with state guidelines for residential colleges, we will create “family and extended family units” as described below. The housing selection process has been set up by Residence Life so groups of friends can choose rooms near one another. The new residential model incorporates the following elements:

- **Family Unit**: Roommates, suitemates, or townhouse mates will be considered a family unit.

- **Extended Family Unit**: Residential Life will identify groups of students living adjacent to one another to serve as an extended family unit. In upperclass residences, this will include a theme cottage, Greek house, or students who live on the same floor and share a bathroom in a corridor-style residence hall. In First-Year residences, FYP Orientation groups for new students will also be their extended family unit. Members of the same extended family unit may enter each other’s rooms without masks, but the occupancy may not exceed double the room occupancy. During the first four weeks of the semester, students will not be permitted to enter different buildings in which they do not reside. After four weeks, the University will assess the public health status of the campus and compliance with this policy. Permission may be granted at that time to permit students to access different residences and enter student rooms not within their extended family unit with face coverings. The occupancy may not exceed double the room occupancy.

When traveling locally within St. Lawrence County, students are encouraged to use caution, continue to be mindful of the intention of the family unit and extended family unit guidelines, and keep track of who they interact with when not on campus. Even though residence hall visitation and dining services will be restricted to only individuals within your family unit and extended family unit, there are many different ways students continue to interact, with masks on, in small gatherings with friends and fellow students. Students should consider these options as potential ways to interact with other community members outside of their family unit and extended family unit (while still wearing face coverings):

- Meeting in the student center to talk in small groups
- Attending a student organization or theme cottage open house in the Winston Room or Eben Holden
- Play a lawn game on the quad
- Take a walk on one of the campus trails
- Sit on the rocks on the Student Center Side lawn and catch up
- Browse the bookstore

Gatherings of no more than 10 people are permitted in shared indoor spaces such as common rooms as long as they don’t exceed the designated capacity. There will be no common area kitchen access, with the exception of I-House kitchen, and all stoves in suites will be shut off. Face coverings must be worn in public settings when six feet of physical distancing cannot be maintained, or the risk of incidental contact is high.

DINING:
The dining plans for St. Lawrence in Fall 2020 will be guided by the food service guidelines issued by New York State (NYS).
GATHERINGS:

Even though New York State and health experts have placed restrictions on gatherings, we will supplement the abundant social programming typically offered to students. Partnering with clubs and organizations, we will provide creative new formal and informal opportunities for safe social interaction that are both in person and virtual. Indoor and outdoor spaces will be provided for small groups to gather while still adhering to the regulations. We welcome additional suggestions from students.

Limited gatherings will be permitted with restrictions based on space, location, and in accordance with New York State guidelines. Face coverings must be worn in public settings outside extended family units when six feet of physical distancing cannot be maintained, or the risk of incidental contact is high.

Gatherings of no more than 50 people are allowed in outdoor spaces. Gatherings of no more than 10 people are permitted in shared indoor spaces such as common rooms and kitchen areas when six feet of physical distancing is possible. During the first four weeks of the semester, all people in the gathering must be from the same designated extended family unit. At the conclusion of the gathering, all surfaces must be wiped down with provided disinfectant products. Please note that the requirements for social gatherings and all expectations of the Laurentian Pact apply to St. Lawrence students both on campus and in the wider off-campus community. As members of the Canton and North Country communities we must adhere to these norms and practices both on and off-campus, and all expectations of the Laurentian Pact are applicable to student behavior regardless of location.

Gatherings in bedrooms of up to double the currently established occupancy are allowed (e.g., singles can have two people, doubles can have four people, including the residents of the room). During the first four weeks of the semester, all people at the room gathering must be from the same designated extended family unit and all room occupants must agree to the gathering. If approved, after four weeks any current students can be guests in a student room; all residents must wear face coverings if any room occupants are from a different extended family unit.

Consent to having others in privately assigned spaces can be withdrawn at any time. Face coverings must be worn in public settings when six feet of physical distancing cannot be maintained, or the risk of incidental contact is high.

Gatherings outside of the residence halls between 11 and 50 people will only be permitted if approved by the Student Activities Office. Advance coordination (at least 3 days in advance of any student event being held) with the Student Activities Office must be completed before these events occur to ensure all agreed upon safety guidelines are followed.

OTHER AREAS:

Information regarding other areas of St. Lawrence University will be shared as plans are finalized. All University polices and guidelines may be updated as new guidance and information becomes available.
INTRODUCTION TO ST. LAWRENCE UNIVERSITY

St. Lawrence University reserves the right to change its rules, regulations, policies and procedures at any time. Such changes will apply to everyone when made, unless otherwise noted. The policies and procedures which appear in this handbook reflect the last version available at the time of publication. However, it is the most current version of policies and procedures which applies. Students can secure the most up to date version of any policy or procedure by contacting the appropriate department or office, or, in many instances, by checking the University’s website.

RESIDENT’S RIGHTS AND RESPONSIBILITIES

The following is a listing of your “rights” – what you are entitled as a student living in one of SLU’s residence halls and your “responsibilities” – in other words, what is expected of you as a member of a residential college.

YOU HAVE THE RIGHT to a reasonably peaceful and quiet space in which you can sleep and study;
YOU HAVE THE RESPONSIBILITY to observe quiet hours, keep your music and your voice at a reasonable volume in the residence halls, and to remind others that you expect the same of them.

YOU HAVE THE RIGHT to confront and/or report another’s behavior that infringes on your rights;
YOU HAVE THE RESPONSIBILITY to examine your own behavior when confronted by another and work toward resolving conflicts.

YOU HAVE THE RIGHT to a safe and secure residence hall space;
YOU HAVE THE RESPONSIBILITY to keep your room door and residence hall doors locked, not tamper with or prop doors open or admit strangers, and not reveal your room combination to anyone.

YOU HAVE THE RIGHT to privacy and the proportionate use of your room both in terms of space and time, and the right to be free of unwanted guests in your room;
YOU HAVE THE RESPONSIBILITY to let your roommate know of your wishes and preferences for hours of sleep, study, and visitation, and to work through any differences you may have in a peaceful manner, within the guidelines established in the Student Handbook.

YOU HAVE THE RIGHT to be respected as an individual;
YOU HAVE THE RESPONSIBILITY to act respectfully towards members of the college community, which means not participating in behaviors that are harassing, intimidating, demeaning, violent, abusive, or without consent.

YOU HAVE THE RIGHT to public space that is safe, clean, comfortable, and welcoming. Public space includes lounges, hallways, seminar rooms, and bathrooms;
YOU HAVE THE RESPONSIBILITY to use public space so that other members of the community find it to be safe, clean, comfortable, furnished, and welcoming.

YOU HAVE THE RIGHT to offer your opinions and suggestions and to participate in dialogue about community issues;
YOU HAVE THE RESPONSIBILITY to participate in dialogue that impacts the health of the community, and to offer your opinions and suggestions in a way that is respectful of the rights of others.

YOU HAVE THE RIGHT to the assistance of your CA, RC or other Residence Life or University staffs when you need assistance;
YOU HAVE THE RESPONSIBILITY to notify a staff person of your problem in a timely manner and to cooperate with them as they assist you.
YOU HAVE THE RIGHT to choose your means of recreation and relaxation;
YOU HAVE THE RESPONSIBILITY to know and abide by the St. Lawrence University Student Handbook and the laws of the State of New York, including those that pertain to alcoholic beverages and illegal drugs.

YOU HAVE THE RESPONSIBILITY to serve as a responsive bystander, reporting safety concerns and violations of the Student Code of Conduct.

YOU HAVE THE RESPONSIBILITY to follow the rules and regulations established to support the educational purposes of the University and to sustain a safe and comfortable living environment in the residence halls.

YOU HAVE THE RIGHT to know what behavior is acceptable and unacceptable in the residence halls;
YOU HAVE THE RESPONSIBILITY to read the information provided for you by St. Lawrence University, the Safety and Security Department, the First-Year Program and Residence Life, which includes the Student Handbook and especially your housing contract.

STUDENT GOVERNMENT

Thelomathesian Society
The Thelomathesian Society (Thelmo), your student government, serves the student body as its united voice and plays a crucial role in highlighting campus issues and in constructing policies at St. Lawrence University. Thelmo offers a valuable opportunity for students to engage one another in productive dialogue and to work together in achieving excellence for our University and in promoting the principles of thoughtful and committed citizenship.

Thelmo exists for your benefit, so please do not hesitate to seek assistance from your student government representatives. For more information on the organization and its constitution, visit Student Government- Thelmo.

Remember, Thelmo is not a disconnected entity from the student body but is in essence synonymous with the student body. It is encouraged that you attend Thelmo meetings and get involved with the discussion, debate, and activities that impact your everyday life. Meetings are Wednesday at 7:00 pm in the Student Center Hannon Room.

Your elected Thelmo officers (elections are held at the end of fall semester):
Executive Board
President –Molly Thompson `22 (mfrobe18@stlawu.edu)
Vice President, Senate Affairs–Shedrack Bogonko `22 (smbogo18@stlawu.edu)
Vice President University Relations – Derek Sherrange `22 (dcsher18@stlawu.edu)
Secretary – Nina Haynie `22 (ndhayn18@stlawu.edu)
Student Delegate, Board of Trustees – Connor Giltz `21 (cggilt17@stlawu.edu)
SLUSAF Central Treasurer – Mikayla Lathrop `21 (mglath17@stlawu.edu)
SLUSAF Assistant Central Treasurer – William Wilson `22 (wwils18@stlawu.edu)

2021 Class Council
President –Cooper McCrillis
Vice President – Noah Neverette
Treasurer – Makenna Burr
Secretary – Olivia Quinta

2022 Class Council
President – Lauren Arthaud
Vice President – Lauren Gulbicki
Treasurer – Elisa Sergi
Secretary – Siyan (Tom) Zhang
2023 Class Council
President – Hannah Crow
Vice President – Grace Wagshul
Treasurer – Mae Parker
Secretary – Gracie Lee

2024 Class Council
Elected during spring semester

ACE Officers
President: Hammi Sylla
Vice President: Emily Harris

Environmental Responsibility

Below is the Thelomathesian Society Environmental Resolution, ratified by the University’s Board of Trustees in spring 2006. Read the resolution carefully and make an effort to live by the principles instilled within it. Environmental citizenship is a core value of St. Lawrence University. Therefore, it is expected that you, as a Laurentian, will supply support the importance of environmental stewardship.

The Resolution: Whereas St. Lawrence University, in its curriculum within and across many academic departments, asks students through their coursework and research to explore the environmental issues we face as global citizens; and

Whereas St. Lawrence students, through this exploration, will have the foundation to understand and embrace environmental sustainability so that they personally and professionally may meet the needs of their own families, communities and career responsibilities without compromising the ability of the environment to provide for future generations; and

Whereas St. Lawrence administration is committed to procedural, procurement and building efforts aimed at reducing consumption and waste while increasing energy efficiency, efforts that will strengthen the sustainability of the physical plant and demonstrate the University’s commitment to environmental stewardship; and

Whereas the University understands the importance of both individual and institutional commitment to living and promoting a more sustainable lifestyle through daily actions as well as comprehensive decisions;

Therefore, be it resolved, that the Board of Trustees approves the adoption as one of the University’s core values, a commitment to environmental awareness, environmental education and the pursuit of environmental sustainability in its operations; and

Be it further resolved that the Board of Trustees acknowledges the thoughtful and farsighted work of the Thelomathesian Society, whose leaders and members have had the central role for the creation of this resolution and its endorsement by all governance constituencies of the University.

STUDENT CODE OF RESPONSIBILITY

St. Lawrence University Code of Social Responsibility—Preamble

St. Lawrence University consists of a community united in the common purpose of creating an educational experience for all its members. The shape and dimension of this experience is a function of the intellectual, emotional and social development of the individual. Each member of the community shares the responsibility of maintaining an environment in which this educational experience is given highest priority.

Faculty, students and administrators are mutually engaged in the educational process; each constituency contributes to the education of the others. Such learning experiences and exchanges of information represent a positive aspect of University life that should be encouraged. The University community is subdivided into these separate constituencies based upon the different roles they assume in the University and their different areas of responsibility. It is essential to their common purpose that they interact with maximum synergy.

Honesty, trust, integrity, discretion and reason are essential qualities of an environment in which we strive to achieve maximum development of each individual to full potential. Tangible evidence of a commitment to these values is the freedom of the individual and the recognition of his or her rights and responsibilities as a free person. Restrictions placed upon an individual’s freedom and right to privacy originate only from a responsibility to insure the rights and privileges of every member of the community and to maintain an environment compatible with the University’s objectives.
Under the Student Code of Responsibility, each member of the University community assumes the responsibility that his or her actions, and the actions of other community members, are in accordance with community agreements. The responsibility in every case resides with the individual community member. There is a code of honor implied in membership in a community committed to high academic and social standards: in the free exchange of ideas essential to the educational experience, in free access to learning facilities and resources, and in the recognition of the rights and responsibilities of each individual as a free person.

**Standards**

Shared goals and shared responsibilities require that the individuals comprising the University community abide by common agreements. These agreements are formulated on the premise that individuals are motivated to conduct themselves in accordance with high educational, social and moral standards. Standards outline general expectations in the area of personal conduct and group behavior. The place of standards in the framework of the community structure is to provide a foundation for evaluation of the actions of individual members and constituent groups of the University community. It is imperative that all constituencies share the responsibility for evaluation of their own performance. When an individual’s or group’s behavior interferes with another person or group in a way detrimental to the educational process, that behavior violates the Student Code of Responsibility. Such violations are processed by the judicial and appeals procedures outlined in this document.

**Statement of Student Rights and Responsibilities**

Students have a responsibility to obey the rules and regulations of the St. Lawrence community. Law guarantees a citizen’s rights; a citizen who violates the law is subject to the penalties imposed by civil authority. Within this broader context, there are specific rights and responsibilities peculiar to students on a college campus. Conditions of mutual respect and trust are promoted at St. Lawrence by community-wide understanding of these rights and responsibilities. The Vice President and Dean of Student Life is the ultimate interpreter of the Student Code of Responsibility.

**Section 1: Student Rights**

**A. Freedom of Expression:**

Discussion and expression of all views are permitted within the University, subject only to the provisions of this Code (including the Public Order Policy) and restrictions imposed by local, state or federal law.

**B. Campus Organizations:**

1. Students may establish organizations for any purpose consistent with the University’s mission, values and rules.
2. Freedom of expression and freedom of assembly are guaranteed to all student groups, subject only to requirements of this Code, local, state and federal law, and rules governing the use of University facilities.
3. Recognized student organizations are those approved by the Thelomathesian Senate.
4. Subject to the above, recognized student organizations may assemble, hear speakers of their own choosing, plan activities, and petition the Student Activities Fund (SLUSAF) for funds.

**C. Publications:**

1. Any student or student organization may distribute properly attributed material on campus without approval, provided such distribution does not violate this Code or local, state or federal law.
2. Student newspapers and radio are free of censorship.
   a. the editors are not subject to disciplinary sanctions because of anyone’s disapproval of editorial policy or content.
   b. editorial freedom entails a corollary responsibility to observe the canons of responsible journalism, the regulations of the Federal Communication Commission, and this Code.

**D. Campus Solicitations:**

Campus solicitations are subject to the solicitation policy as stated elsewhere in this *Student Handbook.*
E. Academic Freedoms:
1. Students are guaranteed the right to pursue their educational goals and to use available facilities and resources, including the right to study and sleep in their own room.
2. Students have the right to an unbiased evaluation of their academic performance.
3. Students have the right to seek interviews with organizations recruiting on campus.
4. In those courses in which discussion is appropriate, students have the right to express views on the course material.
5. Students have the right to an accurate description of course requirements at the beginning of the course.

F. Protest:
The right of peaceful protest is guaranteed within the University, subject only to this Code and local, state and federal law.

G. Campus Governance:
1. Students are guaranteed free elections to choose their representatives to campus governance.
2. Students are guaranteed channels of communication by which they may express their views on University policy.
3. Policies that affect the residential lives of students are cooperatively determined with student involvement. Students have the right to participate in the processes that determine residential policies.
4. Roles and responsibilities of students in University governing bodies are clearly defined in the appropriate constitutions.

H. Privacy:
1. Students are guaranteed rights as outlined in the Family Educational Rights and Privacy Act of 1974 and applicable additions and amendments. These rights include “the right to inspect and review any and all official records, files and data..., including all material that is incorporated into each student's cumulative record...” A detailed description of the Family Rights and Privacy Act (FERPA) may be viewed in detail here: FERPA description.
2. University staff and other students respect the privacy and personal property of individuals in University residences whenever possible.
   a. premises occupied by students and their personal Possessions are not searched or seized unless under circumstances warranted by law or University policy.
   b. when entry to a student's room is necessary for maintenance purposes, the occupant receives advance notice.
   c. entry to a student’s room may be made without notice in situations when danger to safety, health, or property is reasonably feared.
   d. rooms are subject to inspection by the NYS Fire Code Enforcement Officer.
3. St. Lawrence University also complies with the Federal Trade Commission’s Safeguard Rule which requires financial institutions and colleges and universities to secure customer financial records and information. For more information regarding this rule and the University’s compliance plan, refer to the Business Office website security-program financial records.

Section 2: Academic Conflict Resolution Procedure
The Conflict Resolution Committee (faculty) shall be responsible for attempting to resolve conflicts in an academic context involving faculty, students and administrative staff and for convening hearing boards according to the provisions of these Conflict Resolution Procedures.
The following procedures are based on the premise that, in most cases, faculty will be the final arbiter of academic standards and policies in their courses. The CRC will not normally intervene in cases involving disagreement about a grade, unless it can be demonstrated that stated procedures for assessment have not been followed. Furthermore, St. Lawrence University believes that the majority of conflicts in the academic sphere can be settled through prompt and adequate communication and attention, usually obviating the need for more formal procedures.
1. Procedures governing students:

The student’s first responsibility is to discuss the matter thoroughly with the faculty or staff member. If the student continues to believe that a conflict still exists, they should direct the matter to the department chair or administrative supervisor in writing within 30 days of the conflict’s having arisen but no later than 30 days into the subsequent semester. For students in off-campus programs, the program director shall be considered the department chair in the case of conflicts involving program faculty; the Associate Dean of International and Intercultural studies shall act as administrative supervisor in conflicts involving program directors. Students in direct entry programs or consortia will be subject to the appropriate organization’s conflict resolution procedure. Communication between parties will be facilitated by the office of international and intercultural studies. In the event that the student believes there is a conflict of interest involving the department chair, the student will consult with the dean of academic affairs to identify an appropriate substitute. The faculty member also should submit their written account of the case and also may choose an alternate to the department chair/administrative supervisor in the event that they feel there may be a conflict of interest. These written statements will form the basis for discussion among the department chair or administrative supervisor, the faculty member and the student, after which the department chair or administrative supervisor will discuss the matter with the faculty or staff member and propose an appropriate resolution to all parties in writing.

If a student continues to believe that the matter has not been resolved, they may direct the matter in writing to the Conflict Resolution Committee (CRC) submitted through the associate dean for faculty affairs. This step must be taken within 10 days of the student being notified by the department chair/administrative supervisor of the decision. The associate dean for faculty affairs will then convene the CRC, which will read the written accounts of the conflict. If the CRC determines that there are not sufficient grounds to warrant further action on the issue, the complainant will be notified of this decision. If the CRC determines that there is sufficient cause to proceed, it will convene a hearing board composed of three faculty members, chosen from the larger committee of twelve tenured faculty appointed by Faculty Council, on a rotating basis from all tenured faculty members, in a manner to ensure that no member hearing the case knows either party well. The hearing board will determine the appropriate procedures to be followed and will communicate that to the parties at the start of the process. The hearing board will notify both parties of its findings. If the complainant rejects the findings of the hearing board, they may ask the dean of academic affairs for a final ruling on the matter.

2. Procedures governing faculty:

Faculty members who find themselves in academic conflict with a student should first attempt a resolution through negotiation with the student and the department chair or administrative supervisor. That negotiation should be conducted on the basis of a written account by the faculty member and a response by the student submitted to the chair or supervisor within 30 days of the faculty member’s determination that no resolution is to be expected without such a proceeding. In the event that the student concerned believes there is a conflict of interest involving the department chair, the student will consult with the dean of academic affairs to identify an appropriate substitute. If the faculty member is dissatisfied with the outcome of this negotiation, they may ask the Conflict Resolution Committee, in writing and within ten days of being notified of the chair or supervisor’s decision, to convene a hearing board to adjudicate the matter. The Committee shall convene a board within ten working days of its receipt of the faculty member’s request. The hearing board will be composed of three faculty members chosen from the larger committee of twelve appointed by Faculty Council in order to avoid conflicts of interest. The hearing board will determine the appropriate procedures to be followed and will communicate that to the parties at the start of the process. The hearing board will notify both parties of its findings. If the faculty member rejects the findings of the board, they may turn to the entire Conflict Resolution Committee for final redress.

3. Any matters arising that were not dealt with by the original hearing board may be resolved by a majority of the available members of the Conflict Resolution Committee (CRC).
Section 3: Public Order Policy

The tradition of the University as a sanctuary of academic freedom and a center of informed discussion is an honored one, to be guarded vigilantly. The basic significance of that sanctuary is grounded upon the protection of individual freedoms from pressures or interference, both external and internal.

Academic freedom extends to all members of the campus community. Those who violate the norms of conduct established to protect that freedom cannot invoke it. Therefore, the president of the University, or the president’s designee, in accordance with the charter and by-laws of the University, administers the following rules and regulations.

A. Rules of Conduct:

The following acts, or conduct leading to or resulting in such acts, are prohibited:

a. interference with or interruption or obstruction of classes, lectures, ceremonies, addresses, meetings or any educational, administrative or other function of the University.

b. interference with or obstruction of the rights of others to avail themselves of the educational, administrative, recreational or other services and facilities of the University.

c. failure or refusal to comply in a respectful and timely manner with the directives of a representative of the University, acting in an official capacity.

d. theft or appropriation of or willful damage or misuse of University property, or the property of any person on the premises of the University, including theft of computer codes and software or tampering with computer systems, card access systems and room combinations. Any individual who steals, damages, or defaces an art object is referred to the Student Judiciary Board with the recommendation for immediate suspension from the university. In addition, the individual is responsible for paying for any related damage.

e. acts or threatened acts of violence which encourage or provoke a breach of public order or which encourage or provoke violence.

f. unauthorized use or possession of files, records, equipment or other property of the University or of others.

g. disruption or destruction of the residential environment in ways which violate the rights of residents.

h. violation of any federal, state, or local law.

B. Enforcement:

The University is not a sanctuary from the law. Any person, including visitors, licensees, invitees or trespassers, who violates any of the rules of conduct is subject to arrest and prosecution as provided by the law and are required to leave University property. The president of the University may apply to the court for injunctive relief or any other appropriate civil remedy.

C. Disciplinary Action:

Any student who violates any of the rules of conduct is subject to University disciplinary sanctions as described in this Student Code of Responsibility.

Section 4: Proscribed Conduct

In addition to the rights and responsibilities stated elsewhere in this Code (including specifically in the Public Order Policy), it is further understood that certain conduct is not tolerated at St. Lawrence University, regardless of whether it happens on or off campus or even pre-matriculation.

A. Dishonesty: Any form of dishonesty including, but not limited to, cheating, plagiarism, knowingly furnishing false information to the University, its officials or duly constituted committees, forgery, and the alteration or use of institutional documents or identification with the intent to defraud.

B. Abuse:

a. engaging in a course of action or repeatedly committing acts which alarm another person or threaten his or her wellbeing.
b. striking, shoving, kicking or otherwise submitting another person to physical contact or attempting or threatening to do the same.

C. Sexual Misconduct (Sexual Assault, Relationship Violence, Sexual Harassment)
The full policy on sexual misconduct appears as an Appendix to this Handbook, and online at policy-sexual misconduct

Sexual Assault: Any touching of a sexual nature that is without the consent of the person touched. Sexual assault may include, but is not limited to, rape, acquaintance rape, sexual abuse, sodomy (non-consensual) and sexual misconduct as defined by New York State Law. Note: See information on filing complaints of sexual assault at “Procedures for Review by the Sexual Misconduct, Domestic Violence, Dating Violence, and Stalking Review Board” in this Handbook and information on what to do and to find help under Section 5: Sexual Misconduct: Sexual Assault, Relationship Violence, Sexual Harassment and Stalking Procedures below.

Relationship Violence: Abusive behavior, including threats, verbal and/or emotional abuse, and physical assaults between adults in an intimate and/or sexual relationship. Note: See information regarding the definition of Relationship Violence under Sexual Misconduct: Sexual Assault, Relationship Violence, Sexual Harassment Procedures below.

Sexual Harassment: Unwelcome sexual advances, requests for sexual favors, and/or other unwelcome physical conduct of a sexual nature which interferes with a student's performance or creates an intimidating, hostile or offensive environment (For more information consult the website at policy-sexual harassment. Sexual harassment is a form of discriminatory harassment.

A person's conduct may violate St. Lawrence University’s definition of sexual misconduct (includes sexual assault, relationship violence, sexual harassment) while not violating New York State law.

D. Stalking: Stalking is a pattern of knowingly unwanted behavior directed towards a specific person that would cause a reasonable person to fear harm to physical, mental, or emotional health, safety, employment status, or property of such person, a member of such person's immediate family, or a third party with whom the person is acquainted. Such behaviors include, but are not limited to: telephone calls; voice/text messages; following to residence hall, class, work, or other daily activities; letters; emails; gift giving; instant messaging; using social networking communities to collect information about person; creating shadow accounts or monitoring key strokes; taking pictures of person; and befriending person’s friends.

E. Discrimination: conduct which threatens the well-being of another person or persons; conduct which limits or denies equal treatment of another person or persons because of race, color, sex, sexual orientation, religion, age, disability, veteran status, marital status, national origin or ancestry.

F. Disruptive Conduct: any conduct that significantly disrupts the learning, living, or work environment for members of the University community, including but not limited to conduct which is physically or emotionally threatening to others.

G. Discriminatory Harassment: any demeaning, intimidating or hostile verbal, physical or symbolic behavior expressed person-to-person or by communications methods, including telephonic and electronic means, that is directed at an identifiable individual or group and is based on that individual's or group’s race, religion, ethnicity, age, gender, national origin, disability or sexual orientation, and that has the effect of interfering with a reasonable person’s academic or work performance or of creating an intimidating, hostile or offensive situation or environment. Such behaviors include, but are not limited to, the use of slurs, epithets, gestures, demeaning jokes or derogatory stereotypes. (See policy statement on the St. Lawrence University website
H. Violation of published University regulations: Conduct which violates any published University rule or regulation, including rules governing residences and the University smoking policy.

I. Alcohol: Intoxication and/or alcohol abuse is prohibited and is not an excuse for irresponsible behavior or misconduct (i.e., open container violations).

J. Firearms/Weapons: possession and/or use of firearms or other dangerous weapons.

K. Drugs: Illegal use, possession and/or sale of marijuana and/or controlled substances; possession of drug paraphernalia as commonly defined (pipes, bongs, etc.) is also prohibited. All illegal drugs, controlled substances and/or drug paraphernalia will be confiscated.

L. Fire/Life Safety:
   a. tampering with fire and/or safety equipment, including smoke detectors, fire extinguishers, fire signs, exit signs, fire doors, emergency lighting and door access systems.
   b. falsely reporting a fire, including activating a fire alarm.
   c. causing a fire intentionally, carelessly, or recklessly.
   d. interfering with or failing to follow emergency procedures, including evacuating a residence during a fire alarm or fire drill.
   e. smoking any substance (including but not limited to tobacco, marijuana, vaporizers and juuls) in any University-owned indoor areas and vehicles.

M. Public Urination:
Urination in public is illegal in every state and local ordinances also prohibit public urination in any place open to the public or exposed to public view, which includes on private property, if it is visible from a public place.

N. Reckless Action: Taking any action or creating or participating in the creation of any situation which recklessly or intentionally endangers mental or physical health.

O. Hazing: Conduct that intentionally or recklessly causes psychological, emotional or physical harm, or could cause such harm, to a person as part of initiation into or affiliation with any organization. Anyone who actively participates in such conduct, or who has knowledge that such conduct is taking place or is about to take place and fails to report it to University officials or otherwise take appropriate and reasonable steps to attempt to stop such conduct, is guilty of hazing.

P. Theft: Possession of, or conscious attempt to possess, another person’s property, including combinations for room locks or other locks, and including access codes for telephonic and computer systems, by an unauthorized person, is theft, and is a proscribed and punishable action.

Q. Obstruction of University Employees: Conscious interference with, or obstruction of, any University employee in the performance of their duties, or harassing or retaliatory behavior directed at employees in the course of or as a result of performance of duty, is a proscribed and punishable action. This includes not providing proper identification when requested by an employee.

R. Vandalism: An act of intentional or forcible damage to property owned by the University or another person or private entity.
Section 5: Sexual Misconduct (Sexual Assault, Relationship Violence, Sexual Harassment) and Stalking Procedures

The University’s complete discrimination policy can be found at procedures-sexual misconduct and stalking. Included within the University’s prohibition against discrimination is a prohibition against sexual harassment, including sexual assault, relationship violence and stalking. The full policy on sexual misconduct also appears as an Appendix to this Handbook.

Discriminatory Harassment Policy

It is the policy of St. Lawrence University that all our employees and students should be able to enjoy a work and educational environment free from all forms of unlawful discriminatory harassment, including sexual harassment. St. Lawrence University provides for the development of a climate of tolerance and pluralism and prohibits behavior which is demeaning, intimidating or hostile, communicated verbally, physically or with other communication device, including telephonic or electronic means. It is expressly against University policy for any employee or student to engage in discriminatory harassment.

While more specific definitions are provided throughout this policy, the University generally defines discriminatory harassment as verbal or physical conduct that denigrates or shows hostility toward an individual on the basis of race, color, religion, ethnic or national origin, gender, age, disability, predisposing genetic characteristics, sexual orientation, gender identity, gender expression, military or veteran’s status, marital status or any other characteristic protected by applicable law.

Harassment may be verbal, visual or physical. Merely by way of illustration, harassing acts may include racial, ethnic or religious slurs; name-calling that demeans on the basis of age, disability, physically harming or threatening another due to racial or religious animosity; vulgar pictures or ethnically offensive symbols or writings; or gestures that mimic or mock a person’s race, disability, race or age.

The fact that a person was personally offended by a statement or incident does not alone constitute a violation of this Policy. The determination is based on a “reasonable person” standard and takes into account the totality of the circumstances. The University considers the context of a communication or incident, the relationship of the individuals involved in the communication or incident, whether an incident was an isolated incident or part of a broader pattern or course of offensive conduct, the seriousness of the incident, the intent of the individual who engaged in the allegedly offensive conduct, and its effect or impact on the individual and the learning community. In all instances, a key factor is whether the complained-of behavior occurred because of a protected characteristic. If it did not, the behavior is not regulated by this Policy.

Students and employees are strongly encouraged to report instances of discriminatory harassment, as well as sexual and interpersonal misconduct (as defined below) to appropriate University officials, as described below. Employees and students will be subject to disciplinary action for violation of this Policy, up to and including termination or expulsion.

This Policy applies to all University students, faculty, staff and non-University community members. This Policy applies to conduct on campus and in connection with any University-sponsored program or activity, regardless of where it occurs. Additionally, off-campus conduct may violate this Policy if the conduct creates a threatening or uncomfortable work or learning environment on the University’s campus or within a University program, or if the incident causes concern for the safety or security of the University’s campus. Non-community members (e.g., alumni, family of students, vendors, etc.) visiting campus or participating in a University program or activity are expected to abide by the behavioral expectations in this Policy.

This Policy is not intended to proscribe, and should not limit free discussion of, the merits of any issue relating to ethnic, racial, religious or other multicultural difference or open inquiry into any material or issue relevant to the academic content of a course.
Sexual and Interpersonal Misconduct (Sexual Misconduct) Policy

Pursuant Title IX, the Violence Against Women Act, and New York Education Law Section 129-B, this Policy specifically prohibits sexual harassment and certain other types of interpersonal misconduct (i.e., sexual assault, dating violence, domestic violence, stalking and sexual exploitation), collectively referenced for purposes of this Policy as “Sexual Misconduct”. The University will advise complainants of their Title IX and analogous state law rights, and will take steps to prevent Sexual Misconduct and to correct its discriminatory effects, as appropriate. This Policy applies to all University students, faculty and staff, and specifically applies regardless of one’s race, color, national origin, religion, creed, age, disability, sex, gender identity or expression, sexual orientation, familial status, pregnancy, predisposing genetic characteristics, military status, domestic violence victim status, or criminal conviction. While Sexual Misconduct can be a criminal offense under New York State law, a person’s conduct may violate the University’s prohibition against Sexual Misconduct even if it does not violate state law.

This policy sets forth conduct expectations for our community and provides a process for the reporting, investigation and adjudication of alleged violations. This policy applies to alleged conduct violative of Title IX of the Education Amendments of 1972 (i.e., “Title IX Category” violations) and also applies to a broader range of contexts and behaviors inconsistent with the University’s commitment to equal opportunity (i.e., “University Category” violations). The designation of conduct or allegations as either “Title IX Category” or “University Category” is not a function of the seriousness of the conduct or allegations but rather a function of the scope and coverage of Title IX versus the University’s broader conduct jurisdiction.

Definitions

Affirmative Consent

New York State law provides, and the University adopts, the following definition of affirmative consent:

“Affirmative consent is a knowing, voluntary, and mutual decision among all participants to engage in sexual activity. Consent can be given by words or actions, as long as those words or actions create clear permission regarding willingness to engage in the sexual activity. Silence or lack of resistance, in and of itself, does not demonstrate consent. The definition of consent does not vary based upon a participant’s race, color, national origin, religion, creed, age, disability, sex, gender identity or gender expression.”

Consent is free and informed permission. Consent given verbally is evidenced by affirmative agreement to engage in specific sexual activity. Consent through action is active participation in the specific sexual activity. Consent to any sexual act or prior consensual sexual activity between or with any party does not necessarily constitute consent to any other sexual act. Consent to some sexual activity (e.g., kissing, fondling) cannot be presumed consent for other sexual activity (e.g., intercourse). Consent to engage in sexual activity with one person does not constitute consent to engage in sexual activity with another. Consent may be initially given but withdrawn at any time. When consent is withdrawn or can no longer be given, sexual activity must stop.

Certain conditions prevent a person from being able to consent. Consent is required regardless of whether the person initiating the act is under the influence of drugs and/or alcohol. Consent cannot be given when a person is incapacitated, which occurs when an individual lacks the ability to knowingly choose to participate in sexual activity. Incapacitation may be caused by the lack of consciousness or being asleep, being involuntarily restrained, or if an individual otherwise cannot consent. Depending on the degree of intoxication, someone who is under the influence of alcohol, drugs, or other intoxicants may be incapacitated and therefore unable to consent.

In considering whether an individual is incapacitated due to drug or alcohol use, the University will look at a number of factors, including but not limited to the type/amount of alcohol and/or drugs used, as well as such outward signs as slurred or incoherent speech, impaired motor skills (e.g. walking, texting), vomiting, loss of consciousness, etc.

Consent cannot be given when it is the result of coercion or force. Coercion is a threat, undue pressure, or intimidation to engage in sexual activity. Coercion is more than an effort to persuade, seduce, entice, or attract another person to engage in sexual activity. A person’s words or conduct are sufficient to constitute coercion if
they deprive another individual of the ability to freely choose whether or not to engage in sexual activity.

The University expects that any sexual activity (including sexual contact) will be based on mutual, affirmative consent to the specific sexual activity. Sexual activity in the absence of affirmative consent (i.e., “non-consensual sexual activity”) is prohibited. Sexual relationships between students and employees are strongly discouraged.

**Sexual Misconduct**

Sexual misconduct is an umbrella term used in this policy to more conveniently refer to any form of sex/gender-based harassment, sexual exploitation, sexual assault, dating violence, domestic violence, stalking, and retaliation prohibited by this policy.

**Complainant**

The term Complainant refers to the person who allegedly experienced Sexual Misconduct in violation of the policy. In some cases, the Title IX Coordinator may file a formal complaint and thereby initiate an investigation and adjudication process pursuant to the University’s policy. In that instance, the Title IX Coordinator is not the “Complainant”; the complainant remains the person who allegedly experienced the sexual misconduct.

**Respondent**

The term Respondent refers to the person alleged to have committed a violation of this policy. The term “accused” may be used in this policy to refer to the Respondent prior to the time that a formal complaint has been made.

**Title IX Category Conduct Violations**

Title IX of the Education Amendments of 1972 provides: “No person in the United States shall, on the basis of sex, be excluded from participation, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.” In accordance with Title IX as interpreted by the Department of Education, the University recognizes the following as conduct violations within the meaning of Title IX, provided that the context and circumstances of the conduct fall within the scope of Title IX, including but not limited to that the Complainant was in the United States at the time of the alleged conduct, that the Complainant was participating in or seeking to participate in the university’s education program or activity at the time of the complaint, and that the conduct occurred in the context of the University’s education program or activity:

**Sexual Harassment.** “Sexual harassment” means conduct on the basis of sex that satisfies one or more of the following:

1. An employee of the University conditioning the provision of an aid, benefit, or service of the University on an individual’s participation in unwelcome sexual conduct (commonly referred to as a “quid pro quo”);
2. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the University’s education program or activity (commonly referred to as a sexually or gender-based “hostile environment”).

**Sexual Assault.** “Sexual assault” includes any sexual act directed against another person, forcibly and/or against that person’s will; or not forcibly or against the person's will where the victim is incapable of giving affirmative consent. Sexual assault consists of the following specific acts:

1. **Rape**—The penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the affirmative consent of the victim.
2. **Fondling**—The touching of the private body parts (including genitalia, anus, groin, breast, inner thigh or buttocks) of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.
3) **Incest**—Non-forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

4) **Statutory Rape**—Non-forcible sexual intercourse with a person who is under the statutory age of consent. The statutory age of consent in New York is 17.

**Dating Violence.** "Dating violence" means violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship shall be determined based on a consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. For purposes of this Policy, verbal and/or emotional abuse will also be considered by the University to violate this Policy. For purposes of this Policy, the “intimate” relationship may be characterized as a series of sexual encounters, dating, “hooking up”, or similar interactions. Examples of abusive actions range from physical acts like hitting, shoving, or restraining to threats designed to control the victim’s behavior.

**Domestic Violence.** “Domestic violence” means violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction, or by any other person against an adult or youth victim who is protected from that person’s acts under the domestic or family violence laws of the jurisdiction.

**Stalking.** Engaging in a course of conduct directed at a specific person on the basis of sex that would cause a reasonable person to fear for the person’s safety or the safety of others; or suffer substantial emotional distress. For the purposes of this definition, *course of conduct* means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person’s property. The term *reasonable person* means a reasonable person under similar circumstances and with similar identities to the victim. The term *substantial emotional distress* means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling. For purposes of this Policy, harm to physical, mental, or emotional health, employment status, or property of such person, a member of such person’s immediate family, or a third party with whom the person is acquainted could, in the appropriate circumstances, give rise to substantial emotional distress.

**University Category Conduct Violations**

The University prohibits the following behavior in any context even if the conduct occurs off-campus, outside the United States, if the Complainant is not participating or seeking to participate in the University’s education program or activity, or otherwise in circumstances over which the University does not have influence or control, including but not limited to during the University’s academic breaks. However, the University retains discretion to not respond to, investigate or adjudicate circumstances in which no University interest is implicated.

**Sexual Harassment.** “Sexual harassment” means unwelcome, offensive conduct that occurs on the basis of sex, sexual orientation, self-identified or perceived sex, gender, gender expression, gender identity, gender-stereotyping or the status of being transgender, but that does not constitute sexual harassment as a Title IX Category Violation as defined above. Sexual harassment can be verbal, written, visual, electronic or physical. The fact that a person was personally offended by a statement or incident does not alone constitute a violation. Instead, the determination is based on a “reasonable person” standard and takes into account the totality of the circumstances. The University considers the context of a communication or incident, the relationship of the individuals involved in the communication or incident, whether an incident was an isolated incident or part of a broader pattern or course of offensive conduct, the seriousness of the incident, the intent of the individual who
engaged in the allegedly offensive conduct, and its effect or impact on the individual and the learning community. A “hostile environment” is created when the offensive behavior interferes with an individual’s ability to participate in the University’s programs (i.e., to work and to learn) when judged against a reasonable person standard. However, the University encourages individuals experiencing or witnessing offensive behavior to make a report as early as possible so as to have the situation corrected before it reaches the level of a hostile environment. The University reserves the right to remedy sexual harassment pursuant to this policy even if the behavior in question does not rise to the level of legally recognized or actionable harassment.

The University also prohibits “quid pro quo” sexual harassment, which means “this for that” harassment. It is a violation of this policy for any person to condition any benefit on submission to sexual activity. No person should believe that any other person – no matter their position or authority – has a right to require sexual activity in exchange for any benefit or advantage; they do not.

Sexual Exploitation. Sexual exploitation occurs when, without affirmative consent, a person takes sexual advantage of another in a manner that does not constitute another violation under this Policy. Examples of sexual exploitation include, but are not limited to: prostitution, acts of incest, observing or recording (whether by video, still photo or audio tape) of a sexual or other private activity (such as consensual sexual activity, undressing or showering) without the affirmative consent of all involved; taking intimate pictures of another, but then distributing the pictures to others without the photographed person’s affirmative consent; engaging in voyeurism, engaging in consensual sexual activity with another person while knowingly infected with human immunodeficiency virus (HIV) or other sexually transmitted disease (STD) without informing the other person of such infection; or exposing one’s genitals in non-consensual circumstances.

Sexual Assault. For purposes of the University category conduct violation, “sexual assault” is defined in the same manner as defined above but does not constitute sexual assault as a Title IX Category Violation because of the context in which it occurs (for example because the complainant was not in the United States at the time of the alleged conduct, because the complainant was not participating in or seeking to participate in the University’s education program or activity at the time of the complaint, or because the conduct did not occur in the context of the University’s education program or activity).

Dating Violence. For purposes of the University category conduct violation, “dating violence” is defined in the same manner as defined above but does not constitute dating violence as a Title IX Category Violation because of the context in which it occurs (for example because the complainant was not in the United States at the time of the alleged conduct, because the complainant was not participating in or seeking to participate in the University’s education program or activity at the time of the complaint, or because the conduct did not occur in the context of the University’s education program or activity).

Domestic Violence. For purposes of the University category conduct violation, “domestic violence” is defined in the same manner as defined above but does not constitute domestic violence as a Title IX Category Violation because of the context in which it occurs (for example because the complainant was not in the United States at the time of the alleged conduct, because the complainant was not participating in or seeking to participate in the University’s education program or activity at the time of the complaint, or because the conduct did not occur in the context of the University’s education program or activity).

Stalking. For purposes of the University category conduct violation, “stalking” is defined in the same manner as defined above but does not constitute stalking as a Title IX Category Violation because either it is not conducted on the basis of sex or because of the context in which it occurs (for example because the complainant was not in the United States at the time of the alleged conduct, because the complainant was not participating in or seeking to participate in the University’s education program or activity at the time of the complaint, or because the conduct did not occur in the context of the University’s education program or activity).
Retaliation. Retaliation is an adverse act perpetrated to “get back” at a person because the person reported sexual misconduct, filed a complaint, or participated in an investigation or proceeding conducted pursuant to this policy. The University prohibits retaliation against any individual who files a good-faith complaint or participates in good-faith in any manner in an investigation or proceeding conducted pursuant to this policy by the University or by an external agency. An act of retaliation may be anything that would tend to discourage an individual from reporting sexual misconduct, pursuing a formal complaint, or from participating in an investigation or adjudication as a party or a witness. A person who acts in good-faith is protected from retaliation. The fact that a statement is not determined to be proven or established following investigation and adjudication does not mean that the statement lacked good-faith; a person may provide inaccurate information believing it is accurate, which is still good-faith. If a person who makes a statement knowing that it is false, the person has acted without good-faith.

I. Reporting Sexual Misconduct

As described further below, an individual who has experienced Sexual Misconduct has several options:

- **A report to a Confidential Resource.** A confidential resource provides emotional and/or medical services and maintains confidentiality. A report to a confidential resource does not result in a University investigation or any other action to respond to the incident.
- **A report to Law Enforcement.** If an incident involves criminal conduct, the victim may make a complaint to law enforcement.
- **A report to a Responsible Administrator.** Certain personnel at the University have the responsibility to receive reports of Sexual misconduct and to take action based on those reports. A responsible administrator will forward the information about the incident to the Title IX Coordinator. The Title IX Coordinator will discuss options with the reporting person. The Title IX Coordinator can facilitate the following:
  - **Supportive Measures.** Supportive measures are intended to support the individual who experienced Sexual misconduct to continue in their involvement in the University’s program and activities.
  - **Informal Resolution.** An informal resolution is a resolution that the parties (i.e., the person making the allegations and the accused person) agree upon to address the situation. No party may be forced to accept an informal resolution. This is a voluntary process.
  - **Formal Complaint.** A formal complaint includes an investigation and adjudication process. The outcome of a formal complaint is either that the person accused of Sexual misconduct is found either responsible or not responsible for having committed a violation of this Policy. A violation results in appropriate sanctions and other remedies to address the violation.

The University encourages reporting of Sexual Misconduct. The options for reporting above are not mutually exclusive, and an individual may pursue one option but not the other.

Any University community member who has been the subject of Sexual Misconduct has the right to make a report to Campus Safety or the other Responsible Administrators identified below, local law enforcement, and/or the New York State Police, or to choose not to report. If reported to the University under this Policy, a reporting individual will be protected from retaliation and will receive appropriate assistance and resources from the University. Reports may be made anonymously, but the University’s, or anyone else’s, ability to respond may necessarily be limited by anonymous reporting.

If you have been subjected to Sexual Misconduct, the following resources/options are available to seek help and/or report the conduct:

a) **On Campus Confidential/Private Resources (Students)**

**Health and Counseling Center**

If you are a student, you may contact the University’s Health and Counseling Center. Discussions with the Center’s Counselors are treated confidentially (pursuant to the Health and Counseling Center's
confidentiality protocols).

St. Lawrence University Health and Counseling Center
315-229-5392

The Health and Counseling Center can provide assistance and information regarding medical assistance and treatment (including information about sexually transmitted infections, sexual assault forensic examinations, and emergency birth control), resources available through the New York State Office of Victim Services, academic and other campus support options, campus disciplinary proceedings and law enforcement options. If unsure of where to go, contact the Health and Counseling Center.

Student Advocates
You may also contact a student peer Advocate (an Advocate is a member of a volunteer student group who serves as support for student victims of Sexual Misconduct. Advocates are not University officials and serve only as a peer group resource to students. Discussions with Advocates are not entitled to the same degree of confidentiality under the law as Health and Counseling discussions, but they are nonetheless treated as private under University policy.

Advocates Program website at www.stlawu.edu/advocates
Sexual Violence Advocates Hotline: 315-244-5466

Names and contact numbers for individual Advocates are generally available within the first week of the semester online at the Advocates’ website (above), in the Advocates Booklets accessible via CAs, FYP professors and Student Life staff.

Reports of Sexual Misconduct made to either the Health and Counseling Center or to an Advocate will NOT be reported to other University officials in any personally identifiable manner (reports made to some of these individuals may result in a report to University officials that an incident occurred, but will not result in the reporting of any personally identifiable information), and as a result you should not expect action to be taken by the University against any alleged perpetrator if you only report to these resources. Similarly, information shared at public awareness and advocacy events does not create an obligation on the part of the University to investigate that information and/or take further action.

b) Off Campus Confidential/Private Resources
Confidential reports of Sexual Misconduct can be made by students and employees to off-campus resources, including

Canton-Potsdam Hospital (all)
315-265-3300

Renewal House for Victims of Family Violence (all)
3 Chapel Street
M-F 8:00am-5:00pm
315-379-9845

Reachout of St. Lawrence County (all)
315-265-2422
Employee Assistance Program (Employees)
1-800-327-2255

In addition, certain support services may be available on a private basis through:
Reports to these Confidential/Private Resources will not result in personally identifiable information being provided to the University and therefore you should not expect as a result of this type of reporting that the University will take any action against an alleged perpetrator.

c) On-Campus Non-Confidential Resources - Responsible Administrators

Any student or employee having a complaint of Sexual Misconduct is also urged to speak to any of the following individuals, who are considered “Responsible Administrators” for purposes of Title IX and these individuals are obliged to inform the Title IX Coordinator of the complaint, and the Title IX Coordinator will reach out with more information:

Vice President and Dean of Student Life, Hagi Bradley, 315-229-5311, Sullivan Student Center Room 234, ebradley@stlawu.edu

Associate Dean of Student Life Rance Davis, 315-229-5551, Sullivan Student Center Room 236, rdavis@stlawu.edu

Vice President and Dean of Academic Affairs Karl Schonberg, 315-229-5993, Vilas 103, kschonberg@stlawu.edu

Associate Dean of Faculty Affairs Evelyn Jennings, 315-229-5993, Vilas 103, ejennings@stlawu.edu

Vice President of Community and Employee Relations and Title IX Coordinator Lisa Cania, Vilas 114, 315-229-5988, Vilas G2, cmanley@stlawu.edu

Director of Human Resources for Employee Relations Colleen Manley, 315-229-5988, Vilas G2, cmanley@stlawu.edu

Director of Human Resources for Employee Benefits Debra Mousaw, 315-229-5597, Vilas G1, dmousaw@stlawu.edu

Athletic Director and Deputy Title IX Coordinator Bob Durocher, 315-229-5870, Augsbury Center, bdur@stlawu.edu

Assistant Vice President of Safety and Security and Senior Deputy Title IX Coordinator Patrick Gagnon, 315-229-5555, Torrey Health Center, 76 Park Street, rear entrance, pgagnon@stlawu.edu

Assistant Director of Security and Safety Roxanne Cliff, 315-229-5555, Torrey Health Center, 76 Park Street, rear entrance, rcliff@stlawu.edu

All Security Officers, 315-229-5555, Torrey Health Center, 76 Park Street, rear entrance, (Available 24 hours/day)
Reports may be made by the victim, someone on behalf of the victim, or anonymously.

If a Responsible Administrator receives a report of Sexual Misconduct, observes Sexual Misconduct firsthand, or learns about it in any other way, s/he is required to report it to the University’s Title IX Coordinator. This report will include the name of the victim, the name of the alleged perpetrator(s) if known, any witnesses and any other relevant factors, including the date, time and location of the incident. Before making a report to a Responsible Administrator, you should consider the Responsible Administrator’s reporting obligation. You should also consider that Title IX prohibits retaliation for reporting and that the University will not only take steps to prevent retaliation but will take strong responsive action if retaliation occurs. If you wish to ensure maximum confidentiality, you should not report to any of the Responsible Administrators listed in this section but should instead speak to the Confidential Resources identified above. You can also choose to go to local law enforcement, whether or not you report to a Confidential Resource and/or a Responsible Administrator.

While all employees are encouraged to report incidents of Sexual Misconduct that come to their attention, and certain employees may be required to report them, if a complaint is made to anyone other than the above listed Responsible Administrators, the Complainant risks the possibility that it will not come to the attention of the proper University officials and may, therefore, not be acted upon by the University. For this purpose, Faculty generally are not Responsible Administrators and you should not assume that information brought to the attention of a Faculty member will be reported to the University. On the other hand, unless a report is made to a Confidential Resource, you have less assurance of confidentiality.

However, even if reporting to a Responsible Administrator listed in this section, you have the right to decide not to file a formal complaint and request that the University maintain this report as confidential (to the extent permitted by law) and/or to request that it not conduct an investigation or that action not be taken against an alleged perpetrator. The University is not required to honor that request, and in appropriate circumstances, may decide to move forward with an investigation and/or disciplinary processes, even without the consent or cooperation of the reporting individual. In making such a determination the University must consider its obligation to provide a safe, non-discriminatory environment for all students and employees. The University has designated the Title IX Coordinator as the individual who will evaluate any requests for confidentiality. The Title IX Coordinator will consider a range of factors, including:

- The risk that the alleged perpetrator will commit additional acts of sexual or other violence, such as:
  - whether there have been other Sexual Misconduct complaints about the same alleged perpetrator;
  - whether the alleged perpetrator has a history of arrests or records from a prior school indicating a history of violence;
  - whether the incident represents an escalation of past misconduct by the accused;
  - whether the alleged perpetrator threatened further sexual violence or other violence against the victim or others;
  - whether the Sexual Misconduct was committed by multiple perpetrators;
  - whether the Sexual Misconduct was perpetrated with a weapon or force;
  - whether the victim is a minor;
  - whether the University possesses other means to obtain relevant evidence of the Sexual Misconduct (e.g., security cameras or personnel, physical evidence);
whether the victim’s report reveals a pattern of perpetration (e.g., via illicit use of drugs or alcohol) at a given location or by a particular group.

- the overall safety of the campus community (including the reporting individual).

If the University determines that it cannot maintain a Complainant’s confidentiality, it will inform the Complainant prior to filing a formal complaint and initiating the Formal Adjudication process starting with an investigation and will, to the extent possible, nonetheless maintain information as private and only share information as needed so that the University may respond and act under this Policy.

If a Complainant does not wish to file a formal complaint and initiate an investigation and Formal Adjudication, the Complainant will, nevertheless, be entitled to receive supportive measures.

Upon receiving a report, the Title IX Coordinator will discuss with the Complainant available avenues and options. Options will include the filing of a formal complaint which may lead to disciplinary action against the accused and remedial actions to ameliorate or correct the effects of the sexual misconduct. Other options may include the provision of supportive measures, such as interim no-contact orders, changes in academic, residential, transportation, dining or working arrangements, access to academic, medical, counseling and other support, as appropriate. Reporting to local law enforcement also is an option. The University will review the facts and circumstances of each case, as well the Complainant’s wishes, in deciding whether and what steps are reasonable and appropriate.

Even when legal confidentiality is not available, Responsible Administrators and other University officials acting under this Policy will maintain privacy to the greatest extent possible. Information provided to a non-confidential/private employee will be relayed only as necessary for the Title IX Coordinator, and those acting under this Policy, to carry out the purposes of this Policy.

d) Law Enforcement

A victim of a crime, including a crime arising from Sexual Misconduct under this Policy, will be notified that the victim may, but is not required to, report the incident to local law enforcement and pursue criminal charges. The criminal process and the University’s disciplinary processes are not mutually exclusive or dependent on each other, meaning that a person may pursue either a criminal complaint or University complaint or both. In criminal cases, including non-consensual sex offenses, the preservation of evidence is critical and must be done properly and promptly. The Canton Police Department can assist in filing a criminal complaint and in securing appropriate examination, including by a Sexual Assault Nurse Examiner. Additionally, orders of protection and other forms of legal protection may be available to individuals who have experienced or are threatened with violence by a University community member or other person. In appropriate circumstances, an order of protection may be available that restricts the offender’s right to enter University property, and the University will abide by a lawfully issued order of protection.

Reporting to criminal authorities may result in some delay in any internal University investigation, so as not to interfere with evidence gathering by law enforcement, but University procedures will resume as soon as possible. In addition, the University will cooperate with any criminal proceedings as permitted by law.

Canton Police Department    315-386-4561 or 911

New York State Police Hotline 1-844-845-7269

The Responsible Administrators listed above can provide assistance to you in reporting to law enforcement.

Reporting individuals should understand that not all Sexual Misconduct under this Policy may be a crime and that the standard law enforcement employs in processing complaints is different than the University’s standard under this Policy. Questions about whether incidents violate criminal laws and how the criminal
process works should be directed to law enforcement officials or the St. Lawrence County (or other relevant) District Attorney.

3) **Supportive Measures**

Once a report is made under this Policy, the Complainant will be contacted by the Title IX Coordinator and offered individualized support as more fully described below. Once the Respondent is informed of a report or a formal complaint under this policy, the Respondent will be contacted by the Title IX Coordinator and offered individualized support as more fully described below.

Supportive measures are intended to restore or preserve, to the extent practicable, equal access to the University’s educational programs and activities and protect the safety of all parties without unreasonably burdening the other party or parties. As required by federal regulation, these supportive measures must be non-disciplinary and non-punitive to the parties.

Supportive measures could include, but are not limited to:

- Changes or adjustment in academics such as the extension of deadlines or other course-related adjustments;
- Changes to housing, transportation and campus working situations if those changes are requested by a party and reasonably available;
- Mutual “No Contact” orders and, in limited circumstances, one-way no contact orders.
- Access to safe walks and campus escorts or other reasonable security or monitoring measures;
- Counseling services; and
- Interim removal of a student from the University, which will only be taken pursuant to the Emergency Removal provisions below.

Both parties will be afforded an opportunity to request specific supportive measures, which will be considered by the Title IX Coordinator.

When a no-contact order or any other supportive measure is issued, both the person against whom it is issued and the other party, will, upon request, be afforded a prompt review, reasonable under the circumstances, of the need for and terms of the supportive measure to the extent it directly affects him or her. This request for review of supportive measures may include a request for potential modification of the no-contact order or other supportive measure. This request may be made by submitting a written request to the Title IX Coordinator, providing the basis for the request and submitting any evidence in support of the request.

The Title IX coordinator is responsible for coordinating the implementation of supportive measures, including coordinating with the various University departments and offices that may be involved. Supportive measures may be secured and coordinated, at the direction of the Title IX Coordinator, through the Associate Dean of Student Life, Associate Dean for Faculty Life, or the Director of Human Resources, as appropriate. Supportive measures will be offered free of charge.

If a party’s request for a supportive measure is denied, the party will be afforded an opportunity to have the denial promptly reviewed to assess whether the supportive measure is reasonable under the circumstances and/or should be modified. In addition, each party will, upon request, be afforded the opportunity for a prompt review of the need for supportive measures, including the potential modification of these measures, to the extent that the party is affected by the measure(s) being reviewed. A request for the review of the denial of, or the need for or details of, supportive measures should be made by submitting a written request to the Title IX Coordinator, providing the basis for the request and submitting any evidence in support of the request. Each party will be allowed to submit evidence in support of, or in opposition to, the request to the extent the supportive measures under review affect that party. Additional information about how to request a review will be included in a written communication that will outline the supportive measures offered and any that were requested by the party but denied. The Title IX Coordinator will advise the parties of the result of the review. This determination is not subject to further review absent changed circumstances.
Emergency Removal of Student Respondent

The University may need to undertake an emergency removal of a student in order to protect the safety of its community, which may include contacting local law enforcement to address imminent safety concerns. Emergency removal is not a substitute for reaching a determination as to a student respondent’s responsibility for the sexual misconduct allegations; rather, emergency removal is for the purpose of addressing imminent threats posed to any person’s physical health or safety, which may arise out of the allegations of sexual misconduct.

Prior to removing a student respondent through the emergency removal process, the University will undertake an individualized safety and risk analysis. If the individualized safety and risk analysis determines that an immediate threat to the physical health or safety of any student or other individual arising from the allegations of sexual misconduct justifies removal, then a student respondent will be removed. This is the case regardless of the severity of the allegations and regardless of whether a formal complaint was filed. An emergency removal cannot be based on the threat to mental health or safety to a Complainant or anyone else. The threat must be to the physical health or safety of the Complainant or other individual.

In the event a determination is made that a student respondent is an immediate threat to the physical health or safety of an individual, the Title IX Coordinator will provide written notice of the emergency removal to both the Complainant and Respondent. This notice will contain: (1) the date the removal is set to begin, (2) the reason for the emergency removal, (3) the consequences of non-compliance, and (4) how to appeal the decision. If a student respondent disagrees with the decision to be removed from campus, he/she may appeal the decision. The student respondent must provide written notice to the Title IX Coordinator within 10 days of receiving the notice of removal. The burden of proof is on the student respondent to show that the removal decision was incorrect.

Employee respondents are not subject to this process. When the accused is not a student but is a member of the University community, he or she is subject to interim suspension in accordance with the University’s employment policies and practices (including applicable collective bargaining agreements).

4) Amnesty for Students

The health and safety of every student at St. Lawrence is of utmost importance. St. Lawrence recognizes that students who have been drinking and/or using drugs (whether such use is voluntary or involuntary) at the time that violence, including but not limited to domestic violence, dating violence, stalking, or sexual assault, occurs may be hesitant to report such incidents due to fear of potential consequences for their own conduct. St. Lawrence strongly encourages students to report domestic violence, dating violence, stalking, or sexual assault to St. Lawrence officials. A bystander acting in good faith or a reporting individual acting in good faith that discloses any incident of domestic violence, dating violence, stalking, or sexual assault to St. Lawrence's officials or law enforcement will not be subject to charges for violating St. Lawrence's student alcohol and/or drug use policies occurring at or near the time of the commission of the domestic violence, dating violence, stalking, or sexual assault.

5) Orders of Protection

Campus Safety, or other University officials, will provide reasonable assistance to a University campus community member, in connection with prohibited Sexual Misconduct conduct under this Policy in obtaining an order of protection or, if outside of New York State, an equivalent protective or restraining order. This assistance includes providing that person with:

a). a copy of an order of protection or equivalent when received by the University and providing that individual, who can explain the order and answer questions about it, including information from the order about the other person’s responsibility to stay away from the protected person or persons;

b). an explanation of the consequences for violating these orders, including but not limited to arrest, additional conduct charges, and interim suspension; and

c). assistance from Campus Safety in contacting local law enforcement to effect an arrest for violating
such an order.

6) University Sexual Misconduct Complaint Procedures

If a report of Sexual Misconduct is made to any of the above listed Responsible Administrators, the Title IX Coordinator will contact the Complainant to inform him/her of the right to file a formal complaint under this policy. A formal complaint is necessary to initiate the University’s grievance process, meaning an investigation and adjudication process. A formal complaint must be in written form and must be signed by the complainant. If a formal complaint is filed, a fair, prompt and impartial investigation will be undertaken by the University.

The Title IX Coordinator will review a formal complaint filed by a Complainant. In order to comply with Title IX regulations, the Title IX Coordinator must “dismiss” the Title IX Category violation(s) if it is apparent that the allegations are not within the scope of Title IX, including that the conduct alleged:

- would not constitute sexual harassment as defined in the Title IX Category Conduct Violations definition above, even if proved;
- did not occur in the University’s education program or activity, or
- did not occur against a person in the United States.

Notice of dismissal of the Title IX Category violation(s) will be in writing and issued to both the Complainant and Respondent. The Title IX Coordinator may determine at any point in the process that facts have emerged that require the dismissal of a Title IX Category violation. A decision to dismiss a Title IX Category violation is immediately appealable by the complainant. Even if Title IX Category violations are subject to dismissal, the University will continue to process the allegations as University Category violations, assuming that the allegations, if true, would constitute University Category violations.

Complaints should be reported as soon as possible. In most cases, a complaint will be considered timely if it has been filed within one year of the alleged misconduct or the cessation of the alleged misconduct, whichever is later. As determined by the Title IX Coordinator, a complaint may be investigated, or otherwise responded to, beyond the one year period (including a complaint filed after a student has separated from the University but which involves conduct occurring while an active student). Investigatory and resolution procedures that will be followed in the event of a complaint can be found here: https://www.stlawu.edu/title-ix/investigation-and-adjudication-procedures. A student’s Bill of Rights and an additional statement of Rights in Cases Involving Sexual Assault, Domestic Violence, Dating Violence or Stalking are attached to this Policy as Appendix A.

7) Informal Resolution

The intent of an Informal Resolution Process is for the parties to undertake a facilitated discussion regarding the matters at issue related to the allegations to see if they can reach agreement on a resolution that leaves both parties feeling satisfied with that resolution. Informal Resolution may be offered to the parties after a formal complaint is filed by the Complainant. The University reserves the right not to offer Informal Resolution in cases where the University determines Informal Resolution to be inappropriate based on the allegations or other circumstances (including but not limited to a situation where an employee or faculty member is alleged to have committed sexual misconduct against a student). The informal resolution process is also not available in a complaint involving more than two parties unless a) all parties consent to use the informal resolution process, b) there is an understanding among all parties about what happens when the right of any party to stop the informal resolution process and return to the formal investigation and hearing process is invoked, and c) there is an understanding among all parties about whether some parties, but not all, can agree to a resolution.

One objective of the Informal Resolution is to provide to the parties an opportunity to understand each other’s concerns and address them as collaboratively and usefully for the parties as possible, with the assistance
of the facilitator. Informal Resolution will be pursued only where both the Complainant and Respondent agree to utilize the process. Either party in an Informal Resolution process may terminate it at any time and, if that occurs, the complaint will proceed to the formal investigation and adjudication process. Supportive measures are available to both parties in the same manner as they would be if the formal complaint were proceeding under the hearing process.

A written notice will be given to both parties before entering an Informal Resolution Process, and both parties must consent to the process in writing. No party should feel intimidated, coerced or threatened to participate in an Informal Resolution Process, or to withdraw from an Informal Resolution Process.

If both parties consent to participate in the Informal Resolution process, the University will assign a facilitator who will act in an independent, impartial manner to facilitate a resolution between the parties. The facilitator will schedule one or more meetings with the parties. The parties will not be required to meet in person unless they each wish to do so, and the facilitator may meet separately with each party to explore the party’s views about the allegations and desired outcome from the process. Either party may elect to have any meeting occur so that the parties are in different rooms and the facilitator “shuttles” between the parties. The Informal Resolution process should proceed with due promptness. The University imposes no specified timeframe for the process but the facilitator may choose to terminate the Informal Resolution Process (and either party may elect to terminate the Informal Resolution) if insufficient progress is being made.

A resolution is reached only if both parties agree. The facilitator’s role is to conduct the informal resolution process in a way that is impartial and does not favor one party over the other. The facilitator will not impose an outcome, although the facilitator may assist the parties in suggesting resolutions that appear to meet the parties’ needs. The facilitator will assist the parties in communicating information and opinions to the facilitator and each other regarding the allegations in an effort to find common ground and a resolution of the allegations that is satisfactory to both parties. A resolution may include a disciplinary component if the parties agree.

If a resolution is reached, the facilitator will draft a document reflecting the agreement between the parties that becomes final once it is signed by both parties. This written and signed Resolution indicates that the Complaint has been resolved under this Policy without the need for further investigation or to pursue the adjudicatory hearing process. After a written resolution has been finalized, the University will keep a record of the parties’ written consent to the Informal Resolution process and the written resolution. Any written resolution involving discipline or other action taken against a Respondent will be dealt with in the same manner as any other disciplinary action is taken. A party may terminate the informal process at any time before the final written resolution is signed.

For the Informal Resolution process to have the best chance for success, the parties should be free to express themselves. As a result, the information received from both parties during the Informal Resolution process will be kept confidential by the facilitator. In addition, the facilitator will not be available as a witness in any hearing that may occur should either party terminate the Informal Resolution process before a resolution. This is in keeping with the concept that the facilitator is impartial and is only facilitating the interaction between the two parties. If a resolution is not reached and the Formal Complaint returns or proceeds to the formal investigation and adjudicatory hearing process, the parties may not disclose information shared by the other party during the Informal Resolution process in the hearing, unless that information is learned outside the Informal Resolution process through the investigation or otherwise.

The facilitator will be free from conflicts of interest and bias. An Informal Resolution leads either to an agreement between the parties or no agreement, in which case the complaint returns to the formal investigation and adjudication process. The University reserves the right to disallow an Informal Resolution that the University finds unacceptable or inappropriate.

8) Transcript Notation for Certain Offenses – Transcript Notation Process.

As required by New York law, all colleges and universities in New York are required to denote certain conduct outcomes on academic transcripts of students found in to have engaged in conduct that constitutes crimes of violence (including but not limited to sexual assault) as defined in the Clery Act. Required transcript
notations, as appropriate to the circumstances, are:

• “Expelled after a finding of responsibility for a code of conduct violation”
• “Suspended after a finding of responsibility for a code of conduct violation”
• “Withdrew with conduct charges pending”

Suspension and expulsion transcript notations are applied at the conclusion of the conduct proceedings and appeals processes. If a student withdraws with charges pending, but conduct proceedings are nonetheless completed, any final transcript notation will be based on the outcome of those proceedings. Pending completion of those proceedings, the transcript will carry the above withdrawal notation. Transcript notations for a student suspended are required by law to remain on the transcript for a period of at least one year following completion of the suspension. Per University policy, a withdrawal notation will remain on a transcript for at least one year following the withdrawal. Per state law, expulsion notations are not subject to removal. Subject to these minimum periods, a student may request to have a suspension/withdrawal transcript notation removed by submitting a petition in writing to the Title IX Coordinator, who will share the request with the Deans of Academic Affairs and Student Life. The Deans will make all decisions about notation removal. A petition will not be considered if filed before the expiration of the minimum one year periods noted above.

The petition shall include:

• A statement describing the incident and what was learned over the time away from the institution; and
• The rationale for removal of the notation;
• Documentation of successful completion of any terms imposed in the underlying conduct proceeding (e.g., completion of required or recommended in/out patient program, therapy or educational programming, etc.)

Petitions will be reviewed and a decision will be provided by the Deans in writing, generally within thirty days of submission. The Deans and/or the Title IX Coordinator may request additional information from the student. Decisions regarding the removal of transcript notations are within the discretion of the Deans.

If the Deans decide against removing a notation, the student may submit subsequent petitions seeking removal every five years since the Deans’ initial determination. These petitions will be made with the same process as the first petition and include updated information about the student’s experience since the earlier petition(s).

Note on Withdrawal Prior to Conduct Case Adjudication

A student who withdraws from the institution prior to an outcome of a pending conduct case should understand that the investigation and proceeding may continue, with or without their participation. Withdrawal from the institution will not protect a student from completion of disciplinary processes and possible sanctions. The transcript notation, if any, will be based upon the final outcome of any proceeding.

A. Discrimination Other Than Sexual Misconduct

This policy applies to complaints related to (a) discrimination based on gender, sexual orientation, gender identity or gender expression, or (b) discrimination or harassment based on any other category protected by law, regulation or policy (such as race, color, predisposing genetic characteristics, religion, age, disability, marital status, veteran’s status, or national or ethnic origin).
1. Student Complaints

A student who believes s/he has been the victim of discrimination other than Sexual Misconduct may report it to any of the Responsible Administrators noted above or may speak to her/his academic advisor, chairperson of the Department, any staff member in student life, particularly residence life, or counseling for guidance on how to proceed.

Complaints of such discrimination will be investigated and then submitted, by the Title IX Coordinator, either to the Discriminatory Harassment Hearing Board (DHHB, a subset of the Review Board), or to the Vice President for Student Life, for adjudication. In these types of cases, any advisor must be a non-lawyer, an active member of the University community and their role is as described in the procedures for Discriminatory Harassment Based on Identity other than Gender.

2. Complaint By Employees

A member of the University community who is not a student (i.e., who is an employee) and who believes that s/he is experiencing or has experienced (a) discrimination based on gender, sexual orientation, gender identity or gender expression, or (b) discrimination or harassment based on any other category protected by law, regulation or policy (such as race, color, predisposing genetic characteristics, religion, age, disability, marital status, veteran’s status, or national or ethnic origin) may contact any of the Responsible Administrators listed above, although the employee is urged to report to the Director of Human Resources for Employee Relations, the Vice President with supervision of the area of the person charged, or the Vice President for Community and Employee Relations.

If the alleged perpetrator is a student, the procedure and processes for students will apply.

If the alleged perpetrator is also an employee, these procedures will apply: https://www.stlawu.edu/title-ix/investigation-and-adjudication-procedures

If the alleged perpetrator is not an active member of the University community, the matter will be investigated and handled by the Assistant Vice President of Safety & Security.

3. Complaints by Non-Members of the Community

When a non-member of the University community believes s/he is experiencing or has experienced (a) discrimination based on gender, sexual orientation, gender identity or gender expression, or (b) discrimination or harassment based on any other category protected by law, regulation or policy (such as race, color, predisposing genetic characteristics, religion, age, disability, marital status, veteran’s status, or national or ethnic origin), s/he should report concerns to the Assistant Vice President for Safety and Security or the Vice President for Community and Employee Relations. In such cases, the investigatory and resolution procedures to be followed in the event of a complaint can be found here: https://www.stlawu.edu/title-ix/investigation-and-adjudication-procedures

B. Retaliation

It is a violation of University Policy to retaliate against any person making a report of Sexual Misconduct or other Discrimination or against any person cooperating in the investigation of (including testifying as a witness to) any allegation of Sexual Misconduct (or other Discrimination). The University will not only take steps to prevent retaliation but will take strong responsive action if retaliation occurs and anyone engaging in retaliation is subject to disciplinary action, up to and including expulsion/termination (what action can be taken may depend upon whether the individual engaging in retaliatory conduct is within the jurisdiction of the University). Retaliation includes intimidation, threats, or harassment against any such reporting party or third party. Retaliation should be reported promptly to any Responsible Administrator and may result in disciplinary action independent of the sanction imposed in response to the underlying allegations of Sexual Misconduct (or other Discrimination).

C. Recordkeeping

Records generated in connection with reports, investigations and resolutions are maintained in
confidential files maintained by an appropriate office, which may be the Title IX Coordinator, the Vice President and Dean of Student Life, Human Resources, and/or the Registrar (for records concerning disciplinary outcomes), and only those with a right and need to know are permitted access.

D. Training
The University trains all individuals involved in the investigation and resolution of complaints made pursuant to its Sexual Misconduct Policy. Training materials are unbiased, do not rely on sex stereotypes, and promote the fair and impartial investigation, adjudication, and resolution of complaints.

The Title IX Coordinator, Responsible Administrators, persons assigned as investigators, individuals determining violations and/or considering appeals of determinations of this Policy, and any individuals who facilitate an informal resolution process will receive training on relevant topics, including discrimination, harassment, sexual exploitation, sexual assault, stalking, domestic violence and dating violence, what constitutes the scope of the institution’s “education program or activity” for purposes of the application of this policy, how to apply the definition of “affirmative consent”, how to conduct fair and impartial investigations, the right during investigatory and adjudicatory proceedings to a presumption of “not responsible” until a finding of responsibility is made, issues of relevancy of evidence (including, for investigators, issues of relevance in creating an investigative report), how to disclose and appropriately address conflicts of interest and bias, and the University’s grievance process, including hearings, appeals, and the informal resolution process, as applicable. In addition, individuals serving as decision-makers under the Sexual Misconduct policy will receive training on any technology to be used at a live hearing and on issues of relevance of questions and evidence. The training provides participants involved in implementation of this policy with the tools they need to ensure that they serve in their roles in an objective manner and without bias.

E. Academic Freedom
St. Lawrence University is an academic institution at which academic freedom is necessary and valued. The University will not construe this Policy to prevent or penalize a statement, opinion, theory, or idea offered within the bounds of legitimate, relevant, and responsible teaching, learning, working, or discussion.

F. Clery Act Compliance
The University is required to include for statistical reporting purposes the occurrence of certain incidents in its Annual Security Report (ASR). Names of individuals involved in incidents are not reported or disclosed in ASRs. In the case of an emergency or ongoing dangerous situation, the University will issue a timely warning to the campus. In such circumstances, the name of the alleged perpetrator may be disclosed to the community, but the name of the victim/complainant will not be disclosed.

G. Coordination with Other Policies
A particular situation may potentially invoke one or more University policies or processes. The University reserves the right to determine the most applicable policy or process and to utilize that policy or process.

This Policy does not apply to decisions relating to requests for reasonable accommodation due to a disability. Academic disability accommodations are handled by the Disability Services office and pursuant to that office’s policies. Work-related disability accommodations are handled by the Human Resources Office and pursuant to that office’s policies.

H. Delegation of Authority and University Counsel
Any University administrator or official whom this Policy empowers to act may request that the Title IX Coordinator delegate that authority to another appropriate University official, or the Title IX Coordinator in his or her own discretion may delegate that administrator’s or official’s authority to act to another appropriate person. Delegation of authority may be necessary to avoid conflicts of interest or where time constraints or other obligations prevent a University official named in this Policy from fulfilling his/her designated role.
The Title IX Coordinator may delegate his or her responsibilities and/or authorities under this Policy to any Deputy Title IX Coordinator or other appropriate official.

Any University administrator or official involved in implementing this Policy may seek the advice of the University’s legal counsel, to be coordinated through the Title IX Coordinator.

I. Interpretation/Other Issues

Final interpretation of any provision of these policies is vested in the Title IX Coordinator. Issues that are not specifically addressed in these policies may be resolved by the Title IX Coordinator.

J. Policy Compliance

Any person with a concern about the University’s handling of a particular matter should contact Vice President for Community and Employee Relations Lisa Cania, 315-229-5656, Vilas 114, lcania@stlawu.edu.

The U.S. Department of Education, Office for Civil Rights is a federal agency responsible for ensuring compliance with Title IX. OCR may be contacted at 400 Maryland Avenue, SW, Washington, DC 20202-1100, (800) 421-3481.

The University reserves the right to adapt or modify any of the specific procedures provided herein to deal with the unique circumstances presented by the University’s various off-campus programs, including specifically its overseas programs.

APPENDIX A

STUDENTS’ BILL OF RIGHTS
IN CASES INVOLVING SEXUAL ASSAULT, DOMESTIC/DATING VIOLENCE AND STALKING

Pursuant to New York Law, all students have the right to:

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

RIGHTS IN CASES INVOLVING
SEXUAL ASSAULT, DOMESTIC/DATING VIOLENCE AND STALKING

Anyone reporting an incident of sexual assault, domestic or dating violence or stalking has the right to:

1. Notify Campus Safety, Local Law Enforcement or the New York State Police.
2. Emergency access to a Title IX Coordinator or other appropriate official trained in interviewing victims of sexual assault who shall be available upon the first instance of disclosure by a reporting individual and who can provide information, including:
   • options to proceed, including the right to make a report to Campus Safety (reports to Campus Safety are reported to the Title IX Coordinator), Local Law Enforcement, and/or the New York State Police or choose not to report; to report the incident to the University; to be protected by the University from retaliation for reporting an incident; and to receive assistance and resources from the University, as set out in the St. Lawrence University Discrimination and Harassment Policy, which can be found at https://www.stlawu.edu/title-ix .
   • where applicable, the importance of preserving evidence and obtaining a sexual assault forensic examination as soon as possible;
   • that the criminal justice process utilizes different standards of proof and evidence than the University’s misconduct procedures and that any questions about whether a specific incident violated the penal law should be addressed to law enforcement or to the district attorney;
   • whether the person they are reporting to is authorized to offer the confidentiality or privacy; and
   • Any other reporting options.

3. If they are a student, to contact the University’s Health and Counseling Center, where they may be offered confidential resources pursuant to applicable laws/University policies and can be assisted in obtaining services for reporting individuals; or to contact non-University confidential resources, including:

   • Canton-Potsdam Hospital
     315-265-3300
   • Renewal House for Victims of Family Violence (For Students/Staff)
     3 Chapel Street
     M-F 8:00am-5:00pm
     315-379-9845
   • Reachout of St. Lawrence County
     (For Students/Staff)
     315-265-2422
   • Employee Assistance Program (For Staff)
     1-800-327-2255
   • New York State Office of Victim Services
     1-800-247-8035
     https://ovs.ny.gov
4. Disclose confidentially the incident and obtain services from the state or local government;

5. Disclose the incident to the University’s Responsible Administrators who can offer privacy or, appropriate cases determined by the Title IX Coordinator, confidentiality, subject the University’s Discrimination and Harassment Policy (which can be found at https://www.stlawu.edu/title-ix, and can assist in obtaining resources for reporting individuals;

6. File a report of sexual assault, domestic violence, dating violence, and/or stalking and consult the Title IX Coordinator and other appropriate University personnel for information and assistance. Reports shall be investigated in accordance with University policy. A reporting individual's identity shall remain private if that is what the reporting individual wishes, however privacy is not the same as confidentiality. Private information can be shared to implement and fulfill the University’s obligations under the law and its Discrimination and Harassment Policy and related Procedures;

7. Disclose, if the accused is a University employee of the institution, the incident to Human Resources or to request that a private employee assist in reporting to Human Resources; and

8. Receive assistance from appropriate University representatives if interested in initiating legal proceedings in family court or civil court, such assistance to consist of facilitation in contacting appropriate local agencies (e.g., Renewal House), who can provide direct assistance with court proceedings.

9. Withdraw a complaint or involvement from the University processes at any time, with the understanding that in appropriate cases, the University may nonetheless be required to proceed even if the reporting individual does not wish to do so.

Information about available resources, including intervention, mental health counseling and medical services that might be available to anyone reporting an incident can be found at https://www.stlawu.edu/title-ix. In addition, information on sexually transmitted infections and sexual assault forensic examinations can be obtained from the Health and Counseling Center, if a student, or from Canton-Potsdam Hospital or Planned Parenthood, if an employee. Certain resources are also available to victims of crimes through the New York State Office of Victim Services, https://ovs.ny.gov/.

Updated August 8, 2016 pursuant to New York State "Enough is Enough" legislation and subsequent guidance from the New York State Department of Education. This Policy may be amended by the University at any time. Unless otherwise provided in the amendment, amendments to this Policy will become effective upon approval.

ADDENDUM RELATED TO THE PROTECTION OF MINORS
The St. Lawrence University Nondiscrimination, Discriminatory Harassment & Sexual and Interpersonal Misconduct Policies apply to all University students, faculty, staff, and non-University community members (where the alleged conduct arises out of University programs or activities). In any case where a known or suspected victim of Sexual Misconduct is a minor (defined in accordance with applicable law), the following policies and procedures will supplement and, in any case of conflict, supersede the standard policy:

- The institution will comply with all state mandated reporting laws relating to minors. (A Summary Guide for Mandated Reporters in New York State is available at https://ocfs.ny.gov/main/publications/Pub1159.pdf)
• To the extent consistent with state law, all faculty, staff, and volunteers affiliated with the institution are **required** to report internally to the University's Title IX Coordinator any knowledge of or reasonable suspicion about sexual abuse perpetrated against a minor while on campus or in connection with any University-sponsored program or activity, regardless of where it occurs.

• Individuals who fail to comply with the internal reporting requirement will face discipline up to and including termination.

• All internal reports of alleged sexual abuse of a minor will be reviewed and investigated even if the allegations are denied by the alleged perpetrator or victim.

• When the institution receives an internal report of sexual abuse of a minor, the institution will promptly report the sexual abuse to:
  - All authorities designated under state law, such as municipal or local (i.e., non-campus) police and child protective services or a similar agency
  - The minor’s parents or guardians
  - The institution’s insurance carriers

• All internal reports of sexual abuse by one perpetrator against multiple minors will also be reported promptly to the University President, Risk Manager, and Board of Trustees.

Associate Dean of Student Life has the authority to investigate possible violations not related to sexual violence, dating violence, domestic violence, and stalking, of the St. Lawrence University Code of Conduct. The Title IX Coordinator has the authority to begin an investigation of possible violations of the St. Lawrence University Code of Conduct, specifically to sexual misconduct. Specifically in the event of formal filed charges involving sexual misconduct, he/she can determine whether there is sufficient merit in them to warrant proceeding before the Sexual Misconduct, Domestic Violence, Dating Violence, and Stalking Review Board (Review Board) or otherwise. Formal complaints of alleged sexual harassment, sexual assault, relationship violence and stalking involving matriculated student on student conduct may be heard by the Review Board; other instances of such conduct (i.e., not involving matriculated student on student interaction) may be heard, as appropriate, by the Discriminatory Harassment Hearing Board, which is described on the St. Lawrence University website under Policies, Equity Policies or Human Resources, depending on the status of the parties involved.

The Associate Dean of Student Life may receive informal complaints of alleged sexual misconduct, which are shared with the Title IX Coordinator generally. An informal complaint is a written report of alleged sexual misconduct for which the student complainant has elects not to seek formal action. If a student is interested in seeking an informal resolution, the appropriate office will work with the individual towards that end where otherwise appropriate. Informal resolution of complaints is purely voluntary and a complaining party may discontinue informal resolution attempts at any time. The University may determine that some conduct, such as sexual assault, is not amenable to informal resolution.

Retaliatory action of any kind (such as, but not exclusive to adverse action vis-à-vis standing in employment or student status, adverse decisions re: salary, job performance or student performance, or adverse action taken re: opportunity for advancement for an employee or student) taken by any employee (e.g., department head, supervisor, and co-worker) or student against any other employee or student as a result of that person’s seeking redress through an appropriate means, including under the procedures of the Review Board cooperating in any appropriate inquiry in the matter, or otherwise participating in any proceedings under the procedures of the Review Board is prohibited. Any such retaliatory action can be the basis for a separate complaint.

For more information about the Review Board or other venues for complaints contact Lisa M. Cania, vice president for community and employee relations, Vilas 14, lcania@stlawu.edu, 315 229-5567, fax 315 229-7430.
Further information on all of these procedures is also available from the Associate Dean of Student Life, 315 229-5551.

Section 6: Procedures Under the Nondiscrimination, Discriminatory Harassment or Sexual Misconduct Policies

Complaints will be investigated and adjudicated under the procedures in place at the time the investigation begins. (Pending Department of Education Guidance)

For concerns about harassment (including without limitation sexual harassment), sexual exploitation, sexual assault, dating violence, domestic violence and stalking based on gender, sexual orientation, gender identity and gender expression, please see section I.

For concerns about (a) discrimination based on gender, sexual orientation, gender identity or gender expression, or (b) discrimination or harassment related to any other category protected by law, regulation or policy (such as race, color, predisposing genetic characteristics, religion, age, disability, marital status, veteran’s status, or national or ethnic origin) please see section II.

Table of Contents

I. Sexual Misconduct and Discrimination or Harassment Related to Gender, Sexual Orientation, Gender Identity and/or Gender Expression

   A. Complaints by Students
      1. Both Complainant and Respondent are students…
      2. Complaint by a student, Respondent is an employee…
      3. Complaint by a student, Respondent is not a member of the University community…
      4. Review Board…

   B. Complaints by Employees
      1. Complaint by employee, accused is a student…
      2. Complaint by employee, accused is an employee…
      3. Complaint by employee, accused is not a member of the University community…

   C. Complaints by Non-Members of the University Community…

II. Discrimination Other Than Sexual Misconduct

   A. Complaints by Students…
   B. Complaints by Employees…
   C. Complaints by Non-Members of the University Community…

III. General Provisions…

   A. Emergency Removal
   B. Sanctions/Discipline
   C. Transcript Notations
   D. Complaints Involving Multiple Complainants/Claims
   E. Time Limits
   F. Records
G. Interpretation/Other Issues
H. Designation of Authority and University Counsel

IV. Definitions…

I. Sexual Misconduct and Discrimination or Harassment Related to Gender, Sexual Orientation, Gender Identity and/or Gender Expression Procedures

A. Complaints by Students

1. Both Complainant and Respondent Are Students

Where both the Complainant and Respondent are students and the case involves Sexual Misconduct and/or harassment (including without limitation sexual harassment) related to gender, sexual orientation, gender identity and/or gender expression, the following procedures will apply.

Initially, the University will discuss options with the Complainant, explaining an Informal Resolution or Formal Adjudication. At any time prior to a determination by the Sexual Misconduct, Domestic Violence, Dating Violence and Stalking Review Board (“RB”), the Associate Dean of Student Life and/or Title IX Coordinator may explore Informal Resolution provided the Complainant, the Respondent and the University agree. Informal Resolution efforts can be discontinued by either party or the University at any time.

If Formal Adjudication is selected or designated, the Title IX Coordinator will assign one or more investigators to investigate the allegations in the complaint. (The Title IX Coordinator may designate one or more external investigators to conduct or assist with investigations as needed.) Investigations will begin promptly upon submission of a formal complaint. Investigations will normally be completed within 60 calendar days after submission of the complaint, and the investigators will keep the Title IX Coordinator apprised of their progress. Certain factors such as but not limited to the complexity of the matter, the number of witnesses involved, academic break periods, concurrent law enforcement activity and professional or personal obligations of all parties involved, etc., may extend the duration of the investigation and the parties will be advised of the reason(s) for any extension. Delays due to ongoing law enforcement investigations will not exceed ten days unless the law enforcement agency specifically requests and justifies a longer delay.

In appropriate cases, the Associate Dean of Student Life or Title IX Coordinator may secure supportive measures on behalf of a Complainant or a Respondent during the period of the investigation and adjudication of a complaint. Supportive measures are intended to restore or preserve, to the extent practicable, equal access to the University’s educational programs and activities and protect the safety of all parties without unreasonably burdening the other party or parties. As required by federal regulation, these supportive measures must be non-disciplinary and non-punitive to the parties. Supportive measures may include, but are not limited to, no-contact orders; changes in academic, extracurricular, residential, transportation, dining or working arrangements; access to academic, counseling and other support; counseling services; as well as safe walks and escorts, and other relief as appropriate. The Title IX Coordinator or designee is responsible for coordinating the implementation of supportive measures, including coordinating with the various University departments and offices that may be involved. Supportive measures will be offered free of charge. Parties directly affected by a supportive measure relief may request, in writing submitted to the Title IX Coordinator, a review of the need for and terms of that supportive measure and may submit evidence in support of that request. Similarly, if a party’s request for a supportive measure is denied, the party will be afforded an opportunity to have the denial promptly reviewed to assess whether the supportive measure is reasonable under the circumstances, and may submit evidence in
support of that request. Such requests will be reviewed by the Title IX Coordinator, and a determination will be provided to the requesting party and any other party directly affected by the proposed supportive measure(s) at issue.

Whether sexual activity or contact occurred without mutual consent and/or whether a violation otherwise occurred, is to be determined through the investigation and adjudication process. Respondents have a right to a presumption that the Respondent is ‘not responsible’ until a finding of responsibility is made pursuant to this process. The burden is on the University to gather sufficient evidence to reach a fair and impartial decision, not on either party.

The Title IX Coordinator may (but is not necessarily required to) dismiss a formal complaint or any of its allegations if at any time during the investigation or hearing process (a) the Complainant notifies the Title IX Coordinator in writing that the Complainant would like to withdraw the formal complaint or any specific allegation, or (b) specific circumstances prevent the University from gathering evidence sufficient to reach a determination as to the formal complaint or its allegations. Any decision to dismiss a formal complaint as described in this paragraph may be appealed as described below.

**Investigation**

The Complainant and Respondent will receive a notice of investigation including, to the extent known, the identities of the involved parties; the date, time, location and factual allegations concerning the alleged violation; the policy provisions allegedly violated; a description of the investigation and adjudication process; potential sanctions; the right to an advisor of their choice, who may be, but is not required to be, an attorney; their right to inspect and review evidence in accordance with these procedures; notice that knowingly making false statements or knowingly submitting false information is prohibited under the Code of Social Responsibility, Section 4: Proscribed Conduct, and that the Respondent is presumed not responsible for the alleged conduct and that a determination regarding responsibility is made at the conclusion of the process. This information will be provided in sufficient detail and with sufficient time to prepare a response before any initial interview. If, in the course of the investigation, the University decides to investigate allegations that are not included in the notice initially provided to the parties, the Title IX Coordinator or designee will provide notice of the additional allegations to the parties. The Complainant and Respondent will be provided with notice of the name of the appointed investigator(s) and an opportunity of not more than three days after the notice to raise an objection to the investigator(s) based on any alleged conflict of interest known to the party. If an objection is raised, the Title IX Coordinator will determine whether a conflict of interest is known and necessitates the replacement of the investigator.

The investigation will be fair and impartial and will usually involve interviews of witnesses and review of relevant documentation and other information. The Complainant and the Respondent will be given an equal opportunity to separately present information in the context of the investigation and may request the interview of specific witnesses. The investigator(s) retain(s) discretion to determine how to conduct the investigation and what information is necessary and relevant, subject to the direction of the Title IX Coordinator. Either party may use an advisor of their choice, who may attend with the student any meeting or interview the student is required or eligible to attend. The advisor’s role is to consult with and support the party and the advisor may not do so in any way which disrupts or distracts from the investigation. The advisor is not permitted to speak or otherwise make any direct statements to the investigator(s) (or others) during meetings with the investigator(s) (or with others). If the Complainant or the Respondent wishes to provide information, s/he must speak on his or her own behalf and not through their advisor. An advisor who does not abide by this role may be precluded from further participation in investigatory meetings. To avoid actual or potential conflicts of interest, community members involved with the implementation of these procedures (e.g. RB members, investigators, etc.) are not eligible to serve as advisors, even if not assigned to that case.
No unauthorized audio or video recording of any kind is permitted during investigation meetings. If the investigator(s) elect(s) to audio and/or video record interviews, all parties involved in the meeting will be made aware that audio and/or video recording is occurring.

The Complainant and Respondent will be provided an equal opportunity to inspect and review any evidence directly related to the allegations gathered in the investigation, regardless of whether the information will be relied on in reaching a determination. Prior to the conclusion of the investigative report, the Complainant and Respondent, and each party’s advisor of choice, if any, will be provided a copy (which may be sent in hard copy or electronic format or made available through an electronic file sharing platform) of the evidence, subject to redaction permitted and/or required by law. The Complainant and Respondent will be provided at least ten days to submit a written response, which the investigator(s) will consider prior to completion of the investigative report. The investigator(s) will determine if additional investigation is necessary and, if so, will complete any additional investigation steps.

At the conclusion of the investigation, the investigator(s) will complete a written investigative report that fairly summarizes the relevant evidence. The investigator(s) need not include information in the investigative report that the investigator(s) determine(s) not relevant or otherwise excludable. The investigator(s) will submit the investigative report to the Title IX Coordinator.

At least ten days prior to a hearing to determine whether there is responsibility for the allegations, the Complainant and Respondent, and each party’s advisor if any, will be provided a copy of the investigative report (which may be sent in hard copy or electronic format or made available through an electronic file sharing platform), subject to redaction permitted and/or required by law, for review and (if desired) written response.

Hearing Procedures

General

A hearing before a RB consisting of three members designated by the Title IX Coordinator will be convened not less than ten days after the parties have been provided access to the final investigative report, for the purpose of determining whether the Respondent is responsible or not responsible for the charge(s). The RB members may be members of the campus community or may be external to the University, as determined by the Title IX Coordinator.

The Title IX Coordinator will notify the parties in writing of the date, time, and location of the hearing, the names of the RB members, and how to challenge participation by any RB member for bias or conflict of interest.

Participants in the hearing will include the members of the RB, the Complainant and the Respondent, their respective advisors, the investigator(s) who conducted the investigation, and witnesses (solely during their own testimony). Hearings are private. Observers or additional support personnel, other than the parties’ advisors, are not allowed unless deemed necessary by the Title IX Coordinator for purposes such as accommodation of a disability. Cell phones and recording devices may not be used by the parties or their advisors in the hearing room(s).

Hearings may be conducted with all parties physically present in the same location or, at the Title IX Coordinator’s discretion, any or all parties, witnesses, and other participants may appear at the hearing virtually, with technology enabling the RB and the parties to simultaneously see and hear any party or witness providing information or answering questions. If either party so requests, the hearing will be conducted with the parties located in separate rooms using technology as described in the preceding sentence.

The Title IX Coordinator may postpone the hearing for good cause as determined by the Title IX Coordinator. Good cause may include, without limitation, unavailability of one or more participants due to unanticipated events or circumstances, the timing of academic breaks or holidays, or other extenuating circumstances.
The Chair of the RB is in charge of organizing the presentation of information to be considered at the hearing. Generally, the hearing will proceed in the following order:

1. **Opportunity for Opening Statement by the Complainant**
2. **Opportunity for Opening Statement by the Respondent**
3. **Questions for the investigator(s) by the RB and, if desired, on behalf of Complainant and the Respondent (as described below)**
4. **Questions for the Complainant by the RB and, if desired, on behalf of the Respondent (as described below)**
5. **Questions for the Respondent by the RB and, if desired, on behalf of the Complainant (as described below)**
6. **Questions for each witness by the RB and, if desired, on behalf of Complainant and the Respondent (as described below)**
7. **Opportunity for Closing Statement by the Complainant**
8. **Opportunity for Closing Statement by the Respondent**

Formal rules of evidence will not apply. Except as otherwise expressly prohibited by these procedures, any information that the Chair of the RB determines is relevant may be considered, including hearsay, history and information indicating a pattern of behavior, and character evidence. All evidence previously made available to the parties for inspection and review prior to completion of the investigative report as described above will be made available at the hearing to give each party equal opportunity to refer to such evidence during the hearing, including for purposes of questioning. Absent extraordinary circumstances as determined by the Chair of the RB, no party may seek to introduce at the hearing any evidence not previously made available in accordance with the preceding sentence, other than the investigative report itself and any responses to the investigative report submitted by the parties as described above.

The Chair of the RB will address any concerns regarding the consideration of information prior to and/or during the hearing and may exclude irrelevant information. Subject to the terms of these procedures, the Chair will have discretionary authority to determine all questions of procedure, to determine whether particular questions, evidence or information will be accepted or considered, to call breaks or temporary adjournments of the hearing, to alter the order of the proceedings from that described above, and/or to recall parties or witnesses for additional questions as the Chair deems necessary or appropriate. The Chair may impose additional ground rules as Chair may deem necessary or appropriate for the orderly and efficient conduct of the hearing, which will apply equally to both parties.

**Advisors**

The Complainant and the Respondent may each have present with them during the hearing an advisor of their choice (at the party’s expense if the advisor is a paid advisor). If a party does not have an advisor present at the hearing, the University will provide, without fee or charge to that party, an advisor of the University’s choice for the limited purpose of conducting questioning on behalf of that party as provided in this Policy.

Except with respect to questioning as described below, the advisor’s role is limited to consulting with their advisee, and the advisor may not present evidence, address the RB during the hearing, object to any aspect of the proceeding, or disrupt the hearing in any way, and any consultation with the advisee while the hearing is in progress must be done in a quiet nondisruptive manner or in writing. The advisor may consult with the advisee verbally outside the hearing during breaks, when such breaks are granted by the Chair of the RB. An advisor’s questioning of the other party and any witnesses must be conducted in a respectful, nonintimidating and non-abusive manner. If the Chair determines that an advisor is not adhering to these or other ground rules, the advisor may be required to leave the hearing, and the hearing will proceed without an opportunity for the party to obtain a replacement advisor; provided,
however, that the University will assign an advisor of the College’s choosing, without charge, for the purpose of conducting questioning on behalf of the party as provided below.

Witnesses are not permitted to bring an advisor or other person to the hearing, absent an approved disability accommodation. The RB may be advised by and/or consult with the University’s legal counsel as the Chair of the RB deems necessary or appropriate.

Questioning Procedures

The RB will permit each party’s advisor to ask the other party and any witnesses all relevant questions and follow-up questions, including those challenging credibility; provided that questions that seek disclosure of information protected under a legally recognized privilege will not be permitted unless the person or entity holding the privilege has waived the privilege in writing. Questioning must be conducted by the party’s advisor in a respectful, nonintimidating and non-abusive manner, and never by a party personally. If a party does not have an advisor present at the hearing, the Title IX Coordinator will arrange for the University to provide without fee or charge to that party, an advisor of the University’s choice to conduct cross-examination on behalf of that party.

Only relevant questions may be asked by a party’s advisor to a party or witness. Before the party or witness answers a question posed by an advisor, the Chair of the RB will first determine whether the question is relevant and explain any decision to exclude a question as not relevant. The advisor posing the question may request that the Chair reconsider any decision to exclude a question and the Chair, after soliciting the other party’s advisor’s opinion, will render a final determination. Such decisions by the Chair are final and not subject to further objection or reconsideration during the hearing.

Questions and evidence about the Complainant’s sexual predisposition or prior sexual behavior are not relevant, other than questions and evidence about the Complainant’s prior sexual behavior that (a) are offered to prove that someone other than the Respondent committed the alleged misconduct, or (b) concern specific incidents of the Complainant’s prior sexual behavior with respect to the Respondent and are offered to prove consent.

If a party or witness does not submit to cross-examination at the hearing, the RB may not rely on any statement of that party or witness, during the hearing or otherwise, in reaching a determination regarding responsibility. The RB will not draw an inference as to responsibility based solely on a party’s or witness’s absence from the hearing or refusal to answer cross-examination questions.

Hearing Determinations

Following conclusion of the hearing, the RB will deliberate and render a determination by majority vote as to whether the Respondent is responsible or not responsible for the alleged violation(s). The RB will use “preponderance of the evidence” as the standard of proof to determine whether each alleged violation of the Policy occurred. “Preponderance of the evidence” means that the RB must determine whether, based on the evidence presented, it is more likely than not that the Respondent engaged in the conduct charged.

If the RB determines that the Respondent is responsible for one or more violations, the RB will then determine appropriate sanctions. Each party may submit a written personal impact statement to the Title IX Coordinator for consideration by the RB in determining an appropriate sanction if there is a finding of responsibility on one or more of the charges. The parties must submit their statements to the Title IX Coordinator prior to the hearing. The Title IX Coordinator will provide each of the parties an opportunity to review any statement submitted by the other party.

In addition to the impact statement(s), if any, factors considered when determining sanctions may include:

- the nature and severity of, and circumstances surrounding, the violation(s);
- the Respondent’s state of mind at the time of the violation(s) (intentional, knowing, bias-motivated, reckless, negligent, etc.);
- the Respondent’s previous disciplinary history;
- the need for sanctions to bring an end to the conduct; and/or to prevent the future recurrence of similar conduct;
- the need to remedy the effects of the conduct on the Complainant and/or the community;
- the impact of potential sanctions on the Respondent;
- sanctions imposed by the University in other matters involving comparable conduct; and
- any other lawful factors deemed relevant by the RB.

Notice of Outcome

The RB will issue a written determination including the following information:

- A description of the charges that were adjudicated;
- A description of the procedural steps taken from the submission of the formal complaint through the determination, including notifications to the parties, interviews with parties and witnesses, site visits, methods used to gather other evidence, and hearings held;
- Findings of fact supporting the determination;
- Conclusions regarding the application of the Policy to the facts;
- A statement of, and rationale for, the result as to each allegation, including a determination regarding responsibility, any disciplinary sanctions to be imposed on the Respondent, and whether remedies designed to restore or preserve equal access to the University’s educational programs or activities will be provided to the Complainant; and
- The procedures and permissible bases for the Complainant and Respondent to appeal.

The Title IX Coordinator will provide the written determination to the parties simultaneously.

Appeals

Either party may submit, in their own words, a written appeal of the RB’s decision, or of an earlier decision to dismiss the formal complaint or any specific allegations in the formal complaint. (Unless expressly provided by the RB or the Title IX Coordinator, an appeal does not delay implementation of the RB’s decision.) An appeal must be submitted to the Title IX Coordinator within 7 calendar days of receipt of the RB determination or dismissal (as applicable) and must identify all information a party wishes to have considered on appeal. Any appeal statement will be shared with the other party, who will have 48 hours to submit a response to the Title IX Coordinator. The appeal and any response will be considered by the Vice President and Dean of Academic Affairs, and the Vice President and Dean of Student Life. In the event the Vice Presidents cannot agree, the Title IX Coordinator will add a third member to the appeals panel.

Grounds for an appeal are limited to the following:

(A) Procedural irregularity that affected the outcome of the matter; and/or
(B) New evidence that was not reasonably available at the time the determination regarding responsibility or dismissal was made, that could affect the outcome of the matter; and/or

(C) The Title IX Coordinator, investigator(s), or any RB member had a conflict of interest or bias for or against Complainants or Respondents generally or the individual Complainant or Respondent that affected the outcome of the matter; and/or

(D) The sanction is inappropriate.

A decision responding to the written appeal will be issued to the parties and the Title IX Coordinator within a reasonable time. The appeal process does not rehear complaints but ensures that rights are protected, appropriate procedures are followed, and sanctions are reasonable.

2. Complainant is a Student and the Respondent is an Employee

When the Complainant is a student and the Respondent is an employee, and the case involves Sexual Misconduct and/or harassment (including without limitation sexual harassment) related to gender, sexual orientation, gender identity and/or gender expression, the processes described in Section I.A.1. will be followed.

3. Complainant Is a Student and the Respondent Is Not an Active Member of the University Community

When the Respondent is not a member of the University community, that person has no inherent rights of access to or membership in the University community. The Title IX Coordinator has discretion to implement a temporary or permanent no contact order and temporary or permanent ban from campus. The University also reserves the right to implement a temporary or permanent no contact order and/or temporary or permanent ban from campus under its access to University property policies and practices, entirely separate from this procedure and the Combined Discrimination and Harassment Policies.

The Respondent has the right to appeal these decisions after one year, and the appeal will be heard by the Vice President and Dean of Student Life.

The Title IX Coordinator also has the discretion to follow the procedures described below in cases involving Sexual Misconduct and/or harassment (including without limitation sexual harassment) related to gender, sexual orientation, gender identity and/or gender expression. The following procedures are optional for these kinds of cases in the Title IX Coordinator's discretion.

Regardless of which procedures are followed, the University will offer supportive measures to its student(s) involved in any such cases, as described in Section I.A.1. above.

At any time prior to a determination by the Vice President and Dean of Student Life, the Associate Dean of Student Life and/or Title IX Coordinator may explore Informal Resolution provided the Complainant, the Respondent and the University agree. Informal Resolution efforts can be discontinued by either party or the University at any time.

Investigation

If the Formal Adjudication is designated, the Title IX Coordinator will appoint one or more investigators to investigate. (The Title IX Coordinator may designate one or more external investigators to conduct or assist with investigations as needed.)

Investigations will begin promptly upon notice to the Title IX Coordinator of a complaint. Investigations will normally be completed within 60 calendar days after the receipt of the complaint, and the investigators will keep the Title IX Coordinator apprised of their progress. Certain factors such as but not limited to the complexity of
the matter, the number of witnesses involved, academic break periods, concurrent law enforcement activity, and professional or personal obligations of all parties involved, etc., may extend the duration of the investigation and the parties will be advised of the reason(s) for any extension. Delays due to ongoing law enforcement investigations will not exceed ten days unless the law enforcement agency specifically requests and justifies a longer delay.

Whether sexual activity or contact occurred without mutual consent and/or whether a violation otherwise occurred, is to be determined through the investigation and adjudication process. Respondents have a right to a presumption that the Respondent is ‘not responsible’ until a finding of responsibility is made pursuant to this process. The burden is on the University to gather sufficient evidence to reach a fair and impartial decision, not on the parties, who may participate at the level to which they are comfortable. Through the process, adjudicators will review available evidence to make a determination, to the best of their ability, whether it is more likely than not that a policy violation occurred. Individuals who are alleged to have initiated sexual activity or contact without the consent of another party, or otherwise engaged in prohibited conduct, may not use as a defense that they themselves were under the influence of drugs and/or alcohol at the time they committed the alleged violation.

The investigation will be fair and impartial and will usually involve interviews of witnesses and review of relevant documentation and other information. The Complainant and the Respondent will be given an equal opportunity to separately present information in the context of the investigation and may request the interview of specific witnesses. The investigator(s) retain(s) discretion to determine how to conduct the investigation and what information is necessary and relevant, subject to the direction of the Title IX Coordinator. Either party may use an advisor, who may attend with the advisee any meeting or interview the advisee is required or eligible to attend. The advisor’s role is to consult with and support the party and the advisor may not do so in any way which disrupts or distracts from the investigation. The advisor is not permitted to speak or otherwise make any direct statements to the investigator(s) (or others) during meetings with the investigator(s) (or with others). If the Complainant or the party charged wishes to provide information, s/he must speak on his or her own behalf and not through their advisor. An advisor who does not abide by this role may be precluded from further participation in investigatory meetings. The advisor must be a non-lawyer, active member of the University community, except in cases of sexual assault, domestic or dating violence or stalking. To avoid actual or potential conflicts of interest, community members involved with the implementation of these procedures (e.g. RB members, investigators, etc.) are not eligible to serve as advisors, even if not assigned to that case.

No unauthorized audio or video recording of any kind is permitted during investigation meetings. If the investigator(s) elect(s) to audio and/or video record interviews, all parties involved in the meeting will be made aware that audio and/or video recording is occurring.

**Adjudication by the Vice President and Dean of Student Life**

Upon completion of the investigation, the investigator(s) shall submit a written report of the investigation to the Title IX Coordinator and the Vice President and Dean of Student Life. The report should contain a review of the information uncovered in the investigation and an assessment of witnesses (as relevant). Notice that the report has been submitted will be provided to the parties, who may submit a written request to the Title IX Coordinator, to be received within 48 hours of that notice, to review, on campus, or at a reasonable location to be determined by the Title IX Coordinator, the report and/or relevant information in the case file (subject to appropriate redaction, including as permitted and/or required by law). The requesting party will be provided a 7 calendar-day period during which access will be provided to the party (access is limited to the party and the party’s advisor, who may not photocopy or photograph the information provided.) This 7 calendar-day period may be extended through the Title IX Coordinator’s discretion, upon request or otherwise. The parties may also submit during this same 7 calendar-day period a final statement (including a personal impact statement) to be considered by the Vice President and Dean of Student Life. A copy of that statement will be shared with the other party, who will have 48 hours to submit a response to the Title IX Coordinator.
The Vice President and Dean of Student Life will review the investigation report and any timely received statements submitted by the parties as soon as practicable after receipt of all case materials, completing that review as expeditiously as possible. The Vice President and Dean of Student Life may speak directly with the investigator(s) as part of their review, with any party or witness, or may request that the investigator(s) provide and/or obtain additional information. If the Vice President and Dean of Student Life decides to speak directly with either party, that party’s advisor may be present (and the advisor's role and participation shall be limited as described above). The Vice President and Dean of Student Life will submit their written decision, findings of fact and rationale with respect to responsibility, and sanctions if applicable, to the Title IX Coordinator, who will provide a copy to each party. The Vice President and Dean of Student Life will make his/her decision based on a preponderance of the evidence standard. The Vice President and Dean of Student Life may consider a party’s entire record, including without limitation past findings of responsibility in Sexual Misconduct, and other cases in determining an appropriate sanction.

The investigation and determination by the Vice President and Dean of Student Life will be completed as expeditiously as possible. The parties will be periodically advised by the Title IX Coordinator or designee about the status of proceedings.

Appeals

Either party may submit, in their own words, a written appeal to the Title IX Coordinator within 10 calendar days of receipt of the Vice President’s decision. (Unless expressly provided by the Vice President or the Title IX Coordinator, an appeal does not delay implementation of the Vice President’s decision.) A copy of that appeal will be shared with the other party, who will have 48 hours to submit a response. The Title IX Coordinator will appoint two Vice Presidents (or Senior Staff) to hear the appeal. The only grounds for appeal are significant procedural error likely to have impacted the outcome, newly discovered evidence likely to have impacted the outcome not available at the time of the parties’ response to the investigator(s)’ report, or a contention that the sanctions imposed or not imposed are inappropriately severe or lenient in relation to the violations found. In the event the two Vice Presidents (or Senior Staff) cannot agree, the Title IX Coordinator will appoint a third person.


The RB consists of up to fifteen non-student members of the St. Lawrence University community plus the Associate Dean of Student Life (or a designee appointed by the Associate Dean of Student Life), who must be trained annually in accordance with state and federal law before serving on any case. The Title IX Coordinator may also designate individuals external to the University to serve as RB members in particular cases, provided they have received training in accordance with state and federal law. Only those individuals who have undergone training directed by the Title IX Coordinator are eligible to serve as an RB member in any case. Three members of the Board will serve as the RB for each case to be adjudicated by a RB. The Vice President and Dean of Student Life, the Associate Dean of Student Life, and Title IX Coordinator collaborate in identifying faculty and staff members serving on the RB. The recommendations for faculty membership are forwarded to the Vice President and Dean of Academic Affairs and on to Faculty Council for approval. The role of the Associate Dean of Student Life is to assure that all administrative and procedural requirements are met, to collect information, and to perform other administrative duties and otherwise assist the Board as needed. The Associate Dean of Student Life attends meetings of the RB but is not a voting member of the Board.

B. Complaints by Employees

A member of the University community who is not a student (i.e., who is an employee) and who believes that s/he is experiencing or has experienced an incident of Sexual Misconduct, may contact any of the Responsible Administrators listed at https://www.stlawu.edu/title-ix/official-sources-reporting although the employee is urged to report to the Director of Human Resources for Employee Relations, the Vice President (and/or Senior Staff)
with supervision of the area of the person charged, or the Title IX Coordinator/Vice President for Community and Employee Relations.

1. Complainant is an Employee, Respondent is a Student

Where the Complainant is an employee and the Respondent is a student, and the case involves Sexual Misconduct and/or harassment (including without limitation sexual harassment) related to gender, sexual orientation, gender identity and/or gender expression, the processes described in Section I.A.1. will be followed.

2. Complainant and Respondent are Employees

When both the Complainant and the Respondent are employees, and the case involves Sexual Misconduct and/or harassment (including without limitation sexual harassment) related to gender, sexual orientation, gender identity and/or gender expression, the processes described in Section I.A.1. will be followed if the University determines that Title IX requires the application of those processes. In all other cases, the following procedures will apply.

Initially, the University will discuss options with the Complainant, explaining an Informal Resolution or Formal Adjudication. At any time prior to a determination by the adjudicators, the Title IX Coordinator or designee may explore Informal Resolution provided the Complainant, the Respondent and the University agree. Informal Resolution efforts can be discontinued by either party or the University at any time. In appropriate instances, interim relief, including no-contact orders, may be provided through the Title IX Coordinator. Parties directly affected by interim relief may request, in writing submitted to the Title IX Coordinator, a review of the need for and terms of that relief and may submit evidence in support of that request.

Investigation

If Formal Adjudication is selected or designated, the Title IX Coordinator will appoint one or more investigators. (The Title IX Coordinator may designate one or more external investigators to conduct or assist with investigations as needed.) Investigations will begin promptly upon notice to the Title IX Coordinator of a complaint. The investigatory process will be fair and impartial and allow each party to separately offer relevant evidence and witnesses on an equal basis. The investigator(s) retain(s) discretion to determine how to conduct the investigation and what information is necessary and relevant, subject to the direction of the Title IX Coordinator. Either party may use an advisor, who may attend with the advisee any meeting or interview the advisee is required or eligible to attend. The advisor’s role is to consult with and support the party and the advisor may not do so in any way which disrupts or distracts from the investigation. The advisor is not permitted to speak or otherwise make any direct statements to the investigator(s) (or others) during meetings with the investigator(s) (or with others). If the Complainant or the party charged wishes to provide information, s/he must speak on his or her own behalf and not through their advisor. An advisor who does not abide by this role may be precluded from further participation in investigatory meetings. The advisor must be a non-lawyer, active member of the University community, except in cases of sexual assault, domestic or dating violence or stalking. To avoid actual or potential conflicts of interest, community members involved with the implementation of these procedures (e.g. RB members, investigators, etc.) are not eligible to serve as advisors, even if not assigned to that case.

No unauthorized audio or video recording of any kind is permitted during investigation meetings. If the investigator(s) elect(s) to audio and/or video record interviews, all parties involved in the meeting will be made aware that audio and/or video recording is occurring.

Investigations will normally be completed within 60 calendar days after the receipt of the complaint, and the investigators will keep the Title IX Coordinator apprised of their progress. Certain factors such as but not limited to the complexity of the matter, the number of witnesses involved, academic break periods, concurrent law enforcement activity, and professional or personal obligations of all parties involved, etc., may extend the duration of the investigation and the parties will be advised of the reason(s) for any extension. Delays due to
ongoing law enforcement investigations will not exceed ten days unless the law enforcement agency specifically requests and justifies a longer delay.

**Adjudication by Senior Staff Members**

A written report of the investigation and an assessment of witnesses (as relevant) will be provided to the Title IX Coordinator, the Vice President (or Senior Staff) with oversight of the area in which the Respondent works and a Vice President (or Senior Staff) from another area, as designated by the Title IX Coordinator. The parties will be notified of the completion of the investigation and, upon submission of a written request to the Title IX Coordinator received within 48 hours of that notice, may review, on campus or at a reasonable location designated by the Title IX Coordinator, the investigation report and/or relevant information in the case file (subject to appropriate redaction, including as permitted and/or required by law). The requesting party will be provided with a 7 calendar-day period during which access will be provided to the party (access is limited to the individual party and their advisor, who may not photocopy or photograph the information provided). This 7 calendar-day period may be extended in the Title IX Coordinator's discretion, upon request or otherwise. The parties may also submit a final statement (including a personal impact statement) to be considered by the Vice Presidents (or Senior Staff) in that same 7 calendar-day period. A copy of that statement will be shared with the other party, who will have 48 hours to submit a response. The Vice Presidents (or Senior Staff) may speak directly with the investigator(s) as part of their review, with any party or witness, or may request that the investigator(s) provide or obtain additional information.

At any point in the process involving a complaint against a tenured faculty member for which sanction may involve termination, the Title IX Coordinator may refer the matter for handling under the Faculty Handbook procedures on termination.

The Vice Presidents (or Senior Staff) will provide a written determination to the parties, based on a preponderance of the evidence standard, with findings of fact and a rationale for their responsibility finding and sanctions, if any, as expeditiously as possible. In the event the Vice Presidents (or Senior Staff) are unable to agree, the Title IX Coordinator will appoint a third Vice President (or Senior Staff) to participate in the process.

**Appeals**

Either party may submit, in their own words, a written appeal within 7 calendar days of the decision to the Title IX Coordinator who will appoint a Vice President (or Senior Staff) to hear the appeal. (Unless expressly provided by the Vice President’s or Senior Staff’s decision or the Title IX Coordinator, an appeal does not delay implementation of the decision.) The only grounds for appeal are significant procedural error likely to have impacted the outcome, newly discovered evidence likely to have impacted the outcome not reasonably available at the time a response to the investigators’ report could have been provided, or a contention that the sanctions imposed or not imposed are inappropriately severe or lenient in relation to the violations found. Each party’s appeal statement, if any, will be shared with the other party, who will have 48 hours to submit a response.

A decision responding to the written appeal will be issued to the parties and the Title IX Coordinator within a reasonable time, as expeditiously as possible after receipt of the appeal. The appeal process does not rehear complaints but ensures that rights are protected, appropriate procedures are followed, and sanctions are reasonable.

**3. Complainant is Employee and the Respondent is not an active member of the University Community**

When the Respondent is a not a member of the University community, that person has no inherent rights of access to or membership in the University community. The Title IX Coordinator, in consultation with the Assistant Vice President for Security, has discretion to implement a temporary or permanent no contact order and/or temporary or permanent ban from campus.
The Respondent has the right to appeal these decisions after one year, and the appeal will be heard by the Senior Staff administrator overseeing the area of the Complainant.

The Title IX Coordinator also has the discretion to follow the investigation and adjudication procedures described below in cases involving Sexual Misconduct and/or harassment (including without limitation sexual harassment) related to gender, sexual orientation, gender identity and/or gender expression. The following procedures are optional for those kinds of cases.

At any time prior to a determination by the Adjudicators, the Title IX Coordinator may explore Informal Resolution provided the Complainant, the Respondent and the University agree. Informal Resolution efforts can be discontinued by either party or the University at any time.

Investigation

If the Formal Adjudication is selected or designated, the Title IX Coordinator will appoint one or more investigators to investigate. (The Title IX Coordinator may designate one or more external investigators to conduct or assist with investigations as needed.) Investigations will normally be completed within 60 calendar days after the receipt of the complaint, and the investigators will keep the Title IX Coordinator apprised of their progress. Certain factors such as but not limited to the complexity of the matter, the number of witnesses involved, academic break periods, concurrent law enforcement activity, and professional or personal obligations of all parties involved, etc., may extend the duration of the investigation and the parties will be advised of the reason(s) for any extension. Delays due to ongoing law enforcement investigations will not exceed ten days unless the law enforcement agency specifically requests and justifies a longer delay.

Any investigatory process conducted will be impartial and allow each party (if known) to offer separately relevant evidence and witnesses on an equal basis and allow each party the use of an advisor (as described above) with any final determination to be made by the Vice President who supervises the complaining employee, pursuant to a preponderance of the evidence standard.

No unauthorized audio or video recording of any kind is permitted during investigation meetings. If the investigator(s) elect(s) to audio and/or video record interviews, all parties involved in the meeting will be made aware that audio and/or video recording is occurring.

Adjudication by Vice President

Each party will be notified of the completion of the investigation and upon submission of a written request to the Title IX Coordinator received within 48 hours of the date of the notice of completion, to review, on campus, the investigation report and/or relevant information in the case file (subject to appropriate redaction, including as permitted and/or required by law). The requesting party will be provided a 7-calendar day period during which access will be provided to the party (access is limited to the party and their advisor, who may not photocopy or photograph the information provided.) This 7-calendar day period may be extended through the Title IX Coordinator’s discretion, upon request or otherwise. The parties may also submit a final statement (including a personal impact statement) to be considered by the Vice President in that same 7 calendar day period. A copy of that statement will be shared with the other party, who will have 48 hours to submit a response to the Title IX Coordinator. A determination, with findings of fact and the rationale for a responsibility finding and sanctions, if imposed, will be provided generally within 14 calendar days of the Vice President’s receipt of all case materials.

Appeals

Either party may submit, in their own words, a written appeal to the Title IX Coordinator within 10 calendar days of receipt of the Vice President’s decision. (Unless expressly provided by the Vice President, an appeal does not delay implementation of the Vice President’s decision.) A copy of that appeal will be shared with the other party, who will have 48 hours to submit a response. The Title IX Coordinator will appoint two disinterested Vice Presidents (or Senior Staff) to hear the appeal. The only grounds for appeal are significant
procedural error likely to have impacted the outcome, newly discovered evidence likely to have impacted the outcome not available at the time of the parties’ response to the investigator(s)’ report, or a contention that the sanctions imposed or not imposed are inappropriately severe or lenient in relation to the violations found. In the event the two Vice Presidents (or Senior Staff) cannot agree, the Title IX Coordinator will appoint a third person.

C. Complaints by Non-Members of the Community

When a non-member of the University Community believes s/he is experiencing or has experienced Sexual Misconduct or harassment (including without limitation sexual harassment) related to gender, sexual orientation, gender identity or gender expression, related to a University program, s/he should report concerns to the Assistant Vice President for Security and Safety or the Title IX Coordinator. Where the report involves Sexual Misconduct allegedly perpetrated by a student, the student procedures, above (I.A.1), will apply. Where the report involves Sexual Misconduct allegedly perpetuated by an employee, the employee procedures, above (I.B.2), will apply.

In all other cases, the Assistant Vice President for Security and Safety and/or one or more other investigators (including external investigators) as designated by the Title IX Coordinator will conduct an investigation. Investigations will normally be completed within 60 calendar days after the receipt of the complaint, and the investigators will keep the Title IX Coordinator apprised of their progress. Certain factors such as but not limited to the complexity of the matter, the number of witnesses involved, academic break periods, concurrent law enforcement activity and professional or personal obligations of all parties involved, etc., may extend the duration of the investigation and the parties will be advised of the reason(s) for any extension. Delays due to ongoing law enforcement investigations will not exceed ten days unless the law enforcement agency specifically requests and justifies a longer delay. No unauthorized audio or video recording of any kind is permitted during investigation meetings. If the investigator(s) elect(s) to audio and/or video record interviews, all parties involved in the meeting will be made aware that audio and/or video recording is occurring.

Adjudication by Vice President

The findings of the investigation will be presented to a Vice President selected by the Title IX Coordinator for a final determination. Access to the investigation report and investigatory materials will be permitted to the extent required by law. The Vice President may speak directly with the investigator(s) as part of his/her review, with any party or witness, or may request that the investigator(s) provide or obtain additional information. Any final determination will be based on a preponderance of the evidence standard. In such cases, the Vice President will provide a written determination, with findings of fact and a brief rationale as to the responsibility determination and sanctions, if any, to each party, as expeditiously as possible.

Appeals

Either party may submit, in their own words, a written appeal to the Title IX Coordinator within 10 calendar days of receipt of the Vice President’s decision. (Unless expressly provided by the Vice President, an appeal does not delay implementation of the Vice President’s decision.) A copy of that appeal will be shared with the other party, who will have 48 hours to submit a response. The Title IX Coordinator will appoint two disinterested Vice Presidents (or Senior Staff) to hear the appeal. The only grounds for appeal are significant procedural error likely to have impacted the outcome, newly discovered evidence likely to have impacted the outcome not available at the time of the parties’ response to the investigator(s)’ report, or a contention that the sanctions imposed or not imposed are inappropriately severe or lenient in relation to the violations found. In the event the two Vice Presidents (or Senior Staff) cannot agree, the Title IX Coordinator will appoint a third person.

Vice President for Community and Employee Relations and Title IX Coordinator Lisa Cania, Vilas 114, 315-229-5656, lcania@stlawu.edu
II. Procedure for Discrimination Based on Gender, Sexual Orientation, Gender Identity or Gender Expression, or Discrimination or Harassment Related To Any Other Category Protected By Law, Regulation Or Policy

These procedures apply to complaints related to (a) discrimination based on gender, sexual orientation, gender identity or gender expression, or (b) discrimination or harassment based on any other category protected by law, regulation or policy (such as race, color, predisposing genetic characteristics, religion, age, disability, marital status, veteran's status, or national or ethnic origin).

A. Complaints by Students

1. Both the Complainant/Alleged Victim and Respondent Are Students

Initially, the University will discuss options with the Complainant, explaining an Informal Resolution or Formal Adjudication. At any time prior to a determination by the RB, the Associate Dean of Student Life and/or Title IX Coordinator may explore Informal Resolution provided the Complainant, the Respondent and the University agree. Informal Resolution efforts can be discontinued by either party or the University at any time.

In appropriate cases, the Associate Dean of Student Life or Title IX Coordinator may secure interim relief for a party during the period of the investigation and review. Such relief may include no-contact orders; changes in academic, extracurricular, residential, transportation, dining or working arrangements; access to academic, counseling and other support; as well as safe walks and escorts, and other relief as appropriate. Parties directly affected by interim relief may request, in writing submitted to the Title IX Coordinator, a review of the need for and terms of that relief and may submit evidence in support of that request.

If the Formal Adjudication is selected or designated, the Title IX Coordinator will assign one or more investigators to investigate allegations. (The Title IX Coordinator may designate one or more external investigators to conduct or assist with investigations as needed.) Investigations will begin promptly upon notice to the Title IX Coordinator of a complaint. Investigations will normally be completed within 60 calendar days after the receipt of the complaint, and the investigator(s) will keep the Title IX Coordinator apprised of their progress. Certain factors such as but not limited to the complexity of the matter, the number of witnesses involved, academic break periods, concurrent law enforcement activity and professional or personal obligations of all parties involved, may extend the duration of the investigation and the parties will be advised of the reason(s) for any extension. Delays due to ongoing law enforcement investigations will not exceed ten days unless the law enforcement agency specifically requests and justifies a longer delay.

Whether a violation occurred is to be determined through the investigation and adjudication process. Respondents have a right to a presumption that the Respondent is ‘not responsible’ until a finding of responsibility is made pursuant to this process. The burden is on the University to gather sufficient evidence to reach a fair and impartial decision, not on the parties, who may participate at the level to which they are comfortable. Through the process, adjudicators will review available evidence to make a determination to the best of their ability, whether it is more likely than not that a policy violation occurred. Individuals who are alleged to have engaged in prohibited conduct may not use as a defense that they themselves were under the influence of drugs and/or alcohol at the time they committed the alleged violation.

The investigation will be fair and impartial and will usually involve interviews of witnesses and review of relevant documentation and other information. The Complainant and the Respondent will be given an equal opportunity to separately present information in the context of the investigation and may request the interview of specific
witnesses. The investigator(s) retain(s) discretion to determine how to conduct the investigation and what information is necessary and relevant, subject to the direction of the Title IX Coordinator. Either party may use an advisor, who may attend with the student any meeting or interview the student is required or eligible to attend. The advisor’s role is to consult with and support the party and the advisor may not do so in any way which disrupts or distracts from the investigation. The advisor is not permitted to speak or otherwise make any direct statements to the investigator(s) (or others) during meetings with the investigator(s) (or with others). If the Complainant or the party charged wishes to provide information, s/he must speak on his or her own behalf and not through their advisor. An advisor who does not abide by this role may be precluded from further participation in investigatory meetings. The advisor must be a non-lawyer, active member of the University community. To avoid actual or potential conflicts of interest, community members involved with the implementation of these procedures (e.g. RB members, investigators, etc.) are not eligible to serve as advisors, even if not assigned to that case.

No unauthorized audio or video recording of any kind is permitted during investigation meetings. If the investigator(s) elect(s) to audio and/or video record interviews, all parties involved in the meeting will be made aware that audio and/or video recording is occurring.

Upon completion of the investigation, the investigator(s) shall submit a written report of the investigation to the RB and the Title IX Coordinator. The report should contain a review of the information uncovered in the investigation and an assessment of witnesses (as relevant). Notice that the report has been submitted will be provided to the parties, who may submit a written request to the Title IX Coordinator to be received within 48 hours of that notice, to review, on campus or at a reasonable location to be determined by the Title IX Coordinator, the report and/or relevant information in the case file (subject to appropriate redaction, including as permitted and/or required by law). The requesting party will be provided with a 7 calendar-day period during which access will be provided to the party (access is limited to the individual party and their advisor, who may not photocopy or photograph the information provided). This 7 calendar-day period may be extended through the Title IX Coordinator’s discretion, upon request or otherwise. The parties may also submit during this same 7 calendar-day period a final statement (including a personal impact statement) to be considered by the adjudicator(s). A copy of that statement will be shared with the other party, who will have 48 hours to submit a written response to the Title IX Coordinator.

The Title IX Coordinator will refer the investigation report either to the Discriminatory Harassment Hearing Board (DHHB, a subset of the Review Board), or to the Vice President for Student Life, for adjudication. The adjudicator(s) will review the investigation report and any timely received statements submitted by the parties as soon as practicable after receipt of all case materials, completing that review as expeditiously as possible. The adjudicator(s) may speak directly with the investigator(s) as part of this review, with any party or witness, or may request that the investigator(s) provide and/or obtain additional information. If the adjudicator(s) decide(s) to speak directly with either party, that party’s advisor may be present (and the advisor’s role and participation shall be limited as described above). The adjudicator(s) will submit a written decision, including findings of fact and rationale with respect to responsibility, and sanctions if applicable, to the Title IX Coordinator, who will provide a copy to each party. The adjudicator(s) will make the decision based on a preponderance of the evidence standard. The adjudicator(s) may consider a student’s entire record, including without limitation past findings of responsibility, and other cases in determining an appropriate sanction.

The investigation and determination by the adjudicator(s) will be completed as expeditiously as possible. The parties will be periodically advised by the Associate Dean of Student Life or the Title IX Coordinator about the status of proceedings before the adjudicator(s).

Either party may submit, in their own words, a written appeal of the decision. (Unless expressly provided by the adjudicator(s) or the Title IX Coordinator, an appeal does not delay implementation of the decision.) An appeal must be submitted to the Title IX Coordinator within 7 calendar days of receipt of the decision and must identify all information a party wishes to have considered on appeal. Any appeal statement will be shared with the other party, who will have 48 hours to submit a response to the Title IX Coordinator. The appeal and any
response will be considered by the Vice President and Dean of Academic Affairs, and the Vice President and Dean of Student Life. In the event the Vice Presidents cannot agree, the Title IX Coordinator will add a third member to the appeals panel.

Grounds for an appeal are limited to: significant procedural error likely to have impacted the outcome, new evidence likely to have impacted the outcome not reasonably available at the time a response to the investigators’ report could have been made, or a contention that the sanctions imposed or not imposed are inappropriately severe or lenient in relation to the violations found.

A decision responding to the written appeal will be issued to the parties and the Title IX Coordinator within a reasonable time. The appeal process does not rehear complaints but ensures that rights are protected, appropriate procedures are followed, and sanctions are reasonable.

2. Complainant is a Student and the Respondent is an Employee

Initially, the University will discuss options with the student, explaining an Informal Resolution or Formal Adjudication. At any time prior to a determination by the Vice President and Dean of Student Life, the Associate Dean of Student Life and/or Title IX Coordinator may explore Informal Resolution provided the Complainant, the Respondent and the University agree. Informal Resolution efforts can be discontinued by either party or the University at any time.

In appropriate cases, the Title IX Coordinator, the Associate Dean of Student Life, Associate Dean of Faculty Life, or Directors of Human Resources, as appropriate, may secure interim relief for a party during the period of the investigation and review. Such relief may include no-contact orders; changes in academic, extracurricular, residential, transportation, dining or working arrangements; access to academic, counseling and other support; as well as safe walks and escorts, and other relief as appropriate. Parties directly affected by interim relief may request, in writing submitted to the Title IX Coordinator, a review of the need for and terms of that relief and may submit evidence in support of that request.

If the Formal Adjudication is selected or designated, the Title IX Coordinator will appoint one or more investigators to investigate. (The Title IX Coordinator may designate one or more external investigators to conduct or assist with investigations as needed.)

Investigations will normally be completed within 60 calendar days after the receipt of the complaint, and the investigators will keep the Title IX Coordinator apprised of their progress. Certain factors such as but not limited to the complexity of the matter, the number of witnesses involved, academic break periods, concurrent law enforcement activity and professional or personal obligations of all parties involved, etc., may extend the duration of the investigation and the parties will be advised of the reason(s) for any extension. Delays due to ongoing law enforcement investigations will not exceed ten days unless the law enforcement agency specifically requests and justifies a longer delay.

Whether a violation occurred is to be determined through the investigation process. Respondents have a right to a presumption that the Respondent is ‘not responsible’ until a finding of responsibility is made pursuant to this process. The burden is on the University to gather sufficient evidence to reach a fair and impartial decision, not on the parties, who may participate at the level to which they are comfortable. Through the process, the Vice President and Dean for Student Life will review available evidence to make a determination to the best of their ability, whether it is more likely than not that a policy violation occurred. Individuals who are alleged to have engaged in prohibited conduct may not use as a defense that they themselves were under the influence of drugs and/or alcohol at the time they committed the alleged violation.

The investigation will be fair and impartial and will usually involve interviews of witnesses and review of relevant documentation and other information. The Complainant and the Respondent will be given an equal opportunity to separately present information in the context of the investigation and may request the interview of specific
witnesses. The investigator(s) retain(s) discretion to determine how to conduct the investigation and what 
information is necessary and relevant, subject to the direction of the Title IX Coordinator. Either party may use 
an advisor, who may attend with the advisee any meeting or interview the advisee is required or eligible to 
attend. The advisor’s role is to consult with and support the party and the advisor may not do so in any way 
which disrupts or distracts from the investigation. The advisor is not permitted to speak or otherwise make any 
direct statements to the investigator(s) (or others) during meetings with the investigator(s) (or with others). If a 
party wishes to provide information, s/he must speak on his or her own behalf and not through their 
advisor. An advisor who does not abide by this role may be precluded from further participation in investigatory 
meetings. The advisor must be a non-lawyer, active member of the University community. To avoid actual or 
potential conflicts of interest, community members involved with the implementation of these procedures (e.g. 
RB members, investigators, etc.) are not eligible to serve as advisors, even if not assigned to that case.

No unauthorized audio or video recording of any kind is permitted during investigation meetings. If the 
investigator(s) elect(s) to audio and/or video record interviews, all parties involved in the meeting will be made 
aware that audio and/or video recording is occurring.

Upon completion of the investigation, the investigator(s) shall submit a written report of the investigation to 
the Title IX Coordinator and the Vice President and Dean for Student Life. The report should contain a review 
of the information uncovered in the investigation and an assessment of witnesses (as relevant). Notice that the 
report has been submitted will be provided to the parties, who may submit a written request to the Title IX 
Coordinator, to be received within 48 hours of that notice, to review, on campus, or at a reasonable location to 
be determined by the Title IX Coordinator, the report and/or relevant information in the case file (subject to 
appropriate redaction, including as permitted and/or required by law). The requesting party will be provided a 7 
calendar-day period during which access will be provided to the party (access is limited to the party and their 
advisor, who may not photocopy or photograph the information provided.) This 7 calendar-day period may be 
extended through the Title IX Coordinator’s discretion, upon request or otherwise. The parties may also submit 
during this same 7 calendar-day period a final statement (including a personal impact statement) to be considered 
by the Vice President and Dean for Student Life. A copy of that statement will be shared with the other party, 
who will have 48 hours to submit a response to the Title IX Coordinator.

At any point in the process involving a complaint against a tenured faculty member, which may involve 
termination as the possible sanction, the Title IX Coordinator may refer the matter for handling under the 
Faculty Handbook procedures on termination.

The Vice President and Dean for Student Life will review the investigation report and any timely received 
statements submitted by the parties as soon as practicable after receipt of all case materials. The Vice President 
and Dean for Student Life may speak directly with the investigator(s) as part of the review, with any party or 
witness, or may request that the investigator(s) provide and/or obtain additional information. If the Vice 
President and Dean for Student Life decides to speak directly with either party, that party’s advisor may be 
present (and the advisor’s role and participation shall be limited as described above). The Vice President and 
Dean for Student Life will submit a written decision, findings of fact and rationale with respect to responsibility, 
and sanctions if applicable, to the Title IX Coordinator, who will provide a copy to each party. The Vice 
President and Dean for Student Life will make the decision based on a preponderance of the evidence 
standard. The Vice President and Dean for Student Life may consider an employee’s entire record, including 
without limitation past findings of responsibility, and other cases in determining an appropriate sanction.

The investigation and determination by the Vice President and Dean for Student Life will be completed as 
expediously as possible. The parties will be periodically advised by the Title IX Coordinator or designee about 
the status of proceedings.

Either party may submit, in their own words, a written appeal of the decision. (Unless expressly provided by 
the decision or by the Title IX Coordinator, an appeal does not delay implementation of the decision.) An appeal 
must be submitted to the Title IX Coordinator within seven calendar days of receipt of the determination and
must identify all information a party wishes to have considered on appeal. Any appeal statement will be shared with the other party, who will have 48 hours to submit a response to the Title IX Coordinator. The appeal and any response will be considered by two Vice Presidents (or Senior Staff) appointed by the Title IX Coordinator. In the event they cannot agree, the Title IX Coordinator will add a third member to the appeals panel.

Grounds for an appeal are limited to: significant procedural error likely to have impacted the outcome, new evidence likely to have impacted the outcome not reasonably available at the time a response to investigators’ report could have been made, or a contention that the sanctions imposed or not imposed are inappropriately severe or lenient in relation to the violations found.

A decision responding to the written appeal will be issued within a reasonable time. The appeal process does not rehear complaints but ensures that parties’ rights are protected, appropriate procedures are followed, and sanctions are reasonable.

3. Complainant is a Student and the Respondent is not a member of the University community

When the Complainant is a student and the Respondent is not a member of the University community, that person has no inherent rights of access to or membership in the University community. The Title IX Coordinator, in consultation with the Assistant Vice President for Security, has discretion to implement a temporary or permanent no contact order and/or temporary or permanent ban from campus. If the Title IX Coordinator elects to use the discretionary procedure, the University will appoint investigators, follow the investigation procedures and timeframe cited in I.A.3 and send the investigation report to the Vice President and Dean for Student Life for adjudication. The Respondent has the right to appeal these decisions after one year, and the appeal will be heard by the Senior Staff administrator overseeing the area of the Complainant.

In these types of cases, any advisor must be an active, non-lawyer member of the University community and their role is as described above.

B. Complaints by Employees

A member of the University community who is not a student (i.e., who is an employee) and who believes that s/he is experiencing or has experienced (a) discrimination based on gender, sexual orientation, gender identity or gender expression, or (b) discrimination or harassment based on any other category protected by law, regulation or policy (such as race, color, predisposing genetic characteristics, religion, age, disability, marital status, veteran’s status, or national or ethnic origin) may contact any of the Responsible Administrators listed at https://www.stlawu.edu/title-ix/responsible-employees, although the employee is urged to report to the Director of Human Resources for Employee Relations, the Vice President (or Senior Staff) with supervision of the area of the person charged, or the Vice President for Community and Employee Relations.

1. Respondent is a Student

The above procedure and processes for students will apply (See II.A.1)

2. Respondent also is an Employee

When the Respondent also is an employee, once a complaint has been reported, the University will offer the options of Informal Resolution or Formal Adjudication to the Complainant. If Formal Adjudication is selected or designated, it will be promptly investigated by the Assistant Vice President for Security and Safety and/or one or more Deputy Title IX Coordinators, as determined by the Title IX Coordinator. The investigatory process will be impartial and allow each party to separately offer relevant evidence and witnesses on an equal basis and allow each party the use of an advisor (on the same basis as set out in the Sexual Misconduct policy, except that in these types of cases, any advisor must be an active, non-lawyer member of the University community and their
role is as described in I.B.2. above.). No unauthorized audio or video recording of any kind is permitted during investigation meetings. If the investigator(s) elect(s) to audio and/or video record interviews, all parties involved in the meeting will be made aware that audio and/or video recording is occurring.

A written report of the investigation including assessment of witnesses (as relevant) will be provided to the Title IX Coordinator, the Vice President (or Senior Staff) with oversight of the area in which the Respondent works and a Vice President (or Senior Staff) from another area, as designated by the Title IX Coordinator. The Vice Presidents (or Senior Staff) may speak directly with the investigator(s) as part of their review, with any party or witness, or may request that the investigator(s) provide or obtain additional information.

At any point in the process involving a complaint against a tenured faculty member which may involve termination, the Title IX Coordinator may refer the matter for handling under the Faculty Handbook procedures on termination.

The Vice Presidents (or Senior Staff) will provide a written determination, based on a preponderance of the evidence standard, with a brief rationale, to each party, generally within 30 calendar days of receipt of the investigator’s report. (In the event the Vice Presidents (or Senior Staff) are unable to agree, the Title IX Coordinator will appoint a third Vice President (or Senior Staff) to participate in the process.)

Either party may submit a written appeal within 7 calendar days of that decision to the Title IX Coordinator who will appoint a disinterested Vice President (or Senior Staff) to hear the appeal. The appeal will be shared with the other party, who will have 48 hours to submit a response. The only grounds for appeal are procedural error likely to have impacted the outcome, newly discovered evidence likely to have impacted the outcome not reasonably available at the time of the investigators’ report, or a contention that the sanctions imposed or not imposed are inappropriately severe or lenient in relation to the violations found.

A decision responding to the written appeal will be issued to the parties and the Title IX Coordinator as expeditiously as possible. The appeal process does not rehear complaints but ensures that parties’ rights are protected, appropriate procedures are followed, and sanctions are reasonable.

Alternatively, the Title IX Coordinator may refer the matter to the DHHB for processing. The procedures for investigations and hearings before the DHHB can be found at https://www.stlawu.edu/human-resources/discriminatory-harassment-hearing-board-dhhb-procedures.

In all appropriate instances, interim relief may be provided, as explained above.

3. **Respondent is not a member of the University community**

When the Complainant is an employee and the Respondent is not a member of the University community, that person has no inherent rights of access to or membership in the University community. The Title IX Coordinator, in consultation with the Assistant Vice President for Security, has discretion to implement a temporary or permanent no contact order and/or temporary or permanent ban from campus. If the Title IX Coordinator elects to use the discretionary procedure, the University will appoint investigators, follow the investigation procedures and timeframe cited in I.B.3 and send the investigation report to the Vice President overseeing the area in which the Complainant is employed for adjudication. The Respondent has the right to appeal these decisions after one year, and the appeal will be heard by the Vice President overseeing the area in which the Complainant is employed.

In these types of cases, any advisor must be an active, non-lawyer member of the University community and their role is as described above.

C. **Complaints by Non-Members of the Community**

When a non-member of the University Community believes s/he is experiencing or has experienced (a) discrimination based on gender, sexual orientation, gender identity or gender expression, or (b) discrimination or
harassment based on any other category protected by law, regulation or policy (such as race, color, predisposing genetic characteristics, religion, age, disability, marital status, veteran’s status, or national or ethnic origin), s/he should report concerns to the Assistant Vice President for Safety and Security or the Vice President for Community and Employee Relations.

If the Respondent is not an active member of the University community, the matter will be investigated and handled by the Assistant Vice President for Security and Safety, who will make a final determination. When the Respondent is a not a member of the University community, that person has no inherent rights of access to or membership in the University community. The Title IX Coordinator, in consultation with the Assistant Vice President for Security, has discretion to implement a temporary or permanent no contact order and/or temporary or permanent ban from campus.

The Respondent has the right to appeal these decisions after one year, and the appeal will be heard by the Senior Staff administrator overseeing the area of the Complainant.

The Title IX Coordinator also has the discretion to follow the procedures described below. These procedures are optional.

At any time prior to a determination by the Adjudicators, the Title IX Coordinator may explore Informal Resolution provided the Complainant, the Respondent and the University agree. Informal Resolution efforts can be discontinued by either party or the University at any time.

Where the report involves conduct allegedly perpetrated by a student and the Title IX Coordinator determines an investigation is appropriate, the above procedures for students shall apply (II.A). Where the report involves conduct allegedly perpetrated by an employee and the Title IX Coordinator determines an investigation is appropriate, the above procedures for employees shall apply (II.B).

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Assistant Vice President for Safety and Security Patrick Gagnon
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III. General Provisions

A. Emergency Removal

In those cases where, in the opinion of the University based on an individualized safety and risk analysis, the continued presence of a student on campus constitutes an immediate threat to the physical health or safety of any individual, that student may be immediately removed from the University on an interim basis and/or otherwise prohibited from access to campus.

In the case of emergency removal, the individual removed shall be afforded an immediate opportunity to challenge the need for and terms of the interim suspension by submitting a request in writing to the Title IX Coordinator, which shall be accompanied by any evidence in support of that request. Notice that a party has requested modification of emergency removal shall be afforded to the other party and notice of any modification of emergency removal will be afforded to both parties.

This section applies only to students. Employees are not subject to this section and may be placed on administrative leave pursuant to applicable University policies and procedures during the pendency of a process under these procedures.
B. Sanctions/Discipline

A student found to have engaged in Discrimination and/or Harassment prohibited by the Nondiscrimination and Harassment Policy, including Sexual Misconduct, is subject to a range of sanctions depending on the circumstances of each situation. Those sanctions can be found at [http://www.stlawu.edu/resource/student-handbook](http://www.stlawu.edu/resource/student-handbook) and can take into account a student’s prior disciplinary record.

Students who violate sanctions imposed under these procedures shall be subject to further disciplinary action up to and including expulsion from the University which discipline can be imposed directly by the Vice President and Dean of Student Life, provided the student is first given the opportunity to meet with the Vice President and Dean.

The President of the University is informed by the Vice President and Dean of Student Life of all cases resulting in suspension or expulsion of a student. The President is also informed of all decisions to restrict membership or remove recognition from a student organization.

Any University employee found to have engaged in Discrimination and/or Harassment prohibited by the Nondiscrimination and Harassment Policy, including Sexual Misconduct, is subject to a range of discipline depending on the circumstances of each case. That discipline can include termination and can take into account the employee’s prior employment record.

C. Transcript Notations

As required by New York law, all colleges and universities in New York are required to denote certain conduct outcomes on academic transcripts of students found in to have engaged in conduct that constitutes crimes of violence (including but not limited to sexual assault) that the University is required to report in its annual security report pursuant to the Clery Act. Required transcript notations, as appropriate to the circumstances, are:

- “Expelled after a finding of responsibility for a code of conduct violation”
- “Suspended after a finding of responsibility for a code of conduct violation”
- “Withdrew with conduct charges pending”

Suspension and expulsion transcript notations are applied at the conclusion of the conduct proceedings and appeals processes. If a student withdraws with charges pending, but conduct proceedings are nonetheless completed, any final transcript notation will be based on the outcome of those proceedings. (Pending completion of those proceedings, the transcript will carry the above withdrawal notation.)

Transcript notations for a student suspended are required by law to remain on the transcript for a period of at least one year following completion of the suspension. By University policy, a withdrawal notation will remain on a transcript for at least one year following the withdrawal. (By law, expulsion notations are not subject to removal.) Subject to these minimum periods, a student may request to have a suspension/withdrawal transcript notation removed by submitting a petition in writing to the Title IX Coordinator, who will share the request with the Deans of Academic Affairs and Student Life. The Deans will make all decisions about notation removal. For full information: [https://www.stlawu.edu/title-ix/transcript-notation-appeal-policy](https://www.stlawu.edu/title-ix/transcript-notation-appeal-policy).

D. Complaints Involving Multiple Complainants/Respondents/Claims

In cases where there are multiple Complainants and/or multiple Respondents, the University reserves the right to handle the cases individually or jointly to the extent permitted by law. Further, in cases where there are allegations of a violation of this Policy and collateral allegations of other policy violations (e.g., an allegation of non-consensual sexual contact and minor property damage), the University reserves the right to have allegation(s) of violations of this Policy and the collateral allegation(s) investigated and adjudicated pursuant to this Policy. In cases where the individual has more than one status with the University (such as a student who is
also employed with the University, or any employee who takes courses at the University), the University will
determine in its discretion which status is primary; in such a situation, sanctions imposed may include sanctions
related to each status.

E. Time Limits

The Title IX Coordinator may extend any time limits provided for in these procedures for good reason.

F. Records

All records are maintained (for at least seven years) in confidential files maintained by the Title IX Coordinator
or designee and only those with a right and need to know are permitted access, unless otherwise provided in
these procedures.

While parties are permitted to discuss their case for the purposes of pursuing or defending a charge, seeking
support or working with an advisor, parties should also understand that unnecessary discussions of a charge
could be perceived as retaliation. For example, this does not allow individuals to unreasonably share private
information in a manner intended to harm or embarrass another individual, or in a manner that would recklessly
do so regardless of intention. Such sharing may be retaliation which can result in separate charges. Retaliation
should be reported promptly to any Responsible Administrator and may result in disciplinary action independent
of the sanction or interim measures imposed in response to the underlying allegations of Sexual Misconduct (or
other Discrimination and/or Harassment prohibited by the Nondiscrimination and Harassment Policy).

G. Interpretation/Other Issues

Interpretation of these procedures is vested in the Title IX Coordinator. Ambiguities and issues that are not
specifically addressed in the above may be resolved by the Title IX Coordinator.

H. Delegation of Authority and University Counsel

Any University administrator or official whom this policy empowers to act may request that the Title IX
Coordinator delegate that authority to another appropriate University official, or the Title IX Coordinator in his
or her own discretion may delegate that administrator’s or official’s authority to act to another appropriate
person. Delegation of authority may be necessary to avoid conflicts of interest or where time constraints or
other obligations prevent a University official named in this policy from fulfilling his/her designated role.

The Title IX Coordinator may delegate his or her authority and/or responsibilities under these procedures to any
Deputy Title IX Coordinator or other appropriate official.

Any University administrator or official involved in implementing this policy may seek the advice of the
University’s legal counsel, to be coordinated through the Title IX Coordinator.

IV. Definitions

Adjudicators: The three people on the Review Board who make the decision whether there is sufficient evidence
to find someone charged as Responsible for the actions that are alleged.

Advisor of Choice: Individuals may choose an Advisor of Choice (including an attorney). If either party does not
have an Advisor of Choice at the hearing, the University will make available an Advisor of the University’s choice,
without charge, for the limited purpose of conducting cross-examination in the live hearing. The Advisor of Choice
may be the Support Person, as well, but only one person will be allowed to accompany each party to the live hearing.

Affirmative Consent: New York State law provides, and the University adopts, the following definition of
affirmative consent:
“Affirmative consent is a knowing, voluntary, and mutual decision among all participants to engage in sexual activity. Consent can be given by words or actions, as long as those words or actions create clear permission regarding willingness to engage in the sexual activity. Silence or lack of resistance, in and of itself, does not demonstrate consent. The definition of consent does not vary based upon a participant’s sex, sexual orientation, gender identity, or gender expression.”

Consent is free and informed permission. Consent given verbally is evidenced by affirmative agreement to engage in specific sexual activity. Consent through action is active participation in the specific sexual activity. Consent to any sexual act or prior consensual sexual activity between or with any party does not necessarily constitute consent to any other sexual act. Consent to some sexual activity (e.g., kissing, fondling) cannot be presumed consent for other sexual activity (e.g., intercourse). Consent to engage in sexual activity with one person does not constitute consent to engage in sexual activity with another. Consent may be initially given but withdrawn at any time. When consent is withdrawn or can no longer be given, sexual activity must stop.

Certain conditions prevent a person from being able to consent. Consent is required regardless of whether the person initiating the act is under the influence of drugs and/or alcohol. Consent cannot be given when a person is incapacitated, which occurs when an individual lacks the ability to knowingly choose to participate in sexual activity. Incapacitation may be caused by the lack of consciousness or being asleep, being involuntarily restrained, or if an individual otherwise cannot consent. Depending on the degree of intoxication, someone who is under the influence of alcohol, drugs, or other intoxicants may be incapacitated and therefore unable to consent.

In considering whether an individual is incapacitated due to drug or alcohol use, the University will look at a number of factors, including but not limited to the type/amount of alcohol and/or drugs used, as well as such outward signs as slurred or incoherent speech, impaired motor skills (e.g., walking, texting), vomiting, loss of consciousness, etc.

Consent cannot be given when it is the result of coercion or force. Coercion is a threat, undue pressure, or intimidation to engage in sexual activity. Coercion is more than an effort to persuade, seduce, entice, or attract another person to engage in sexual activity. A person’s words or conduct are sufficient to constitute coercion if they deprive another individual of the ability to freely choose whether or not to engage in sexual activity. The University expects that any sexual activity (including sexual contact) will be based on mutual, affirmative consent to the specific sexual activity. Sexual activity in the absence of affirmative consent (i.e., “non-consensual sexual activity”) is prohibited. Sexual relationships between students and employees are strongly discouraged.

Confidential Resource: Trained campus and community resources who must retain your confidentiality unless there is imminent harm to self or others. Confiding in these resources is NOT reporting to the University.

Confidential Response: A complainant may seek assistance from on-campus or external resources with whom confidential discussions may be held, without report to the University’s Title IX Coordinator, unless the complaint describes a narrative of imminent harm to self or others.

Formal Complaint: A complaint must be made in writing and signed by the complainant in order to initiate the University’s grievance process of an investigation and adjudication. The complainant may then choose to have supportive measures provided only, to request an Informal Resolution and the terms proposed, or to request a Formal Investigation.

Informal Resolution: Once a Formal, written report is made to the Title IX Coordinator, the University, through the Title IX Coordinator or designee, may offer options to the person making the complaint. She or he can then express preference for an Informal Resolution, describing wishes such as change of residence, change of schedule, no-contact order, or other requests. Then the University explains the charge to the accused and describes the conditions. This is a non-judgmental discussion; the University is not determining whether the charge has enough evidence for a decision of responsibility. If the charged person also agrees to the terms proposed, the
conditions are documented and the case is permanently closed. If the charged person does not agree, then the University returns to the person making the complaint and offers these options:

- Investigation, leading to a decision by the Review Board and sanction if the charged person is found Responsible, or no sanction if evidence is not sufficient to reach Preponderance of Evidence standard.
- Suspend decision at this time and decide at a later date whether to request a Formal Investigation or to request the University take no action.
- Request the University take no action and close the case permanently.

Formal Investigation and Adjudication: Once a Formal, written report is made to the Title IX Coordinator, the University, through the Title IX Coordinator or designee, may offer options to the person making the complaint. She or he can request a Formal Investigation and Adjudication, which involved two trained investigators who will interview both parties, interview relevant witnesses, and gather evidence such as photographs, videos, emails, text messages, Facebook posts, or any other material sources relevant to the allegation(s). Both parties may review materials gathered during investigation before the Investigation Report is finalized. The investigators then prepare a report, both parties may read and respond in writing to the report, before sharing with adjudicators who comprise the Sexual Misconduct Review Board; they decide whether there is a Preponderance of Evidence and if they believe there is, what the proportionate sanction should be. If someone charged is found Responsible, she or he may appeal on limited grounds. Those grounds are procedural irregularity that affected the outcome, evidence not reasonably available during the investigation that could affect the outcome, bias on the part of anyone involved in the proceedings, or inappropriateness of sanction imposed or not imposed. Formal Investigations and Review Board processes are completed as expeditiously as possible.

No-Contact Order: A directive from the University that the people involved in a case either temporarily or permanently have no deliberate interaction with one another, nor may anyone on their behalf.

Preponderance of Evidence: The standard of proof used by the Review Board to determine whether an alleged violation of the Sexual Misconduct Policy occurred. This standard evaluates whether it is “more likely than not” that the respondent engaged in the conduct charged.

Responsible: The term used when the Review Board determines there is a preponderance of evidence to support a finding of a violation of the Sexual Misconduct Policy.

Responsible Administrator: Employees who have an obligation to report to the University’s Title IX Coordinator if they hear about or are aware of sexual misconduct and to take action based on those reports. They can also assist students by directing them to appropriate resources.

Review Board: Three individuals chosen from a team of trained individuals; they read the Investigation Report, conduct the live hearing that includes opportunities for both parties to make statements, to be questioned, and to be cross-examined. If a party or witness declines to submit to cross-examination at the hearing, the RB will not rely on any statements of that party/witness in reaching a decision regarding responsibility. The Review Board then determines there is a preponderance of evidence to support a finding of a violation of the Sexual Misconduct Policy and if so, the Review Board imposes the sanction.

Supportive Measures: Supportive measures are intended to restore or preserve, to the extent practicable, equal access to the University’s educational programs and activities and protect the safety of all parties without unreasonably burdening the other party or parties. As required by federal regulation, these supportive measures must be non-disciplinary and non-punitive to the parties. If a Complainant does not wish to file a formal complaint and initiate an investigation and Formal Adjudication, the Complainant will, nevertheless, be entitled to receive supportive measures.

Support Person: Individuals may choose a support person to be involved during the investigation only. The support person may not speak for or represent the persons. The University will not communicate directly with support people. Support Person Guidelines are provided. The Support Person does not attend the live hearing.
Transcript Notation: As required by New York law, all colleges and universities in New York are required to denote certain conduct outcomes on academic transcripts of students found to have engaged in conduct that constitutes crimes of violence (including but not limited to sexual assault) as defined in the Clery Act. Required transcript notations, as appropriate to the circumstances, are:

“Expelled after a finding of responsibility for a code of conduct violation” “Suspended after a finding of responsibility for a code of conduct violation” and “Withdrawn with conduct charges pending”

Suspension and expulsion transcript notations are applied at the conclusion of the conduct proceedings and appeals processes. If a student withdraws with charges pending, but conduct proceedings are nonetheless completed, any final transcript notation will be based on the outcome of those proceedings. (Pending completion of those proceedings, the transcript will carry the above withdrawal notation.)

Transcript notations for a student suspended are required by law to remain on the transcript for a period of at least one year following completion of the suspension. By University policy, a withdrawal notation will remain on a transcript for at least one year following the withdrawal. (By law, expulsion notations are not subject to removal.)

Subject to these minimum periods, a student may request to have a suspension/withdrawal transcript notation removed by submitting a petition in writing to the Title IX Coordinator, who will share the request with the Deans of Academic Affairs and Student Life. The Deans will make all decisions about notation removal. For full information: https://www.stlawu.edu/title-ix/transcript-notation-appeal-policy.

Witness: Someone who may have seen an incident or who may have had real-time interactions with either the person making the charge or the person charged, interactions (discussion, text or email messages and more) that will help the University understand the narrative as accurately as possible.

Updated August 2020

These procedures may be amended by the University at any time. Unless otherwise provided in the amendment, amendments to these procedures will become effective upon approval.

Section 7: Conflict Resolution and Disciplinary Procedures

Each student is responsible for trying to resolve conflicts directly with those involved. That failing, the student is encouraged to seek assistance from the Associate Dean of Student Life, residential staff, Greek advisor and/or theme house coordinator. For conflicts involving classroom and course issues, students should first try to resolve the conflict directly with the faculty member teaching the course. That failing, students may wish to discuss the issue with the chair of the academic department, the Associate Dean for the Faculty, or the Associate Dean for Academic advising. Our policy on Academic Conflict Resolution may also be relevant. (Page 21-22 Student Handbook 2020-2021)

Violations of the St. Lawrence University Student Code of Responsibility are administered according to the Student Judiciary Board Constitution (Article XI, Section 1 of the Thelomathesian Society Constitution, Appendix 1), except for sexual misconduct violations which are administered by the Sexual Misconduct, Domestic Violence, Dating Violence and Stalking Review Board (RB).

Student Judiciary Board Constitution—

Clause I: Jurisdiction of the Vice President and Dean of Student Life

Section 1: The Vice President and Dean of Student Life’s designee, the Associate Dean of Student Life, supervises the student judicial system. The Associate Dean of Student Life is vested with the responsibility to monitor judicial proceedings for the purpose of insuring that such proceedings are conducted in a manner that is consistent with University policy. The Associate Dean’s responsibilities in this regard include: to ensure that students’ due process
and students’ rights and responsibilities are upheld, and to sit in on judicial hearings. The Associate Dean of Student Life has the authority to investigate possible, and charges of, violations of the St. Lawrence University Student Code of Conduct and, in the event of filed charges, determine whether there is sufficient merit in them to warrant proceeding to the next step of the hearing. The Associate Dean of Student Life may provide for designated administrative staff members to hear certain disciplinary cases if deemed appropriate and if the student charged agrees to an administrative agreement. The Chief Justice of the Student Judiciary Board maintains the right to continually define which types of cases are appropriate for an administrative agreement and may require all cases to be heard by the Student Judiciary Board.

**Administrative Agreement:** Students found in violation of the Student Code of Responsibility for infractions that do not hold the potential for suspension or expulsion can have the charges resolved at the administrative level. An administrative agreement is completed only when the student charged agrees that the sanction(s) imposed are reasonable and fair. Should the student not accept responsibility for the charges, or not accept the proposed sanction(s), the matter is referred to the Student Judiciary Board. All administrative agreements will be brought to the attention of, and be approved by, the Student Judiciary Board.

**Dean’s Panel Hearing:** In cases involving allegations of violence, repeat offenders or the sale of illegal substances or drugs, the Vice President and Dean of Student Life or his/her designee, after consultation with the Chief Justice of the Student Judiciary Board, may determine that the matter is best handled by a Dean’s Panel Hearing. This procedure involves a hearing before a three member panel, selected by the Associate Dean of Student Life. During the academic year, the Chief Justice, if otherwise available, will be one of the three panel members. The procedures in Clause 5, available for a hearing before the Student Judiciary Board, will apply in a Dean’s Panel Hearing, except that recommendations of the panel will become final unless appealed to the Vice President and Dean within the time limits set forth for appeals in Clause 5, Section 1, h. Grounds for appeal are listed in Clause VIII, Section 1. Appeal to the Judicial Board of Appeals is not available in these cases and the determination of the Vice President and Dean is final.

**Section 2:** When a violation of the St. Lawrence Student Code of Responsibility may also violate federal, state or local law, the Associate Dean of Student Life may decide to either proceed with the case or stay University proceedings pending resolution of any potential or actual external charges (a decision to stay proceedings can be reconsidered at any time).

**Section 3:** The Vice President and Dean of Student Life or the Vice President’s designee may initiate an “emergency removal from campus” order or take other appropriate action whenever the student’s alleged actions constitute a danger or hazard to members of the University community or to the University. Such actions may include a threat of danger or injury to others, a threat of disruption of the educational or living environment. Before an “emergency removal from campus” can exceed seven (7) calendar days, the student (to be) removed shall be given the opportunity to speak directly to the Vice President and Dean.

**Section 4:** The Vice President and Dean of Student Life reviews appeals when the Board of Appeals is not in session and hears all appeals from cases adjudicated by a Dean’s Panel Hearing.

**Section 5:** The Vice President and Dean’s designee, the Associate Dean of Student Life, shall have jurisdiction for student judicial problems when the Student Judiciary Board is not in operation. When practicable, the Associate Dean of Student Life shall act in consultation with the Chief Justice of the Student Judiciary Board.

**Clause II: Jurisdiction of the Student Judiciary Board**

**Section 1:** The Student Judiciary Board hears charges involving students, groups of students, or student organizations (including but not limited to recognized organizations, theme houses and floors, etc.) charged with violations of the Student Code of Responsibility, except for those charges which fall under the jurisdiction of the Sexual Misconduct, Domestic Violence, Dating Violence and Stalking Review Board (Review Board) – Section 5 and Section 6 of the Student Code of Responsibility.

**Section 2:** The Student Judiciary Board operates from the first day of fall semester First-Year orientation to the last day of classes of the spring semester. The Associate Dean of Student Life conducts hearings when the student Judiciary Board is not in session.
Section 3: The student judicial system supersedes any internal supervision by student organizations or residence halls when violations of the Student Code of Responsibility occur.

Section 4: Any person or group from the University community may present allegations to the student judicial system through the Associate Dean of Student Life who determines whether to permit charges to proceed.

Clause III: Responsibilities of the Student Judiciary Board

Section 1: The Student Judiciary Board conducts hearings and determines appropriate sanctions. Determinations are based on the weight of evidence presented; that is, it is more likely than not that a charge against a student or group is correct.

Section 2: The Student Judiciary Board conducts hearings within a reasonable length of time after receipt of charges, normally within ten days.

Section 3: When a student suspended for disciplinary reasons requests re-enrollment at the University, the Vice President and Dean of Student Life and the Associate Dean of Student Life, in consultation with the Chief Justice of the Student Judiciary Board, determines whether or not the student is to be readmitted and, if so, under what conditions.

Section 4: Students and staff of a residence hall may establish internal procedures for minor community infractions so long as they do not conflict with University policies. The residence life staff maintains a written record of infractions and the sanctions involved. A student who repeatedly violates community standards is referred to the Student Judiciary Board, which will consider the written record in determining appropriate sanctions. If a student feels that sanctions imposed by residential staff are inappropriate that student may bring the matter before the Student Judiciary Board for adjudication.

Clause IV: Qualifications and Appointments

Section 1: The Student Judiciary Board consists of eight justices and student advocates (number determined by Chief Justice) appointed by the Committee of Selection, which consists of the outgoing senior class justices of the Student Judiciary Board, the president of the Thelomathesian Senate or his/her designee, and two graduating members of Omicron Delta Kappa, each having one vote.

Section 2: The Committee of Selection chooses the Chief Justice of the Student Judiciary Board.

Section 3: The Student Judiciary Board is composed of three seniors, three juniors and two sophomores.

Section 4: If a vacancy occurs on the Student Judiciary Board, the new justice is appointed by the Committee of Selection.

Section 5: All members of the Student Judiciary Board must be in good academic and disciplinary standing and are selected and ratified on the basis of suitable character and maturity.

Section 6: The Associate Dean of Student Life acts as an advisor to the Student Judiciary Board.

Section 7: Student advocates will advise students how to best engage with the University’s judicial process.

Clause V: Procedures

Section 1: A student or an organization notified to appear before the Student Judiciary Board is made aware of his/her/their rights at the time he/she/they receives notice of charges. These rights include:

a. the right to receive electronic or written notice of charges, to include the time and place of the alleged violation (to the extent available) and time and place of the Student Judiciary Board hearing.

b. the right to a fair and impartial hearing.

c. the right to offer witnesses and testimony, and to challenge evidence and testimony presented against him/her/them (such challenges do not include the right to direct cross examination of any witness). However, the Student Judiciary Board may establish a reasonable limit on the number of witnesses and the relevancy of any proffered evidence.

d. the right to be accompanied by another individual from the St. Lawrence community whose role will be advisory only. Students/organizations may not be represented by attorneys at disciplinary hearings or meetings relevant to the complaint.

e. the right to make the meeting public through prior consultation with the Chief Justice.
f. the right to remain silent without sanction.
g. The right of five days electronic/written notice in advance of the hearing that can be waived by agreement between the student/organization and the Chief Justice. This written notice is placed in the student’s or organization leader’s campus mailbox a minimum of five calendar days before the scheduled meeting.
h. The right to appeal within seven (7) calendar days after receipt of sanction. An appeal does not delay implementation of the Student Judiciary Board’s decision. If the recommendation is for suspension or expulsion and the student is a safety threat to him/herself or to the community, the student must leave the campus immediately and submit the appeal from off campus.

Section 2: The Student Judiciary Board may call witnesses and make recommendations based upon all evidence presented. The Student Judiciary Board is also empowered to resolve any procedural issues which might arise in the course of a proceeding, provided that resolution is not inconsistent with the express provisions contained herein.

Section 3: If a student/organization fails to appear for a hearing as required by the Student Judiciary Board, that case will be heard in absentia unless the chief justice determines that extenuating circumstances warrant an exception.

Section 4: The Student Judiciary Board recommendations are sent to the Associate Dean of Student Life for consideration. Within seven days the Associate Dean of Student Life either confirms the recommendation(s) or returns the recommendation(s) with comment to the Board for reconsideration. If the Associate Dean of Student Life confirms the recommendation(s) of the Board, the decision is sent to the student charged. If the Associate Dean of Student Life returns the recommendation(s) with comment to the Board and the Board reaffirms its original recommendation, the recommendations are sent to the Vice President and Dean of Student Life who will determine the issue. If the recommendation is suspension or expulsion, the student must leave campus immediately; any appeal of the recommendation must be made from off campus. Students who violate sanctions imposed by the Board or by the Vice President and Dean of Student Life are subject to further disciplinary action up to and including termination from the University, which discipline can be imposed directly by the Vice President and Dean of Student Life, provided the student is first given the opportunity to meet with the Vice President.

Clause VI: Responsibilities of the Board of Appeals
Section 1: The Board of Appeals does not re-hear Student Judiciary Board proceedings but rather ensures that student rights have not been violated, that appropriate procedures are followed, and sanctions are reasonable.

Clause VII: Qualifications and Appointments—Board of Appeals
Section 1: The Board of Appeals is composed of two faculty members, two members of the University administration, and four students. If student vacancies occur, the Committee of Selection makes re-appointments. Faculty vacancies are filled by Faculty Council. The President fills administrative vacancies.

Clause VIII: Procedures of the Board of Appeals
Section 1: Appeals may be filed by the accused student by submitting a letter of appeal to the Convener of the Judicial Appeals Board, relying on the following grounds:
   a. that the sanctions imposed by the Student Judiciary Board were unreasonable.
   b. that the student’s procedural rights were violated.
   c. that new evidence which could have substantially affected the decision first became known after the initial hearing.
Section 2: The Board of Appeals meets promptly to consider an appeal, normally within ten days.
Section 3: The Chief Justice of the Student Judiciary Board is invited to attend meetings of the Board of Appeals.
Section 4: Recommendations from the Board of Appeals are sent to the Vice President and Dean of Student Life, who then makes the final decision and notifies the student charged and the Chief Justice of the Student Judiciary Board.
Section 5: The President of the University is informed in cases of suspension or expulsion.
Clause IX: Responsibilities of the President of the University

Section 1: The President of the University is informed by the Vice President and Dean of Student Life of all cases resulting in suspension or expulsion. The President is also informed of all decisions to restrict membership or remove recognition from a group or organization.

Clause X: Removal of Members—Student Judiciary Board and Board of Appeals

Section 1: Grounds for removal of a Student Judiciary Board member are violation of confidentiality, lack of good behavior, failure to complete duties, and/or failure to remain in good academic standing. Any member of the St. Lawrence University community may initiate a petition for removal of a board member.

The petition, bearing at least 20 signatures from full-time students, is submitted to the Vice President and Dean of Student Life. The petition is forwarded to a review committee consisting of the Executive Committee of the Thelomathesian Senate and three members of Omicron Delta Kappa selected by the president of Omicron Delta Kappa. Acceptance of a recommendation for a removal must be verified by a 2/3 vote of this review committee.

Section 2: Grounds for removal of a Board of Appeals member are betrayal of trust or lack of good behavior. Any member of the St. Lawrence University community may initiate a petition for removal of a Board of Appeals member. The petition, bearing at least 20 constituent signatures, shall be filed with the electing or appointing body. That body shall institute appropriate hearings and render a decision.

Clause XI: Sanctions

The following sanctions may be imposed by any appropriate body when the evidence establishes a violation of any University policies whether it is the one specifically charged or not, provided the accused had adequate notice of and opportunity to respond to the underlying allegations. The following list of sanctions is not exhaustive. Sanctions may apply to groups as well as students. The Student Judiciary Board, Review Board, DHHB, administrative hearing officer, or other appropriate person or body may impose a single sanction or a combination of sanctions. When determining sanctions, the Student Judiciary Board, Review Board, DHHB, hearing officer, or other appropriate person or body may consider a student’s or group’s past disciplinary record.

These sanctions may apply to groups as well as students. The Student Judiciary Board, Review Board, DHHB, administrative hearing officer, or other appropriate person or body may impose a single sanction or a combination of sanctions. When determining sanctions, the Student Judiciary Board, Review Board, DHHB, hearing officer, or other appropriate person or body may consider a student’s or group’s past disciplinary record.

Should a student take a leave of absence or withdraw from the University with disciplinary sanctions pending, he/she is expected to complete the sanctions upon his/her return.

Failure to comply with imposed sanctions will result in additional discipline.
service and/or a fine. Further violations of the Student Code of Responsibility while on disciplinary warning will result in more serious sanctions.

- **Dismissal of charges**—all charges are dropped.

- **Emergency Removal from Campus**—(three to seven days) — the student is banned from St. Lawrence University property and may not participate in any University activities during the period of emergency removal. It is the student’s responsibility to notify professors that he/she will be absent from classes for a period of time. A formal hearing is held at the conclusion of the emergency removal from campus.

- **Expulsion**—Permanent dismissal from the University with no access to the St. Lawrence University campus, including disabling of University email account. The student must leave campus immediately; any appeal of the recommendation must be made from off campus. Expulsion is noted on a student’s permanent internal record, though not on an official transcript, except as follows. In the event any student is found responsible for conduct that constitutes a crime of violence that must be reported under the Clery Act (including aggravated assault and sexual violence) and is suspended or expelled as a result, his/her transcript will note that they were expelled for a finding of responsible for a code of conduct violation. (Only board-member fee and meal bank-will be refunded based on the percentage of time enrolled in the semester upon suspension or expulsion and no refund of board after 75% of the enrollment period has passed. Return of Title IV aid (federal financial aid) will be calculated according to federal regulations.)

- **Fine**—A fine may range from $25 to $500 depending on the violation.

- **Membership Restrictions**—Prohibits a group from accepting new members for a specific period of time.

- **Removal of Recognition**—Loss of recognition by a campus group or organization. During the loss of recognition, which may be for a specific period of time or permanently, the group cannot exist on the St. Lawrence campus.

- **Residential Hall Restriction**—Loss of priority in the housing assignment process.

- **Restitution**—Compensation for damages done or payment for expenses incurred as a result of the student’s behavior. In most cases, this sanction is imposed in conjunction with another sanction.

- **Restricted Activities**—Directive restraining the sanctioned student from certain acts, activities or places.

- **Restricted or No Contact**—Directive that the sanctioned student must avoid contact with other student(s) and may not in any way communicate or interact with specified student(s).

- **Social Probation**—Probation for a specified period of time during which a student cannot receive a leave of absence, cannot apply or participate in any off-campus program, and may not apply for off-campus housing. Social probation may include disciplinary service hours and/or fine. This probation also may include specific restrictions on participation in internships/jobs and social privileges. Sanctions will apply to groups including theme living organizations, athletic teams, and Greek organizations as well as individual students in regard to violations of the student code of responsibility. Further violations of the Student Code of Responsibility while on social probation will result in more serious sanctions. It should be noted that the University may inform parents or guardians of a student's social probation status.

- **Suspension**—Separation from the University for a specified period of time during which a student has no access to the St. Lawrence University campus. The student must leave campus immediately; any appeal of the recommendation must be made from off campus. Readmission may be gained upon the approval of the Vice President and Dean of Student Life in consultation with the Chief Justice of the Student Judiciary Board. Disciplinary suspension is noted on a student’s permanent record, though not on an official transcript, except as follows. In the event any student is found responsible for conduct that constitutes a crime of violence that must be reported under the Clery Act (including aggravated assault and sexual violence) and is suspended or expelled as a result, his/her transcript will note that they were suspended for a finding of responsibility for a code of conduct violation. Pursuant to the University’s policy on transcript notations, a student who has been suspended may be eligible to seek to have the notation removed, but not sooner than one year following completion of the suspension. (Only board-member fee and meal bank-will be refunded based on the percentage of time enrolled in the semester upon suspension or expulsion and no refund of board after 75% of the enrollment period has passed. Return of Title IV aid (federal financial aid) will be calculated according to federal regulations.)
Failure to comply with imposed sanctions will result in additional discipline.

The sanctions shall be placed in the student’s permanent file (in which case it may be reported to employers, graduate schools, licensing agencies, etc. inquiring about a student’s educational experience at St. Lawrence).

Clause XII: Amendment—Judicial System

Section 1: Proposed amendments to the Student Judiciary Board Constitution must be made jointly by the Student Judiciary Board and Board of Appeals and presented in writing to the president of the Thelomathesian Senate for consideration.

Section 2: Amendments are adopted upon approval by a 2/3 vote of the members of the Thelomathesian Senate present and voting, provided a quorum is present, and upon approval of the Vice President and Dean of Student Life.

Appendix 1: Community Responsibility

St. Lawrence University values and has affection for the special relationship we share with the Canton community. To this end, we are committed to ensuring that St. Lawrence University students conduct themselves in an appropriate manner both on and off campus. Any acts of vandalism, harassment, public disturbances or general misconduct that disturb the quality of life for our Canton neighbors will not be tolerated. The consequences for inappropriate behavior could include suspension and permanent separation from the University.

Appendix 2: Off-Campus Arrests

When a student is arrested off campus, the University may receive notification of that arrest. If the charge is deemed to be minor and the probable penalty is a fine, work detail or suspended sentence, the student may be called before the Vice President and Dean of Student Life, or the Vice President and Dean’s designee, to explain his or her behavior. If further action is required, such as judicial proceedings, alcohol or personal counseling, the student will be referred.

If the charge is deemed to be major and a jail sentence or criminal record is probable, the Vice President and Dean of Student Life, or his or her designee, will decide whether to proceed with consideration of charges or defer consideration until after a decision has been reached in the courts. The Vice President and Dean will notify the student of which course he or she will pursue and that the student may be subject to suspension or expulsion from the University when the matter is considered. In such cases, the chief justice of the Student Judiciary Board shall be fully informed.

If the student’s continued presence at the University represents a clear and present danger, the Vice President and Dean of Student Life will immediately suspend the student.

RESIDENCE LIFE

As a four-year residential university, St. Lawrence considers the residential experience to be an integral component of the educational process. Living in residence affords students the opportunity to demonstrate individual and social responsibility, develop a deeper knowledge and understanding of differences and use their residential experience as an extension of their academic experience. The residential program seeks to provide an educational environment conducive to the personal growth of each student.

The Office of Residence Life joins the rest of the St. Lawrence community in its commitment to celebrating the rich diversity of people who live and work within our community. All of our activities, programs, and everyday interactions are enriched by our acceptance of one another, and the knowledge we gain when we learn from each other in an atmosphere of positive engagement and mutual respect.

The residence life experience requires each of us to be thoughtful in our speech and actions so as to make this learning environment personally supportive and educationally valuable to all who live and work here. As a member
of the living-learning community, you will be expected to contribute to an atmosphere of encouragement and mutual respect by giving to others the respect that all students, staff and faculty deserve.

**Departmental Staff**

The Office of Residence Life includes 59 student staff members and 6 professional staff members who are here to help you have a meaningful and productive experience living on campus. Should you have any questions about the residential living experience, or should you encounter any problems or difficulties with your St. Lawrence experience, our departmental staff is available to assist you. The staff with whom students have the most contact include the Community Assistants and the Residential Coordinators.

**Community Assistants (CAs)**

The Residence Life staff with whom residents have the greatest amount of contact are the Community Assistants, otherwise known as CAs. Community Assistants are undergraduate student staff who live in the residence halls and suites in order to help build positive residential communities, which complement and extend classroom learning. Accordingly, CAs assume many responsibilities. For example, they help students understand how their choices and actions impact themselves and the community. In addition, they provide programming and other opportunities for students to explore and clarify their interests, values and attitudes. Community Assistants also provide personal and academic mentoring and referral. One of the most important roles that CAs perform are developing positive living environments that enhance student academic success.

**Residential Coordinators (RCs)**

Residential Coordinators are professional, live-in members of the Office of Residence Life. Residential Coordinators have primary responsibility for the student development, management and supervision of a residential area. Community Assistants are supervised by Residential Coordinators.

**Housing Information**

St. Lawrence University has a variety of housing options. First-year students live in FYP Living-Learning Communities in traditional style residence halls.

Traditional style residence halls include Gaines, Sykes, Kirk Douglas, Priest, Reiff, Rebert, Lee, Whitman, Dean Eaton, and the second and third floor of 62 Park. Residential suites and apartments include Hulett, Jencks, and the first floor of 48 Park. On-campus Greek houses include Kappa Delta Sigma, Alpha Tau Omega and Beta Theta Pi.

Another option available to upper-class students is “theme community housing” in which a group of students are housed in a cottage, suite or residence hall floor based on a common theme, vision, goal or attribute. In return for the privilege of residing in a theme community, members of theme housing groups are expected to make programmatic contributions to the St. Lawrence and/or Canton communities. Theme community selection and placement decisions are made in the spring semester prior to the room draw process. There are 17 theme cottages or theme floors including The Annex, Artist’s Guild, Black Student Union, Campus Kitchens, CASL, I-House, Java House, Commons College, Greenhouse, Habitat, The Hub, La Casa, L.I.G.H.T. House, The Lounge, Outdoor Alternatives, P.O.W.E.R. House, and Women’s Resource Center.

The Steiner Senior Townhouses are a housing option available exclusively to seniors.

**Housing Assignments**

At the beginning of the spring semester, all enrolled students receive information from the Residence Life office about the various housing options available for the next academic year. Housing assignments are made through a multi-phased process that includes Senior Townhouse selection, theme housing, learning community housing, lifestyle housing, and the general room draws. Students who are 24 years of age or older may not be allowed to live on campus. Detailed information about each housing selection process is disseminated at the beginning of the spring semester.
For the 2020-2021 fall and spring semesters, the rate for all University-owned single rooms (including spaces in the Senior Townhouses) is $5,003 per semester and the cost for all other rooms is $4,080 per semester. For the 2021 summer semester, the rate for all University-owned single rooms is $3,335 and the cost of all other rooms is $2,720. If a student moves to a more or less expensive room type in the middle of the semester, the additional cost or credit will be prorated based on the date of the move.

Students planning to study abroad during the fall semester should complete their housing agreement in the prior spring semester. Students are expected to reside in University or Greek housing upon their return. Housing placements are made during winter break for the spring semester.

Students who are studying abroad for a full year will be assigned to a housing space during the housing assignment process conducted in the spring semester prior to their return. They should have another student serve as their proxy in the assignment process.

Due to the limited number of housing spaces on campus, the Office of Residence Life works closely with all Greek houses to ensure that they are full. Fraternity or sorority members may not reside in a location other than their chapter house if their house is not full.

Senior Townhouses

Students are selected to reside in the Steiner Senior Townhouses based on the quality of contributions that they have made to the St. Lawrence University community throughout their time on campus. A judicial check will take place for all applicants before they are approved to live in the townhouses.

Gender Neutral Housing

The University offers gender neutral housing, which is a housing option in which two students may share a multiple-occupancy room assignment, in mutual agreement, regardless of each student’s sex or gender. Students who have questions about this housing option are encouraged to contact Residence Life staff for more information.

Room Changes

The Office of Residence Life reserves the right to initiate changes in housing assignments, and to change or alter living arrangements in residential buildings. Students may be required to move for reasons pertaining to health, safety and issues related to the Student Code of Conduct. Failure to abide by university regulations, particularly with respect to health and safety, may result in disciplinary measures or the revocation of the housing agreement.

Since a principle philosophy of the Residence Life office is that residential living is a living and learning experience, students may be asked to participate in measures to open up communications between roommates before a room change can be requested. Room changes are possible throughout the year, after an initial two-week waiting period at the beginning of each term. Students wishing to make a room change should meet with the Residential Coordinator for their building. Before a room change can take place, the Senior Associate Director of Residence Life for Housing Operations must approve it. Students who change rooms without proper authorization may be subject to administrative reassignment and disciplinary action, in addition to a fine of $100.

Residential Facilities Opening and Closing

The closing and re-opening dates for winter recess are announced well in advance of that break period. Occupancy of residences, including cottages and University-owned Greek houses, is prohibited during this break period and no student is allowed to enter buildings before the announced opening time. Students who enter residential buildings during this recess period are considered trespassing and will be subject to disciplinary action and/or arrest. International students should meet with the Associate Director of Residence Life for Housing Operations to talk about living arrangements for the winter break.

Residential buildings do not officially close for fall break, Thanksgiving break, mid-winter break, or spring break. However, if a student needs to be on campus for the Thanksgiving or spring break periods, they must communicate that information to the Office of Residence Life at least two weeks prior to the break. Please note
that there is no food service scheduled for these break periods. For fall break and mid-winter break, dining services continue to be offered. In addition, any student except for overseas international students needing to remain on campus will be charged $24.00 per day or $166 per week for each break period that they are on campus.

It is important to note that University personnel conduct safety inspections of each residential room at the beginning of each break period. At the end of the semester, students may occupy their rooms for 24 hours after their last scheduled exam or until the official closing time of the residential buildings, whichever comes first. Students who remain past the semester closing deadline without prior permission of the Office of Residence Life are subject to a fine of up to $250 and disciplinary action. (Fines will increase with each additional hour students remain on campus.) Students on campus during senior week, without permission, may lose the privilege to remain on campus during their senior week. Those students who terminate enrollment before the end of the semester must leave within 24 hours. Failure to leave and remove all personal belongings from a room in a timely manner may result in a fine and/or referral to the judicial board.

**Residential Access Control/ID Cards**

Students may use their campus ID card to access their residential building at any time that the university is in session. Access to our main residence halls is as follows: During the day, from 7:00 a.m. to 11:00 p.m., students will have access to all the main residence halls on campus. During quiet hours, access will be limited to the residents of that building. Access in the theme houses, Greek houses, 62 Park, or 48 Park is limited to the students living in these residential spaces at all times. Campus ID cards are valid for the entire time a student is enrolled at St. Lawrence University and are not reissued annually. Lost cards should be reported immediately to the Safety and Security Office. The first replacement card is free; there is a $20 charge for additional campus ID card replacement. Campus ID cards are not transferable. There is a fine for misuse of campus ID cards.

**Room Regulations**

**Approved Items**

The following list of appliances is approved for use in student rooms as long as they are UL approved:

- Curling irons/Hair straighteners
- Electric blankets
- Extension cords (heavy duty)
- Hair dryers
- Heating pads
- Personal Computers
- Popcorn poppers
- Power Strips
- DVD players
- Radios/Stereos
- Small microwave ovens
- Televisions

**Cable television** is available in all residential rooms. Accordingly, TV or radio antennas are not permitted to be placed on any part of a University building, tree or structure.

**Refrigerators** – one refrigerator per room is permitted but it is limited to a size of no more than 4.0 cubic feet.

**Tapestries/Wall Hangings** -- fire-retardant tapestries are permitted to be hung in rooms, attached only to the walls. Tapestries are limited to two per room and cannot be within 12” of wall outlets, heaters, or other electrical appliances. Wall decorations are not permitted to cover more than 50% of the wall space.

**Prohibited Items**

The following are prohibited or restricted in residential rooms and buildings:

- Air conditioners
- Bars
- Candles (burned or unburned)
- Ceiling fans
- Darts and dart boards
- Dimmer switches
- Electric Frying Pans
- Extension cords (lightweight)
- Fireworks
- Fog machines
- Grills (charcoal, gas and electric tabletop grills)
- Halogen lamps
- Hookahs/Bongs
- Hot plates
- Hot Tubs/Spas/Pools
Hoverboards & similar devices
Medusa Lamps
Public Street Signs
Sun lamps
Weapons

Immersion coils
Multi Outlet/Octopus Plugs
Rice Cookers
Toasters/Toaster ovens
Wireless router/access point

Incense/Potpourri burners
Natural Holiday Trees
Space heaters
Waterbeds

Please note that Residence Life staff or Safety & Security Officers will confiscate any prohibited appliances.

Banners/Posters
Consult with the Residential Coordinator prior to hanging any banner/poster in a public area regarding guidelines for hanging banners on or in University residential buildings.

Combination Access for Residential Rooms
Students are provided with a combination for their room door locks upon check-in. **DO NOT SHARE YOUR ROOM DOOR LOCK COMBINATION WITH ANYONE.** The Office of Residence Life may change the door lock combination at any time at the expense of the resident if it is documented that the student has shared the combination with non-residents of their room. Because safety is of paramount importance to the University, students who share their door combination with others may face disciplinary action. The fee is $25 to change a room combination. **THE UNIVERSITY IS NOT RESPONSIBLE FOR PERSONAL PROPERTY LOST, STOLEN OR DAMAGED.** Accordingly, students should keep their doors locked at all times.

Cooking in Residential Buildings
Students who reside in buildings that have kitchens are only permitted to cook in the kitchen within their residential facility. Students must clean up after themselves when they are finished cooking. This is not the responsibility of housekeeping staff. Kitchens that are not kept clean may be closed for use at the discretion of the Residential Coordinator. With the exception of using a small microwave oven, students are not permitted to cook in their rooms.

Students are not permitted to store or use barbeque grills within 10 feet of a building. Violations of this policy may result in a fine and disciplinary action.

Energy Conservation
Energy conservation should be a prime concern of every resident student. We ask that you turn off lights, all electrical appliances and close windows when leaving your room. However, it is NY State law that hallway lights must remain on at all times for safety reasons.

Guests/Visitors Policy
Each student assigned to a residence hall room has primary rights to occupy that room (i.e., the right to sleep and/or study in the room). St. Lawrence University respects the right of students to have visitors in their rooms at any time, but does not allow students or non-students to live in a room to which they have not been assigned. St. Lawrence University does not condone cohabitation. There is a 72-hour limit within each 7 day period on the time a guest may visit a student on campus. Repeated 72-hour visits may be questioned and visitation denied by Residential Coordinators or the Director of Residence Life. (Guests are not permitted to sleep overnight in any common spaces, including residential lounges.)

Students are responsible for the actions of their guests while the guests are on campus. Guests are subject to all rules of the campus community as outlined in the Student Handbook. Hosts are billed for damages or fines as a result of a guest’s behavior and may be referred for disciplinary action. In cases of guests visiting but not staying overnight, care must be taken to allow for the primary rights of roommates to their room. Students are expected to respect the rights of their roommates or suitemates whenever guests/visitors are present.

Student Life staff may remove a guest from campus immediately for disruption of the community, infringement of rules and regulations, harassment of staff, or other safety or community concern.

80
Hall Sports
Playing games or sports in hallways of residential buildings is prohibited. Games such as Frisbee, hockey, skate-boarding, roller blading, lacrosse, soccer, water fights, water guns, etc. can cause injury or set off false alarms, and often damage property. Violations are cause for disciplinary action, including fines.

Insurance
The University is not responsible for the loss or damage of personal property. Residents are responsible for carrying their own insurance to cover personal possessions.

Lofts
Privately purchased loftable beds or student-made lofts are not permitted in residential buildings. Loftable beds are available and provided by the University for many residential areas—see custodial or Residence Life staff for more information.

Lounge and Common Areas
Furniture in lounges and common areas of University buildings is for the use and comfort of all students and must not be removed from the building. Students found with lounge/outdoor furniture in their rooms may be fined up to the replacement cost. Students who damage common areas are charged and are subject to disciplinary action.

For health and safety reasons, lounges, kitchens and hallways must be kept clean at all times and free of personal items and property. St. Lawrence reserves the right to remove and dispose of personal items that obstruct hallways and stairwell landings. Overnight sleeping in common spaces including residential lounges is not permitted.

University furniture may not be removed from buildings. Violators are subject to disciplinary action. When lounge furniture, or other University furnishings are missing, residents will be given a 24-hour notice prior to a room search. The repair or replacement cost of damaged or missing items from lounge areas or damage not charged to an individual will be charged equally to all residents of the building.

Pet Policy
No pets except fish are permitted in University-owned student rooms or other campus buildings. Students who are found with pets, whether visiting or owned by the student, are subject to an initial fine of $100, community service hours and a continuing fine of $50 a day per pet. Students receive written notice when the fine goes into effect. If, one week from the date of written notice, the pet is not removed, the student is referred to the Student Judiciary Board.

This policy does not apply to the use of approved service animals or assistance animals for those individuals with documented disabilities. Students seeking such an accommodation should contact the Office of Student Accessibility Services. (Note: See “Service Animals” policy in this Handbook or at https://www.stlawu.edu/student-accessibility-services.)

Privacy and Personal Property
University staff and students must respect the privacy and personal property of individuals in residence. The University reserves the right for staff to enter and inspect University residences for the following reasons: emergency; fire safety and health standards; safety of personal property; proper evacuation procedures during fire alarms and drills; general maintenance and repair; and inspection of furnishings (i.e., for stolen University property). Staff members will knock and identify themselves and their purpose for knocking. Failure to respond cooperatively and in a timely manner can be cause for the staff member to let him/herself in and could be cause for disciplinary action. When possible and appropriate, advance notice will be given.
**Confiscation:** The University reserves the right to remove any item in “plain sight” which does not conform to University policies or New York State law. “Plain sight” is defined as something in open, plain view, which can be seen without moving other items.

**Room Searches:** A formal search, as distinguished from an inspection, involves a thorough examination of a student residential hall room. For this to occur, a warrant must be obtained from the chief justice or, in his or her absence, another justice of the Student Judiciary Board (“J-Board”). If no justice is available, the University’s associate dean of student life may issue the warrant. The request for a warrant should be signed by the vice president and dean of student life. The warrant should describe with as much particularity as practicable the objects being searched for and the premises to be searched. The warrant should be supported by sufficient information to evidence that there is a reasonable basis to believe the described objects will be located on the premises to be searched.

While every effort should be made to ensure that one or more of the persons occupying the premises to be searched are present for the search, where circumstances support a search even in the absence of the occupants, the chief justice (or person acting in his or her stead) may so authorize. A neutral student representative (Thelmo or J-Board representative or, if none are available, another student) should be present during a search. Subject to the rules on “plain view,” evidence uncovered during a search which does not support the stated purpose of the search is not normally used against the student. Exceptions can be made by the Student Judiciary Board (or such other body hearing a case) when considered appropriate.

**Safety Inspections:** All residential rooms are inspected at Thanksgiving, between semesters, and at Spring break to ensure that safety systems are functioning and that residents are maintaining their space in a manner which is safe for themselves and other students. Disciplinary action will be taken when violations are found during room inspections.

If a room door is open it is assumed that observations of behavior or objects by staff have been made with permission of the occupants.

The University is not responsible for personal property left behind by students at the end of the year or after the date of their withdrawal, transfer, departure, suspension or dismissal from any room or suite in University housing.

**Property Use and Maintenance**
In order to maintain a safe and comfortable atmosphere within University housing, residents must abide by the following policies.

- Fire escapes should be used only in case of emergency.
- Screens must remain intact and may not be removed.
- No roofs of University buildings may be used for sunbathing or any other purpose. Potential for falls are both a safety risk and an insurance risk. Any person found on a roof is subject to a fine and disciplinary action.
- Items may not be thrown from or through windows. Violators are subject to disciplinary action and a fine.
- Hallways and stairwells must be kept free of obstruction in order to allow people to pass through at all times. This is of special concern during building evacuations.
- Students must properly dispose of their garbage in their designated recycling room. Garbage in hallways is a safety/health hazard for everyone.

**Quiet Hours/Noise**
Residential buildings must maintain an atmosphere that supports the academic mission of the University. Consideration for others and mutual respect for persons and property are among the most important components for successful residence hall living. Noise levels that negatively affect study, sleep or other activities are not tolerated regardless of the time of day. All residents are expected to be considerate of others so that an environment conducive to academic success and personal happiness is maintained. Students who violate quiet hours are subject to disciplinary action and community service work.
Minimum quiet hours in all campus residences are 11:00 p.m. to 8:00 a.m. Sunday through Thursday. Quiet hours on Friday and Saturday nights are 1:00 a.m. to 8:00 a.m. During final examinations, quiet hours are in effect 24 hours a day. Students who violate quiet hours during finals week are subject to a fine of $25 for each violation.

It is important to note that although there are posted quiet hours, all times of the day and night are considered “courtesy hours” during which residents are expected to maintain noise levels that neither disturb neighbors nor prohibit other students from their right to have quiet for study and rest.

Playing musical instruments (electric guitars, drums, etc.) is not generally permitted. While there is no desire to prohibit students from enjoying music, limits must be observed which allow students to study or sleep without being disturbed. Abuse of the privilege to use a stereo, disc player, radio, etc. will lead to restrictions or withdrawal of the privilege to keep the equipment in a residential room.

**Room Configuration and Maintenance**

Although in many of our rooms movable furniture can be reconfigured, for fire and life safety reasons, there must be direct access to the door and windows. The door must be able to freely open and have 24” clearance from any furniture or obstructions.

Each room is provided with a bed, desk, desk chair, dresser, and closet space for each possible occupant. Students must keep university-owned furniture items in their designated student room. Furniture, including lounge furniture, may not be moved outside. Personal furniture items may only be added if they do not pose a fire hazard.

Occasionally, even in the cleanest of buildings, we have insects drop in for a visit. If you happen to see a problem related to the presence of insects, you should inform your Residential Coordinator. Facilities Operations contracts with a commercial pest control company. In order to minimize the recurrence of problems, keep all food in closed containers and properly dispose of garbage.

Students may personalize their rooms within acceptable practices. However, painting or defacing walls/ceilings is prohibited. Room decorations must be hung in a manner which does not mar the walls or furniture. Since they often leave glue or marks that are hard to remove, decals and stickers should not be placed on doors, windows, walls, or ceilings. Nothing may be hung from the ceiling, light fixture, or water pipes. Likewise, nothing may be placed on the outside windowsills.

Special care should be taken at holiday times, as decorations can be a fire hazard. All decorations must be fireproof. Christmas tree lights must be UL approved.

**Room Damages**

Students are responsible for damage to their rooms. Students complete a Room Condition Report (RCR) when they move into the room and again when the room is vacated. It is the resident’s responsibility to make sure the inventory is accurate. The Office of Residence Life bills damaged or missing furniture to residents.

Charges are assessed if extra custodial service is needed to clean rooms or remove excess items such as extra furniture, trash, etc. upon a resident(s) leaving the room. Room mattresses are checked at the end of each year. Students are responsible for complete replacement costs if the mattress is soiled or damaged.

Students are not permitted to make their own repairs or install fixtures.

**Procedures for Reporting a Problem**

Room maintenance problems should be reported via the on-line work request system (Report a Residence Room Problem). If emergency conditions arise (flooding, broken window, loss of power, temperature under 58° F after 11 pm, safety/security concerns) after-hours, the condition should be reported to Facilities Operations or Security immediately.
**Room Responsibility**

Whether present or not, occupants of a room are held accountable for any and all unacceptable behavior or unacceptable conditions until responsibility is determined otherwise. Occupants are also responsible for any object thrown or dropped from the window of the room, or for any inappropriate/unacceptable verbal comments coming from the room. It is therefore your responsibility to maintain a secure room, prevent unauthorized use, and to be in your room when visitors are present.

**Fine and Damage Assessment**

During the academic year, students are notified by campus e-mail regarding fines and community damages which result in small group charges. Assessments for fines and community damages are entered on the student’s university bill and should be paid by the due date as shown on the bill.

**Fines**

Students will be assessed mandatory fines for certain violations of University or Residence Life policy including infractions of fire safety policies (open flames such as candles/oil lamps, incense, tampering with fire safety devices or equipment), keeping a pet, firecrackers, possession of residential lounge furniture, presence of non-University loft, trash/recycling in common areas, alcohol infractions. Mandatory fines will also be imposed for non-abatement of fire code violations.

Fines are also levied for the following:

- Any violation of the Motor Vehicle Policy
- Violation of the Smoking Policy
- Sanction of the Student Judiciary Board
- Failing to provide proper identification when requested by a University employee.
- Library fines for overdue books or library assessments for the replacement cost of unreturned materials.
- Infractions of Dining Services policy (lost or transferred meal tickets or taking food or equipment)
- Students found on roofs or fire escapes.

In addition to the above, Residence Life staff and Residential Coordinators are authorized to assess fines and/or creative sanctions for excessive noise, hall sports, waterbeds, smoking in public areas, and other safety hazards or infringements on the rights of students.

A fine of up to double the replacement cost will be assessed for taking University property (i.e., residential common area furniture, outdoor furniture) for private use or using indoor furniture for outdoor use.

A mandatory fine of $250 will be assessed for tampering with fire safety systems or tampering with the integrity of ACCESS Control Systems including vandalism and external door propping.

A fine of $250 will be assessed for unauthorized use of or lending ID Cards.

A fine of up to $250 plus costs for damages or cleaning will be assessed to individuals that check out improperly at break and end-of-the year closings.

A fine of up to $100 plus costs for damages or cleaning will be assessed to each resident of a building if common areas are left improperly at break and end-of-the year closings.

**Damages**

Damages will be assessed for deliberate or careless acts beyond normal wear and tear which result in destruction of property and/or extraordinary clean-up charges. The residence life and/or facilities operations staff shall determine the amount of damage.

The billing amounts are finalized by residence life staff, in collaboration with Facilities Operations, prior to charging individual student accounts for damages, labor or fines. Students have 30 days to file a written appeal for a billing for damage done to personal rooms. Appeals should be submitted to the Residence Life office.

When necessary all residents of a wing, floor, cottage, Greek house or hall may be billed an equal portion of fines and the cost of a damaged item or accumulation of damaged items for a period of time not greater than one
academic year. For example, all members of Sykes Residence “A” wing may be billed an equal portion of damages that occurred on the 2nd floor of Sykes Residence where responsible individuals were not identified.

**Custodial Operations**

Students are responsible for cleaning the interiors of their rooms/apartments/suites/townhouses. Many common spaces (including lounges, common bathrooms, laundry rooms, and hallways) within residence halls are cleaned regularly by the custodial staff. However, students are responsible for maintaining an environment that is healthy and safe and does not require excess cleaning. The schedule for custodial cleaning provided in theme houses varies dependent upon the size of the house.

**UNIVERSITY POLICIES**

**Acceptable Use of Computing Resources Policy**

Use of the University’s network system or any of its components renders the user subject to, and constitutes the user’s agreement to abide by, this policy.

The University’s network system and all its components (including hardware, software, web access and voice mail) exist to support the University’s academic mission. Access to the network is a privilege that should be exercised responsibly, ethically and lawfully. Acceptable use is governed by the following broad principles: the enhancement of the University’s academic mission, the academic freedom of users, the reasonable privacy of users, and the maintenance of the integrity of computer resources. Follow this link to view the Acceptable Use of Computing Resources Policy in its entirety:

[Acceptable Use of Computing Resources Policy](#)

The University is required by the Higher Education Opportunity Act, H.R. 4137 (HEOA) to annually disclose to students describing copyright laws and campus policies related to violating copyright law. Follow this link to view the St. Lawrence University and Compliance with Higher Education Act Peer-to-Peer File Sharing Requirements: [Peer to Peer File Sharing Requirements](#)

**Alcohol Policy**

The St. Lawrence University Aims and Objectives statement is the basis for understanding the goals and philosophy of the University policy for alcohol and other drugs. These objectives include “commitment to the students’ intellectual development, viewing students as whole persons, providing an environment that encourages the students’ physical and emotional well-being, and providing opportunities for ethical, social and spiritual, and aesthetic growth.”

The St. Lawrence University alcohol policy is designed to maintain a residential environment that facilitates the achievement of educational goals. The policy considers the requirements of the law, the legal obligations of individuals and the University, the quality of residential life, and the aims and objectives of St. Lawrence University. The University provides an environment that supports student development and autonomy. However, autonomy and freedom of choice exist with the expectation that students will obey New York State law and Canton village ordinances, and will respect the intellectual, physical and emotional health of self and others. Accordingly, students of legal drinking age may consume alcoholic beverages, in a responsible manner and in concurrence with the policies in the St. Lawrence University Student Handbook.

These goals in conjunction with New York State law and Canton village ordinances provide the foundation from which the following polices are derived.

1. **New York State Penal Law Guidelines**
   - **Legal Minimum Age:** No person shall sell, deliver or give away or cause or permit or procure to be sold, delivered or given away any alcoholic beverages to any person, actually or apparently, under the legal age of purchase (21 years old). This is a Class B Misdemeanor. Anyone under 21 is prohibited from possessing alcohol if they intend to consume it.
• Selling or Giving Alcohol to an Intoxicated Person: No person shall sell, deliver, give away, permit, or procure to be sold, delivered or given away, any alcoholic beverages to any intoxicated person or any person under the influence of alcohol. Violators may be faced with a fine or a jail sentence, or both.

• Dram Shop Liability: Any person who shall be injured in person, property, means of support, or otherwise by an intoxicated person, or by reason of the intoxication of any person, whether resulting in his death or not, shall have a right of action against any person who shall, by unlawfully selling to or unlawfully assisting in procuring liquor for such intoxicated person, have caused or contributed to such intoxication; and in any such action such person shall have a right to recover actual and exemplary damages.

• Social Host Liability: Creates civil liability for anyone who knowingly furnishes alcoholic beverages to any intoxicated person under the legal age of purchase if the intoxication results in injury or damages to a third party.

• Using or Possession of False Identification (ID): Any person under the legal age of purchase who is found to have presented or offered false or fraudulent written identification of age for the purpose of purchasing or attempting to purchase alcoholic beverages may be assigned probation for a period of one year and assessed a substantial fine.

• New York State Alcoholic Beverage Control Board: In accordance with New York State law, it is illegal to sell alcoholic beverages or to accept donations at any event where alcoholic beverages are served without obtaining the appropriate license through the New York State Alcoholic Beverage Control Board.

2. Canton Village Ordinances

No person shall have in his possession any open bottle or container containing or which previously contained liquor, beer, wine, or other alcoholic beverage while such person is on any public highway, public street, public sidewalk, or public place except those premises duly licensed for sale and consumption of alcoholic beverages on the premises, within the village of Canton, St. Lawrence County, New York, with the intent of the possessor or another person to consume any such beverage in such vehicle or public place or to perform any independently unlawful act.

Such an open bottle or open container in any vehicle shall be presumptive evidence that the same is in possession of all occupants thereof and in violation thereof.

Possession by any person of an open bottle or container which contains or previously contained liquor, beer, wine, or other alcoholic beverage shall be presumptive evidence of the consumption of such beverage by such person and of the intent of such person to consume such beverage.

The public consumption or attempted public consumption of such beverage from such open container shall be presumptive evidence that the same was possessed with the intent to consume such beverage.

Health Risks

Alcohol is toxic and, if used and abused, can have serious consequences to health. Alcohol consumption has acute effects on the body and causes a number of marked changes in behavior. Even low doses significantly impair the judgment and the coordination required to drive a vehicle safely, increasing the likelihood that a driver will be involved in an accident. Low to moderate doses of alcohol also increase the incidence of a variety of aggressive acts, including personal abuse, as well as dangerous risk-taking behaviors. Moderate to high doses of alcohol impair high mental functions, severely altering a person’s ability to learn and remember information. Very high doses can cause respiratory depression and death.

If combined with other depressants of the central nervous system, much lower doses of alcohol can be fatal.

Alcohol-related automobile accidents are the number one cause of death among people ages 15 to 24. Approximately 50 percent of all youthful deaths from drowning, fires, suicides, and homicides are alcohol-related.

Division of Student Life Notification

Repeated intoxication, antisocial behavior or an inability to pursue one’s own education may result from problem drinking and may indicate chemical dependency. Students are encouraged and may be required to resolve their drug or alcohol problems with a professional counselor on or off campus. The vice president and dean of student life or his/her designee may notify the parents or guardian of a student's alcohol or drug
problem. In some instances, a student may be required to withdraw from school and will not be permitted to return until successful resolution of the substance problem is documented to the satisfaction of the University.

A student who is transported to the hospital for endangerment due to alcohol intake will be required to attend an alcohol intervention meeting with a member of the Student Life staff. A summary of the incident may be sent to the student's parents or guardian.

**St. Lawrence University Student Alcohol Policy**

**A. General Regulations**

1. **Intoxication:** Intoxication and/or alcohol misuse (including drinking contests, such as but not limited to Flip Cup, Beer Pong, Kings, Funnels, Stump, Card games which promote high risk drinking, and all related materials associated with drinking games or contests such as tables, cups, etc. being used as a component of a drinking game/contest) are prohibited and do not constitute an excuse for irresponsible behavior or misconduct. Disorderly conduct, property destruction, intimidation or other infringements on the rights of others as a result of alcohol are prohibited.

2. **Kegs, Bars, and Mini Kegs:** Kegs, bars, and mini kegs are not permitted on or in University property or in the possession of recognized University organizations except when used by licensed caterers operating with proper University authorization.

3. **Funding:** No St. Lawrence University organization may use organizational funds to purchase alcoholic beverages.

4. **Medical Attention (Good Samaritan):** The health and safety of students is a top priority. No punitive or disciplinary action will be taken against students as a result of them seeking treatment or other medical attention for themselves or for another student who takes ill as a result of alcohol consumption.

**B. Alcohol in Residential Areas**

1. **First-Year Colleges:** The possession or consumption of alcoholic beverages is prohibited at all times in the public areas of first-year colleges (common areas, TV lounges, study areas, hallways).

2. **Greek Houses:** Each fraternity and sorority (including local organizations) at St. Lawrence University is expected to follow national dry house guidelines.

3. **Student Rooms:** Individuals under 21 years of age are not permitted to possess or consume alcoholic beverages in rooms.

4. **Excessive empty alcohol bottles and cans** will be reviewed on a case by case situation following a first warning.

5. **Upperclass Residence Halls, Theme Cottages:** Individuals who are 21 years or older are permitted to consume alcoholic beverages in a responsible manner in the lounges of these residential buildings in accordance with the St. Lawrence Alcohol Policy. All parties in public spaces must be registered. (See Section D below—Procedures and Regulations for Organizational Events, Specific Guidelines.) When unauthorized alcohol and its paraphernalia are found, they will be confiscated and disposed of, and disciplinary consequences will follow.

**C. Academic, Administrative Buildings, Athletic Facilities (on & off campus), Dining Facilities, Libraries, Student Center, and Campus Grounds**

1. The possession or consumption of alcoholic beverages is prohibited at all times in and around any academic, administrative building, athletic facility (on & off campus), dining facilities, libraries, or student center (unless part of a University sanctioned event approved by the President of the University).

2. Open containers are allowed outside on the campus grounds in areas designated for a registered or catered event or approved by the University. For the purposes of this policy, the Quad, Creasy Commons, the BBQ pit, and the immediate outside perimeter of upperclass residence halls (Theme Houses, Townhouses, Sykes, Dean-Eaton, Kirk Douglas Hall, Hulett and Jencks) are approved areas for of-age students.

**D. Procedures and Regulations for Organizational Events**

**General Guidelines**

1. All gatherings of 10 or more persons where alcohol is consumed must be registered and approved in advance by the Office of Student Activities and Leadership.
2. Alcohol at registered events must be limited to beer, cider and/or wine.
3. Times available to host an event are Friday 5 p.m. through Sunday 2 a.m.
4. An event is limited to a maximum of 4 hours.
5. Individuals 21 years and older must bring their own alcohol if they wish to consume alcohol. The University will regulate the amount of alcohol which will be permitted per person.
6. Persons at least 21 years old are eligible to consume alcoholic beverages and must be identified by a marking system, and only those individuals are permitted to consume and/or possess alcohol in accordance with New York State law.
7. No social event shall include any form of alcohol misuse such as drinking contests—includes, but is not limited to, Flip Cup, Beer Pong, Kings, and Funnels— which promote high risk drinking, and all related materials associated with drinking games or contests such as tables, cups, mini kegs, etc. being used as a component of a drinking game/contest.
   a. Students and Student Organizations may not promote discounted or free alcohol at any social events.
8. The responsibility for a party rests with the sponsoring organization and/or individual(s). Social hosts must be TIPS (Training for Intervention Procedures) trained and 21 years of age or older.

Specific Guidelines
1. Events
   a. All events must have completed the registration process with the Office of Student Activities and Leadership no less than two (2) weeks prior to the event, including those at which alcohol is served and are defined as special events.
   b. The maximum number of individuals permitted shall be guided by the applicable fire code regulations and under the advisement of the Assistant Vice President for Safety & Security.
   c. An approved party must have trained individuals to supervise the events. These monitors must be TIPS (Training for Intervention Procedures) trained and certified by a certified TIPS trainer. The Office of Student Activities and Leadership will determine the number of outside monitors. Training will include knowledge of state, local and University alcohol regulations. Alcohol consumption by monitors prior to and during the event is prohibited – violation of this rule will result in disciplinary action for the individual and organization.
   d. Social hosts may not consume alcohol prior to and during the event – violation of this rule will result in disciplinary action for the individual and organization.
   e. Reasonable amounts of solid food and non-alcoholic beverages must be available. The Office of Student Activities and Leadership in conjunction with Dining Services will determine reasonable amounts.
   f. When unauthorized alcohol and its paraphernalia are found, they will be confiscated and disposed of, and disciplinary consequences will follow.
2. Special events
   a. Definition – Outdoor events and/or guest lists greater than 100 students (including organization members).
   b. An outdoor party shall be so defined when the main area of entertainment is on the grounds, or in common outdoor spaces on campus; i.e. the Quad, behind Whitman, etc. It shall be the duty of the leader of each organization to notify the neighbors of any forthcoming outdoor parties. Sponsoring organizations are reminded that neighbors should be considered when music levels are established.
   c. Special events must be registered with the Office of Student Activities and Leadership no less than two (2) weeks in advance.
   d. The sponsoring individual and/or organization must work in conjunction with the Office of Student Activities and Leadership and the Assistant Vice President for Safety & Security to create a safe and secure environment for the event.
E. Enforcement
1. Administration: Primary responsibility for administration of the University Alcohol Policy rests with the Student Activities and Leadership staff, Residence Life staff, community assistants, Greek house officers,
theme house coordinators, security, and the vice president and dean of student life although all students and members of the St. Lawrence University community have a responsibility to support New York State laws, Canton Village ordinances and University policy.

2. **Violations:** A violation of the University's alcohol policy may be handled in several ways. A first time, minor violation typically will be referred to the Residence Life office. A second or third violation will typically be referred to the Student Judiciary Board (if a matter is referred to the Student Judiciary Board, the Board will be given access to information regarding prior violations by the student). A fourth violation typically will result in removal from campus, suspension and/or expulsion imposed by the vice president and dean of student life. However, in any given case, the vice president and dean of student life may decide that, based on the circumstances, a different course of action (e.g., referral to the Student Judiciary Board or suspension for a first offense, etc.) is warranted, and that course of action will be taken.

   **In cases of violations by student organizations or groups, both the student organization and the individual student leaders of the organization will be subject to disciplinary sanctions.**

3. **Penalties:** Possible penalties for violations of the St. Lawrence Alcohol Policy include, but are not limited to: formal warnings, fines, social or disciplinary probation, required disciplinary service, and suspension or expulsion from St. Lawrence University, or any other penalty provided for under clause XI of the Student Judiciary Board Constitution.

**Discriminatory Harassment Policy**

It is the policy of St. Lawrence University that all employees and students should be able to enjoy a work and educational environment free from all forms of discrimination and discriminatory harassment, including sexual harassment. The St. Lawrence University Nondiscrimination, Discriminatory Harassment and Sexual Harassment Policies are located in the University’s web site [Bias-issues](#).

St. Lawrence aspires to bring out the very best critical thinking and leadership skills in our students that will enable them not only to thrive while they are here, but will also serve them well after they graduate. To achieve this, the full participation of our community members must be encouraged and protected, and we embrace SLU values of respect for self, others, and community. This means that all community members are encouraged to embrace our differences, even when, in the words of the University Diversity Statement, we: “risk difficulty and discomfort in working towards achieving these goals.”

We are committed to discouraging attitudes and conduct that exhibit bias, or that harass or discriminate against other members of our community on the basis of race, traits historically associated with race, color, predisposing genetic characteristics, gender, gender identity or expression, religion, age, disability, marital status, veteran’s status, sexual orientation, or national or ethnic origin, or any other category protected by law or regulation.

Fostering an inclusive environment does not mean that community members will never feel upset or offended. The University is a place where diverse ideas and perspectives are welcomed, and it is expected that individuals will sometimes disagree with one another. We should be able to disagree, however, in a respectful manner.

A **bias incident** is behavior that constitutes an expression of hostility against the person or property of another because of the targeted person’s race, color, predisposing genetic characteristics, gender, gender identity or expression, religion, age, disability, marital status, veteran’s status, sexual orientation, or national or ethnic origin, or any other category protected by law or regulation. Examples of bias-related incidents include, but are not limited to: verbal or written use of degrading language or insults motivated from a belief or perception about a person’s characteristics regardless of whether the belief or perception is correct.

**Bias incidents, Discrimination, and Harassment**

In many cases, there may not be a difference between bias incidents, discrimination, and discriminatory harassment. **Bias-related incidents** involve preconceived notions about people based on the characteristics listed above, e.g., writing a racist message on a white board. These incidents often are also prohibited under the
The University’s Combined Nondiscrimination and Harassment Policy and/or also under the Student Code of Conduct.

**Discrimination** refers to specific conduct treating people differently based on the characteristics listed above which impacts the recipient, e.g., to deny membership in a group because a person identifies as LGBTQ. [Combined-discrimination-and-harassment-policies](#).

**Discriminatory harassment** is verbal or physical conduct that denigrates or shows hostility toward an individual on the basis of the characteristics listed above. Whether harassment has occurred in violation of SLU’s policy depends on a consideration of all the circumstances, including the severity of the incident(s), whether the conduct was repeated, whether it was threatening or merely annoying, and the context in which the incident or interaction occurred. [Bias-issues](#).

**A hate crime** is a criminal offense committed against a person or property which is motivated, in whole or in part, by the offender’s bias. A hate crime is defined under New York State law, Penal Law Section 485.05 – Hate Crimes, as follows:

A person commits a hate crime when they commit a specified offense and either:

a) intentionally selects the person against whom the offense is committed or intended to be committed in whole or in substantial part because of a belief or perception regarding the race, color, national origin, ancestry, gender, religion, religious practice, age, disability or sexual orientation of a person, regardless of whether the belief or perception is correct, or

b) intentionally commits the act or acts constituting the offense in whole or in substantial part because of a belief or perception regarding the race, color, national origin, ancestry, gender, religion, religious practice, age, disability or sexual orientation of a person, regardless of whether the belief or perception is correct.

Note: All hate crimes are bias incidents, but not all bias incidents are hate crimes.

**Reporting a Bias Incident**

An individual who believes that they have experienced or witnessed an act of bias, discrimination or discriminatory harassment, can report it by:

1. Submitting it via the online bias incident reporting form: [Report a bias incident](#)
2. Contacting Safety and Security;
3. Contacting any CA in Residence Life;
4. Contacting a member of the bias incident reporting team:
   a. Kimberly Flint-Hamilton, Associate Dean for Diversity and Inclusion, [kflint@stlawu.edu](mailto:kflint@stlawu.edu)
   b. Rance Davis, Associate Dean for Student Life, [rdavis@stlawu.edu](mailto:rdavis@stlawu.edu)
   c. John Robert O’Connor, Director of Student Activities, [joconnor@stlawu.edu](mailto:joconnor@stlawu.edu)
   d. Mark Denaci, Associate Professor of Art and Art History, [mdenaci@stlawu.edu](mailto:mdenaci@stlawu.edu)
   e. Laura Rediehs, Associate Professor of Philosophy, [lrediehs@stlawu.edu](mailto:lrediehs@stlawu.edu)
   f. Debra Mousaw, Director of Human Resources/Employee Benefits, [dmousaw@stlawu.edu](mailto:dmousaw@stlawu.edu)

**Bias Incident Process**

The bias incident reporting process is a referral process, not an investigative one. Immediately after submitting a report online a reporting individual should receive confirmation of the submission, and the report goes to the chair of the bias incident reporting team. The report is then reviewed by team members. If bias, discrimination, or harassment is indicated, the report is referred to the appropriate body for investigation – in most cases, either the Associate Dean of Student Life, the Vice President of Academic Affairs, or the Vice President of Community and Employee Relations. The reporting individual will receive an email that briefly indicates to which body the report was referred as soon as the bias incident reporting team has reviewed the report.
Additional Information
For additional information, visit the website: https://www.stlawu.edu/diversity-and-inclusion/bias-reporting-slu or contact Kimberly Flint-Hamilton, kflint@stlawu.edu (315 229-1881). For immediate assistance, please refer to:

911 Emergency
SLU Safety and Security Office: 315 229 5555
SLU Health and Counseling Center: 315 229 5392

Drug Policy (illegals drugs and misuse of prescription drugs)

A. Use
St. Lawrence University prohibits the use and possession of controlled substances/illegals drugs and/or marijuana. St. Lawrence University campus is not a sanctuary, and Univeristy authorities will cooperate fully with law enforcement agencies.

The possession, use, sale, or transfer of controlled substances/illegals drugs and/or marijuana, as defined under New York State Penal Law, is incompatible with the University expectations of student responsibility and is therefore prohibited.

Any student found to be in violation of the above is subject to the decision of the St. Lawrence University Student Judiciary Board and/or the vice president and dean of student life or designee.

Present New York State statutes referent to illegal drugs states in part:
1. Use and possession of controlled substances/illegals drugs is a misdemeanor and/or a felony and is therefore prohibited.
2. Possession of small quantities of marijuana is a violation and punishable by a fine.
3. Sale and/or gift of marijuana is a misdemeanor and punishable by not more than 3 months in jail or a fine.
4. Possession of larger amounts of marijuana is punishable by possible jail sentences.

B. Sales
Students who sell or otherwise make illegal drugs available adversely affect the lives of those around them. When the vice president and dean of student life has reason to believe a student is selling or otherwise making available to others illegal drugs, she/he may immediately suspend that student. The case will then be reviewed by the Dean’s Panel within 30 days of the date of suspension or be referred to civil authority.

C. Health Risks Associated with Drug Use

Drugs interfere with the brain’s ability to take in, sort, and synthesize information. They distort perception which can lead users to harm themselves or others. Drug use also affects sensation and impairs memory. In addition to these general effects, risks associated with particular types of drugs are discussed below:

Cocaine/Crack: Cocaine stimulates the central system. Its immediate effects include dilated pupils and elevated blood pressure, heart rate, respiratory rate, and body temperature. Occasional use can cause a stuffy or runny nose, while chronic use can ulcerate the mucous membrane of the nose. Injecting cocaine with contaminated equipment can cause HIV infection, hepatitis, and other diseases. Preparation of freebase, which involves the use of volatile solvents, can result in death or injury from fire or explosion. Cocaine can produce psychological and physical dependency, a feeling that the user cannot function without the drug. In addition, tolerance develops rapidly, thus leading to higher and higher doses to produce the desired effect.

Crack or freebase rock is a purified form of cocaine that is smoked. Crack is far more addictive than heroin or barbiturates. Repeated use of crack can lead to addiction within a few days. Once addicted, many users have turned to stealing, prostitution, and drug dealing in order to support their habit. The effects of crack are felt within 10 seconds. The physical effects include dilated pupils, increased pulse rate, elevated blood pressure, insomnia, loss of appetite, hallucinations, paranoia and seizures. Continued use can produce violent behavior and psychotic states similar to schizophrenia.

Marijuana: Marijuana use causes a substantial increase in the heart rate, bloodshot eyes, a dry mouth and throat, increased appetite, and may impair short-term memory and comprehension, alter sense of time, and reduce ability to perform tasks requiring concentration and coordination, such as driving a car. Research also shows that motivation and cognition may be altered, making learning difficult. When marijuana contains two percent THC,
it can cause severe psychological damage, including paranoia and psychosis. Since the early 1980s, most marijuana has contained from four to six percent THC—two or three times the amount capable of causing serious damage. Marijuana smoke contains more cancer-causing agents than tobacco smoke. Because users often inhale the unfiltered smoke deeply and then hold it in their lungs as long as possible, marijuana is damaging to the lungs and pulmonary system.

Long-term users of marijuana may develop psychological dependence and require more of the drug to get the same effect. The drug can become the center of their lives.

**Narcotics:** Narcotics such as heroin, codeine, and morphine initially produce a feeling of euphoria that often is followed by drowsiness, nausea, and vomiting. Users also may experience constricted pupils, watery eyes, and itching. An overdose may produce slow and shallow breathing, clammy skin, convulsions, coma, and possible death.

Tolerance to narcotics develops rapidly and dependence is likely. The use of contaminated syringes may result in disease such as HIV infection, endocarditis, and hepatitis. Addiction in pregnant women can lead to premature, stillborn, or addicted infants who experience severe withdrawal symptoms.

**Heroin:** People who use heroin report feeling a "rush" (euphoria) accompanied by effects that include: dry mouth, flushing of the skin, heavy feelings in the hands and feet, clouded mental functioning, going "on the nod," a back-and-forth state of being conscious and semi-conscious people who use heroin over the long term may develop: collapsed veins, infection of the heart lining and valves' abscesses (swollen tissue filled with pus), constipation and stomach cramping, liver or kidney disease, lung complications, including various types of pneumonia.

In addition to the effects of the drug itself, street heroin often contains dangerous chemicals that can clog blood vessels leading to the lungs, liver, kidneys, or brain, causing permanent damage. Also, sharing drug injection equipment and having impaired judgment from drug use can increase the risk of contracting infectious diseases such as HIV and hepatitis (see "Injection Drug Use, HIV, and Hepatitis").

People who inject drugs such as heroin are at high risk of contracting the HIV and hepatitis C (HCV) virus. These diseases are transmitted through contact with blood or other bodily fluids, which can occur when sharing needles or other injection drug use equipment. HCV is the most common bloodborne infection in the United States. HIV (and less often HCV) can also be contracted during unprotected sex, which drug use makes more likely.

An overdose occurs when the person uses too much of a drug and has a toxic reaction that results in serious, harmful symptoms or death. When people overdose on heroin, their breathing often slows or stops. This can decrease the amount of oxygen that reaches the brain, a condition called hypoxia. Hypoxia can have short- and long-term mental effects and effects on the nervous system, including coma and permanent brain damage. Source: National Institute on Drug Abuse Publications—drug facts/ heroin

**Amphetamines/other Stimulants:** Amphetamines (speed, uppers), methamphetamines, and other stimulants can cause increased heart and respiratory rates, elevated blood pressure, dilated pupils, and decreased appetite. In addition, users may experience sweating, headache, blurred vision, dizziness, sleeplessness, and anxiety. Extremely high doses can cause a rapid or irregular heartbeat, tremors, loss of coordination, and even physical collapse. An amphetamine injection creates a sudden increase in blood pressure that can result in stroke, very high fever, or heart failure. Extremely high doses of amphetamines can cause rapid or irregular heartbeat, tremors, loss of coordination, and physical collapse.

In addition to the physical effects caused by the amphetamines, users report feeling restless, anxious, and moody. Higher doses intensify the effects. Persons who use large amounts of amphetamines over a long period of time can develop an amphetamine psychosis that includes hallucinations, delusions, and paranoia.

**Barbiturates/other Depressants:** Barbiturates (downers), methaqualone (Quaaludes), tranquilizers (Valium), and other depressants have many of the same effects as alcohol. Small amounts can produce calmness and relaxed muscles, but somewhat larger doses can cause slurred speech, staggering, and altered perception. Very large doses can cause respiratory depression, coma, and death. The combination of depressants and alcohol can multiply the effects of the drugs, thereby multiplying the risks.
The use of depressants can cause both physical and psychological dependence. Regular use over time may result in a tolerance to the drug, leading the user to increase the quantity consumed. When regular users suddenly stop taking large doses, they may develop withdrawal symptoms ranging from restlessness, insomnia, and anxiety, to convulsions and death.

Babies born to mothers who abuse depressants during pregnancy may be physically dependent on the drugs and show withdrawal symptoms shortly after they are born. Birth defects and behavioral problems also may result.

Hallucinogens: Phencyclidine (PCP, Angel Dust) interrupts the functions of the part of the brain that controls the intellect that keeps instincts in check. Because the drug blocks pain receptors, violent PCP episodes may result in self-inflicted injuries. The effects of PCP are unpredictable and can vary, but users frequently report a sense of distance and estrangement. Time and body movement are slowed down. Muscular coordination worsens and senses are dulled. Speech is blocked and incoherent. Chronic users of PCP report persistent memory problems and speech difficulties. Mood disorders, depression, anxiety, and violent behavior also occur. In later stages of chronic use, users often exhibit paranoid and violent behavior and experience hallucinations. Large doses may produce convulsions and coma, as well as heart and lung failure.

Lysergic acid (LSD, Acid), mescaline, and psilocybin (mushrooms) cause illusions and hallucinations. The physical effects may include dilated pupils, elevated body temperature, increased heart rate and blood pressure, loss of appetite, sleeplessness, and tremors. Sensations and feelings may change rapidly. It is common to have a bad psychological reaction to LSD, mescaline, and psilocybin. The user may experience panic, confusion, suspicion, anxiety, and loss of control. Delayed effects, or flashbacks, can occur even after use has ceased.

Designer Drugs: “Designer drugs” are produced by underground chemists who attempt to avoid legal definitions of controlled substances by altering their molecular structure. These drugs can be several hundred times stronger than the drugs they are designed to imitate. Some of the designer drugs have been known to cause permanent brain damage with a single dose.

Many of the so-called designer drugs are related to amphetamines and have mild stimulant properties but are mostly euphoriants. They can cause nausea, blurred vision, chills or sweating, and faintness. Psychological effects include anxiety, depression, and paranoia. As little as one dose can cause severe neurochemical brain damage. Narcotic designer drugs can cause symptoms such as those in Parkinson's disease: uncontrollable tremors, drooling, impaired speech, paralysis, and irreversible brain damage.

Inhalants: The immediate negative effects of inhalants (laughing gas, whippets) include nausea, sneezing, coughing, nosebleeds, fatigue, lack of coordination, and loss of appetite. Solvents and aerosol sprays also decrease the heart and respiratory rates and impair judgment. Amyl and butyl nitrite cause rapid pulse, headaches, and involuntary passing of urine and feces. Long-term use may result in hepatitis or brain damage.

Deeply inhaling the vapors, or using large amounts over a short time, may result in disorientation, violent behavior, unconsciousness, or death. High concentrations of inhalants can cause suffocation by displacing the oxygen in the lungs or by depressing the central nervous system to the point that breathing stops.

Long-term use can cause weight loss, fatigue, electrolyte imbalance, and muscle fatigue. Repeated sniffing of concentrated vapors over time can permanently damage the nervous system.

Anabolic Steroids: Steroid users subject themselves to more than 70 side effects, from liver cancer to acne and including psychological as well as physical reactions. The liver and the cardiovascular and reproductive systems are most seriously affected by steroid use. In males, use can cause withered testicles, sterility, and impotence. In females, irreversible masculine traits can develop along with breast reduction and sterility. Physical effects in both sexes include jaundice, purple or red spots on the body, swelling of feet or lower legs, trembling, unexplained darkening of the skin, and persistent unpleasant breath odor. Psychological effects in both sexes include very aggressive behavior known as “roid rage” and depression. While some side effects appear quickly, others, such as heart attacks and strokes, may not show up for years.

Fire Safety Policy

All FIRES must be reported to the Safety & Security Department at 315-229-5555 immediately. Even if the fire has been extinguished, it must be reported.
Familiarize yourself with the location of building exits, alarms, and extinguishers. Report discharged fire extinguishers to Safety & Security immediately.

All student rooms have an emergency evacuation map posted by the entry door. The evacuation map shows the buildings nearest exits and fire extinguisher locations. This evacuation map is not to be removed or covered.

IF YOU DISCOVER SMOKE OR FIRE:

a. Sound the fire alarm.
b. Go to the nearest exit and leave the building.
c. Call the Safety & Security Department at 315-229-5555 or activate an emergency phone.
d. If you are in your room when an alarm sounds, feel the door and handle to see if it’s hot. If it’s hot don’t open the door. Call the Safety & Security Department at 315 229-5555 and/or open your window and call for help. If the door is not hot exit the building immediately.
e. If an exit is blocked, try another exit or return to your room, close the door, open a window and yell for help.
f. If you are in a smoke-filled area, keep low to the floor to escape the smoke.
g. Know all the exits and fire escape plans in your building.

Throughout the academic year Residence Life staff will conduct fire safety inspections of every University-owned residential room on campus to insure the safety of the entire building. Facilities Operations regularly tests building alarms and inspects fire safety equipment throughout the campus.

Each student room is equipped with a smoke detector. The student is responsible for reporting a malfunctioning smoke detector to the residential coordinator, house manager, or Safety & Security immediately. The detectors are checked by residential staff and custodians at least 4 times during the year—before fall opening, at Thanksgiving break, at winter break, and at spring break. The University is equipped with fire sprinklers in some buildings and all systems are inspected quarterly in accordance with the Fire Code of New York State. As buildings are renovated or remodeled sprinkler systems are added per NYS Fire Code. All buildings are in compliance with NYS Building and Fire Codes.

Certain obvious fire hazards are prohibited in residence hall rooms. Among them are bongs, candles and incense, cords under rugs, fireworks, flammable gas and liquids, halogen lamps, hookahs, hot plates, immersion coils, internal combustion engines, kerosene heaters, oil lamps, pipes or other smoking devices, space heaters, vaporizers, and water pipes. The following room decoration policy is in effect:

1) Tapestries will be limited to two per room, to be hung on walls only. Fireproofing treatment is recommended.
2) Posters should not cover more than 50% of wall space.
3) New York State Fire Code Enforcement
4) On an annual basis, St. Lawrence University is inspected by the New York State Office of Fire Prevention and Control. All University buildings, open spaces, offices, and residence halls, including student rooms, are subject to inspection and, if violations are noted, must be corrected within one to approximately thirty days based on the severity, which is determined by the fire probability and potential loss severity of the violation. Failure to satisfactorily abate these violations may result in fines from New York State and range from $50 to $500 per day based on severity. Violations occurring in student rooms for which the occupants are responsible resulting in fines will be billed to the occupant(s) of that room. In student rooms, there are five reasonable and simple premises to follow:
   1. No combustible materials can be stored or located within 18 inches of a sprinkler head or within 24 inches of an unsprinklered ceiling.
   2. Rooms MUST be maintained in an orderly manner with any combustible material properly stored.
   3. Extension cords shall not be a substitute for permanent wiring. Extension cords shall not be affixed to structures, extended through walls, ceilings, or floors, or under doors or floor coverings, nor shall such cords be subject to environmental damage or physical impact. Extension cords shall only be used with portable appliances. No unapproved extension cords may be used. Approved extension cords
shall be used only with portable appliances and must be plugged directly into an approved electrical outlet, power tap, or multi-plug power strip and shall only serve one portable appliance. Multi-plug power strips must be plugged directly into an approved electrical outlet.

4. Exits and aisles must always be kept clear and accessible with fire doors in the closed position.

5. All fire protection equipment, extinguishers, heat and smoke detectors, and sprinkler heads must not be interfered or tampered with and must be in working order.

**Fire Safety is a serious issue. People's lives are at stake and your cooperation is appreciated.**

Please note:

1. Some fireworks are illegal to possess or use in New York State, but **all fireworks** are prohibited at St. Lawrence University.

2. Any student guilty of starting a fire or intentionally turning in a false alarm will be suspended from St. Lawrence University and be subject to criminal prosecution.

3. Failure to cooperate with University personnel during a building evacuation or fire alarm will result in a **mandatory $250 fine and disciplinary service hours** will be assessed.

4. Failure to leave the building during a building evacuation or fire alarm will result in a **mandatory $250 fine and disciplinary service hours** will be assessed.

5. Any student guilty of tampering with smoke detectors, fire extinguishers or other fire safety equipment including safety lights or fire sensors is held responsible for endangering the safety of the occupants of the building and subject to a fine and/or disciplinary action. **A mandatory $250 fine and disciplinary service hours** will be assessed are assessed in cases of students tampering with smoke sensor detectors, inappropriately discharging fire extinguishers or breaking the seal that indicates that the fire extinguisher has been prepared for use. This fine also applies to the misuse of fire alarm pull stations and stopper II devices. **A mandatory $250 fine and disciplinary service hours** are assessed to any student inappropriately discharging a sprinkler system and the **student may be assessed damages caused by water**.

6. When there is damage in a room from a fire caused by actions that are in violation of University policy, the responsible party will be fined as appropriate, pays for damages caused by the fire as determined by the University, and is referred to the Dean’s Panel.

7. A student guilty of smoking/vaping/Juuling inside any University building will be subject to a **mandatory $250 fine**.

8. A student guilty of possessing candles, incense, oil lamps or other open flame objects in a residence hall room is subject to a **mandatory $250 fine and disciplinary service hours** will be assessed.

9. Smoke detectors in student rooms must always be intact, functioning properly, and left exposed. Do not cover them with posters, tapestries, netting, flags, or other materials. Contact custodians, a residential staff person, or security if there are problems with a smoke detector. Damaging, disassembling, disabling, covering, or removing smoke detectors will result in a **mandatory $250 fine** from the University and **disciplinary service hours** will be assessed.

10. All fires must be reported to security even though the building occupants may extinguish the flames.

11. Fire lanes must be kept free for emergency vehicles. Vehicles may be towed at owner's expense.

12. If a floor or building loses power, all appliances including computers should be disconnected and then later reconnected. This procedure will avoid appliance surging and blowing fuses.

**Gambling Policy**

Students are prohibited from engaging in gambling activity in University owned facilities. Gambling includes, but is not limited to, promoting poker or similar tournaments with a potential financial reward. Gambling is expressly prohibited by New York's Constitution (Art I § 9(1) and it is a crime in New York to knowingly advance or profit from gambling activity (Penal Law §225.05).

$ 225.05 Promoting gambling in the second degree. A person is guilty of promoting gambling in the second degree when he knowingly advances or profits from unlawful gambling activity.

Promoting gambling in the second degree is a class A misdemeanor.
Greek System, Governing Principles

Based on the “Greek Policy Guide” (copy of document available at the Office of Student Activities and Leadership) the following principles govern fraternities and sororities at St. Lawrence.

1. Existence of fraternities and sororities at St. Lawrence University is a privilege granted by the University.

2. Existence of fraternities and sororities at St. Lawrence University is contingent upon compliance with University rules and regulations, and the standards outlined in the “Greek Policy Guide.”

3. Greek organizations will be required to annually provide the University with a certificate of insurance. For specific requirements reference the Greek Policy Guide.

4. Students may not join a Greek organization until they have completed one full year at St. Lawrence, meet academic requirements, and pass a judicial check. Full information pertaining to membership requirements may be found by visiting Greek Recruitment.

5. Fraternities and sororities at St. Lawrence University are expected to contribute positively to the intellectual and cultural life of the college and community.

6. Fraternities and sororities at St. Lawrence University are expected to conduct their social activities in such a manner as not to interfere with the primary mission of St. Lawrence as an educational institution.

7. Greek organizations that have lost University or National recognition may not engage in any University event or activity. This includes but is not limited to use of the University name, funds, resources; use of the organization’s symbols, name, nickname, ritual, mascot, organization letters; or recruitment activities. Registered campus organizations are not permitted to co-host or co-sponsor any type of event with an unrecognized organization.

Hazard Communication Program/Right to Know Policy

The purpose of the Hazard Communication program is to ensure that the hazards of all chemicals used on campus are evaluated and that information concerning chemical hazards is conveyed to employees. This program applies to all work operations where employees may be exposed to hazardous chemicals under normal working conditions or during an emergency situation.

It is the University’s policy that every employee is entitled to a safe and healthy place to work. Employees have a right to know what hazardous chemicals they work with or could be exposed to and what they can do to protect themselves from injury or illness when working with these chemicals. Information and training is provided in order to reduce the possibility of accidental exposure to hazardous chemicals and to comply with the Occupational Safety and Health Administration (OSHA) Hazard Communication Standard, 29CFR 1910.1200 (Occupational Safety and Health Administration).

The Written Hazard Communication Policy is available to all employees. Copies of the written program can be obtained from the Environmental health and Safety Web Site Environmental-health-and-safety/resource/hazard-communication. Employees may also contact the Chemical Hygiene Office, Suna Stone-McMasters, 315 229-5105, Johnson Hall of Science, Room 328, smcmasters@stlawu.edu with questions about the program or copies of the policy.

Hazing Policy

New York State Penal Law (240.25.4) amended and approved in August 2018 (S.2755/A.5200) concerning hazing reads as follows: “Section 1. The first undesignated paragraph of section 120.16 of the penal law, as amended by chapter 86 of the laws of 1988, is amended to read as follows: A person is guilty of hazing in the first degree when, in the course of another person’s initiation into or affiliation with any organization, he intentionally or recklessly engages in conduct, including, but not limited to, making physical contact with or requiring physical activity of such other person, which creates a substantial risk of physical injury to such other person or a third person and thereby causes such injury.” Hazing in the first degree is a Class A misdemeanor.

“Section 2. “The first undesignated paragraph of section 120.17 of the penal law, as added by chapter 86 of the laws of 1988, is amended to read as follows: A person is guilty of hazing in the second degree when, in the
course of another person’s initiation or affiliation with any organization, he intentionally or recklessly engages in conduct, including, but not limited to, making physical contact with or requiring physical activity of such other person, which creates a substantial risk of physical injury to such other person or a third person.” Hazing in the second degree is a violation.”

The following University policy on hazing was updated in July 2016. Although the policy was written with Greek organizations in mind, it applies to all campus clubs and organizations including but not limited to Greeks, theme houses, athletic teams, and club sports. New York State law requires that each campus organization include a written statement in its by-laws to the effect that the organization subscribes to the University policy on hazing.

Hazing of any kind, physical or psychological, cannot be part of any new member education. For purposes of information the following definition adapted from the College Fraternity Secretaries Association (CFSA) policy is considered official University policy.

Hazing is defined as any activity required of an individual who seeks to join, is in the process of joining, or has joined an organization that can be considered dangerous, demeaning, or embarrassing, regardless of the individual's willingness to participate in such activities. Any action taken or situation created, intentionally, whether on or off the organization’s premises, to produce mental or physical discomfort, embarrassment, harassment, or ridicule may be considered hazing. Such activities and situations include paddling in any form; creation of excessive fatigue; physical and psychological shocks; quests, treasure hunts, scavenger hunts, road trips, or any other such activities carried on outside the confines of the house; wearing, publicly, apparel which is conspicuous and not normally in good taste; engaging in public stunts and buffoonery; morally degrading or humiliating games and activities; late work sessions which interfere with academic activities; and any other activities which are not consistent with the organization’s by-laws, ritual or policy, or the regulation and policies of the educational institution, or which make an individual feel uncomfortable, regardless of whether other new members or initiates do not take issue with engaging in the activity.

1. An organizations pre-initiation period shall be devoted to constructive purposes and programs in keeping with the modern aims and objectives of higher education, not to exceed 4 weeks from the date an offer of membership is made.
2. No individual or group has the right to force anyone to do anything against his/her will, including drinking alcohol. It cannot be left to the individual to “opt out” of such activities if the individual feels uncomfortable.
3. Each initiate is entitled to a minimum of eight consecutive hours of sleep in his own bed without interruption by organization obligation or from organization members. Such interruptions include, but are not limited to, phone calls, text messages, in-person visits, and contacting the individual via social media.
4. Throughout the pre-initiation period organization members are not allowed in an initiate’s place of residence after 12 midnight unless this is his/her official campus address. Initiates are not allowed to remain in organization houses or elsewhere under the supervision of organization members between 12 midnight and 6 a.m. Any organization activity is strictly forbidden in residence halls.
5. Although hazing is usually construed as action to an initiate by a member of the organization, the reverse (hazing a member) is also prohibited.
6. Any violation or infraction of the above policy may result in: (a) severe disciplinary action against the individual involved; (b) suspension of the organization from operation for a period of time; (c) removal of the organization from the campus for serious or repeated violations.

Higher Education Opportunity Act (HEOA)

The Higher Education Opportunity Act (HEOA) requires that certain pieces of information be disclosed to the student body. This information is available on our Consumer Information page (consumer info) and contains links to information such as:

- The University’s policies on privacy of student records as required by the Family Educational Rights and Privacy Act (FERPA)
- Annual Security and Fire Safety Report
Hoverboards Policy

The use, possession, or storage of Hoverboards and similar devices is prohibited on the St. Lawrence University campus.

Missing Student Policy

To report a missing student, call Safety & Security at 315-229-5555 immediately.

In compliance with the Higher Education Opportunity Act, it is the policy of St. Lawrence University to actively investigate any report of a missing resident who has been missing for 24 hours, who is enrolled at St. Lawrence University, and who is residing in university-owned housing. Each resident will be notified of the Missing Student Notification Policy and Procedures through the Student Handbook. For purposes of this policy, a student may be considered to be a “missing person” if the person’s absence is contrary to his/her usual pattern of behavior and/or unusual circumstances may have caused the absence. Such circumstances could include, but not be limited to a report or suspicion that the missing person may be the victim of foul play, has expressed suicidal thoughts, where there are concerns for drug or alcohol use, is in a life-threatening situation, or has been with persons who may endanger the student’s welfare. Each resident is required to identify the name and contact number of the individual(s) who are a primary contact to be notified in case of an emergency or in the event that the resident is reported missing. The contact information provided by the student will be kept confidential, accessible only to authorized campus officials, and will not be disclosed except to law enforcement personnel in furtherance of a missing person investigation. The Vice President and Dean of Student Life or designee will immediately notify the student’s primary contact as provided by the student. In the event the student is under the age of 18 and is not emancipated, the University is required to have the primary emergency contact be a custodial parent or guardian and they will be contacted immediately should the student be reported missing.

If a member of the University community has reason to believe that a student is missing, the Office of Safety & Security should immediately be notified. Safety & Security and/or Residence Life will make reasonable efforts to locate the student to determine his or her state of health and well-being. The student’s cell phone or campus phone will be the first contact. Additional efforts may include checking the resident’s room, access control card history and campus wide account usage, class schedule, on campus vehicle, friends, coaches, and parents.

If all the above attempts to locate or establish contact with the missing student are unsuccessful, the University will contact the Village of Canton Police Department immediately and report the student as a missing person. The Vice President for Community and Employee Relations is contacted and notified of the missing student report. Student residents planning to be absent from the campus for an extended period of time should be sure to notify friends and family with information about their whereabouts. Student residents are also cautioned to regularly check their on-campus mailbox as uncollected mail, in conjunction with other information, may cause concern that a student is missing.
Motor Vehicle Policy

An important feature of the St. Lawrence campus is its focus as a “walking campus.” All of us—students, faculty, staff and visitors—should be confident of the ability to walk from place to place without dodging cars, motorcycles and other vehicles. The University has established procedures for registering and parking vehicles on campus. A parking permit does not guarantee the availability of parking space, but grants the privilege of using SLU parking areas. The intent is to assure a safe flow of motor vehicles and pedestrian traffic, orderly parking for students, employees and visitors, and maintenance of emergency access to all buildings and areas on campus. A copy of the complete motor vehicle policy is provided to all students when they register their motor vehicle with the University and is printed here: Motor-Vehicle-and-Parking-Policy. In order to be legally parked on St. Lawrence University property, all student vehicles, including vehicles of students residing off campus, must be registered each academic year with Safety and Security. Additional copies of the policy brochure are available at the Safety and Security office.

The Motor Vehicle Policy covers all automobiles, SUVs, trucks, motorcycles, mopeds, go-peds, motorized scooters, motorized skateboards, golf carts, and both winter and summer off-road vehicles.

For authorized vehicular access to the inner campus, you must register in advance at the Safety and Security Office.

Nondiscrimination Policy

All members of the St. Lawrence community are valued equally. We are committed to multicultural diversity in our faculty, staff, student body and curriculum. Awareness training for students, faculty and staff is designed to eliminate all forms of discrimination. Students and others may review the complete policy at the St. Lawrence University website under Policies or Human Resources Nondiscrimination Policy. For further information contact St. Lawrence University’s Age Act, Title IX, and Section 504 Coordinator, Lisa M. Cania, vice president for community and employee relations, Vilas 114, lcania@stlawu.edu, 315 229-5567, fax 315-229-7430.

Pet Policy

Dogs, cats, snakes/reptiles, and other animal pets (with the exception of tropical fish) are not permitted in campus buildings. They may be walked on campus but must be on a leash, as appropriate, and can never be left unattended. This policy does not apply to the live animals used for teaching and research in science departments, service animals, or in appropriate circumstances assistance animals for those with documented disabilities.

Students requiring an accommodation for a documented disability should contact the Student Accessibility Services office in Madill Hall. (Note: See “Service Animals” below)

Along with state code that bans animals from dining facilities, there are health, sanitation and personal safety issues which promote the formation of this policy.

Recycling Policy

At home, work and school, New Yorkers generate a lot of trash - and it's a mixed bag. We are making too much trash - over 4.5 pounds per person per day in NYS! We need to get out of the habit of throwing trash into one receptacle with cans, bottles, paper, garbage, banana peels, etc., all mixed together. Many of the items we are throwing away can be reused, recycled or composted, such as paper, glass, aluminum, metals as well as potato and carrot peels. What Should We Really Do With Our Trash? For starters... Reduce, Reuse, Recycle and Compost!

At St. Lawrence University we provide, at every residence hall, single stream recycling. Single stream recycling requires no sorting. Bins designated for single stream recycling are blue in color. Additionally, we also offer 15 locations for organic waste (i.e. compost) collection – designated by green colored bins. While trash items heading to the landfill are placed in black or brown bins.

What can I recycle in Single Stream?

At SLU you can recycling the following items in single stream recycling: paper, cardboard (flattened boxes), metals (e.g. cans), glass, and plastics. Please empty liquids and rinse out your containers prior to putting them in the recycling bins.
**What is non-recyclable?**
At SLU you cannot recycle plastic bags. However, Price Chopper in Canton and Walmart in Potsdam will accept these items.

**What can I compost?**
At SLU we are capable of composting: fruits, vegetables, egg shells, coffee grounds, mushrooms, tea bags, fries, and bread.

**Where can I compost?**
For an interactive map of compost locations please visit the St. Lawrence University Navigating Our Sustainable Campus Web Map.
To learn more about waste management at St. Lawrence University please visit: waste-management

**Service Animals/Assistance Animals**
Service animals are defined as dogs that are individually trained to do work or perform tasks for people with disabilities. Examples of such work or tasks include guiding people who are blind, alerting people who are deaf, pulling a wheelchair, alerting and protecting a person who is having a seizure, reminding a person with mental illness to take prescribed medications, calming a person with Post Traumatic Stress Disorder (PTSD) during an anxiety attack, or performing other duties. Service animals are working animals, not pets. The work or task a dog has been trained to provide must be directly related to the person’s disability. Dogs whose sole function is to provide comfort or emotional support do not qualify as service animals under the ADA.

**Allowed Spaces**
Under the ADA, State and local governments, businesses, and nonprofit organizations that serve the public generally must allow service animals to accompany people with disabilities in all areas of the facility where the public is allowed to go. For example, in a hospital it usually would be inappropriate to exclude a service animal from areas such as patient rooms, clinics, cafeterias, or examination rooms. However, it may be appropriate to exclude a service animal from operating rooms or burn units where the animal’s presence may compromise a sterile environment.

**Service Animals Must Be Under Control**
Under the ADA, service animals must be harnessed, leashed, or tethered, unless these devices interfere with the service animal’s work or the individual’s disability prevents using these devices. In that case, the individual must maintain control of the animal through voice, signal, or other effective controls.

*Please note that under no circumstances should you be asking or interfering with the working task of the Service Animal. Doing so jeopardizes the working task of the Service Animal and puts the handler in distress because the dog is being distracted from doing its working task. Please do not come up to touch the Service Animal or ask the handler to pet their Service Animal this is not permissible at all.*

Thank you in advance for respecting Service Animals and their handlers that are a part of our campus community.

**Assistance and Service Animals:** If you are looking to request an Emotional Support Animal you must meet with the Director of Student Accessibility /services to discuss your request and to begin the process. This process will take some time and students are not approved until they have gone through the entire process with the director. Only approved animals are allowed to be on campus, which is done through the Student Accessibility Services office.

To set up an appointment with the director of Student Accessibility Services, call 315 229-5537 or email studentaccessibility@stlawu.edu.

The link to the complete policy for service and assistance animals is: https://www.stlawu.edu/service-and-assistance-animal-policy.

**Smoking Policy**
In compliance with both the spirit and letter of the New York State smoking legislation (1990), St. Lawrence University supports the rights of employees, students, and visitors to have a smoke-free environment while on
University premises. Whenever there is a question of preference between a smoker or a non-smoker, the non-smoker’s preference will prevail.

Smoking is prohibited in all University-owned indoor areas and vehicles used for institutional purposes such as: auditoriums, buses, vans, cars, classrooms, dining halls, elevators, rest rooms, hallways, gymnasium, lecture hall, lounges, meeting rooms, medical facilities, office and work areas shared or exposed to employees, students and visitors. Smoking is also prohibited in all University-owned residences (e.g. halls, townhouses, Greek houses, cottages and suites).

This policy prohibits the smoking of any substance in all University-owned buildings including, but not limited to, tobacco and marijuana. Smoking products are also prohibited, including cigars, pipes, hookahs, vaporizers and juuls (electronic cigarettes).

Smoking is prohibited within 25 feet of all university-owned buildings, with the exception of the main entrance to Brewer Bookstore. A student guilty of smoking/vaping/Juuling inside any University building will be subject to a mandatory $250 fine.

The University will participate in providing smoking cessation information and programs to students and employees who may wish to stop smoking. It is the responsibility of all employees, students, and visitors to abide by this policy. Supervisors/Managers will be responsible for communicating and enforcing this policy in the same manner as all University policies.

Social Function Policy

In addition to the guidelines listed below for the 2020-2021 academic year any event with more than 10 individuals attending indoors or outdoors must be registered with an approved safety plan with the Office of Student Activities & Leadership and must be run to adhere to all guidelines outlined in the Laurentian Pact Safety Plans can be submitted here: https://stlawu.presence.io/form/campus-event-request-form-for-safety-plans.

Full guidelines on the Laurentian Pact can be found here: https://www.stlawu.edu/always-forward/resource/laurentian-pact.

The primary commitment of St. Lawrence University is to the intellectual development of each student. This primary commitment is complemented by recognition of students as whole persons. Social experience is an integral aspect of the learning process. Students are expected to act responsibly and are treated accordingly. Social responsibility requires both tolerance and a willingness to maintain standards in the best interest of all persons in the University community.

Restrictions placed upon an individual’s social freedom originate from a responsibility to insure the rights of others and are based on the premise that academic commitment at St. Lawrence University retains highest priority. Consequently, social events must be scheduled to prevent interference with academic pursuits on either an individual or collective basis.

All social functions at St. Lawrence University must meet the following criteria:

1. Be in accordance with the New York State and St. Lawrence University alcohol regulations and local fire and safety guidelines.
2. Major events, such as dances, open houses, lectures involving outside speakers, events co-sponsored by external organizations, and concerts, including those events which will invite outside community members, must be scheduled and registered no less than two (2) weeks prior to the event with the office of Student Activities and Leadership and coordinated with the Assistant Vice President for Safety & Security. This is primarily for informational purposes and seeks to prevent the scheduling of two events that may interfere with each other. In the case of a conflict between two groups wishing to schedule events, the office of Student Activities and Leadership will suggest alternate dates and places. Any social function held in University residential commons rooms or lounges must be scheduled with the Residential Coordinator, who must also be informed of those students responsible. Students or student organizations looking to schedule registered social functions or events that have the potential to create a situation dangerous to the overall safety of the campus may be asked to provide additional information to the Office of Student
Activities & Leadership or coordinate further with the Assistant Vice President for Safety & Security to determine if the event can be approved.

3. No events that interfere with students’ ability to study or sleep in their residence may take place during reading periods and final exam weeks. No social events may be scheduled during reading days or final exams.

4. In the case of an infringement of an individual student’s rights or privileges by his or her fellow students, a student should follow the procedure outlined in the Student Handbook under “Conflict Resolution.”

**Solicitation Policy**

Solicitation on the campus poses a difficult dilemma. On the one hand, individual members of the University community are encouraged to support worthy campus, North Country, state, national, and international charitable causes. On the other hand, there is a need to protect academic pursuits from the encroachment of capricious or over-zealous solicitation. This solicitation policy attempts to balance the need to protect academic endeavors with the need for campus citizens to support worthy causes.

There is general agreement that bona fide national and local charitable and service organizations, as well as recognized campus organizations, may solicit on campus for worthy causes.

All requests for campus solicitation must be submitted to the Office of Student Activities and Leadership for review along with the Assistant Vice President for Safety & Security. If requests are granted, the Student Activities and Leadership Office will issue a solicitation permit and will coordinate the timing of all campus solicitations. Approved solicitations may use campus bulletin boards for advertising purposes. Mailing labels are provided at cost if there is sufficient advance notice.

Campus solicitations and/or advertising for individual or corporate profit are prohibited. Solicitations for religious denominations are prohibited. Door-to-door solicitations are prohibited. Any exception to this policy must be by written consent of the Vice President and Dean of Student Life.

**Student Storage Policy**

The Thelomathesian Society operates a limited student storage program (using the following guidelines):

1. All student storage shall be in a specifically designated central storage area. No other University buildings are used for storage.

2. Only items such as the following are permitted in storage areas: bicycles, large items of furniture, rugs, and large footlockers or large steamer trunks. All items must be tagged. Trunks must be locked. [Thelmo-storage-invoice](#)

3. All students storing belongings in Thelmo storage must sign a waiver. The Thelomathesian Society and the University assumes no responsibility for student property lost, stolen, or damaged in storage. It is recommended that all property in storage be insured by the student or his family.

4. Storage shall be available at designated times arranged by the Thelmo storage coordinator. Storage is not opened for removal of belongings except at stated times.

5. Items unclaimed are donated to a local charity.

6. Storage space is limited and is offered on a first-come, first-served basis.

**Student Records**

The Family Educational Rights and Privacy Act of 1974, as amended, became effective on December 31, 1974. The purpose of the act as it pertains to post-secondary institutions is twofold: to assure students access to their educational records, and to protect individual right to privacy by limiting the sharing of student records without their consent.

Students can access the Family Educational Rights and Privacy Act (FERPA) in the St. Lawrence University Catalog 2020-2021 pages 9-10 at [University Catalog 2020-2021](#). The associate registrar is the university’s contact person for questions relating to FERPA. Students are encouraged to discuss any aspect of their individual file with the vice president and dean of student life. Copies of any or all parts of their record are available to the student at the student’s expense.
Federal Trade Commission’s Safeguard Rule: St. Lawrence University complies with the Federal Trade Commission’s Safeguard Rule which requires financial institutions, colleges and universities to secure customer financial records and information. For more information regarding this rule and the University’s compliance plan refer to: information-security-program.

Vendors, Credit Card Companies and Marketing on Campus

Vendors and marketers representing external organizations or companies, whether for-profit or not-for-profit, may not set up sales opportunities on campus. Merchants from the Canton area may be allowed on campus and are encouraged to do so in cooperation with the Student Life office. Exceptions may be granted by the manager of Brewer Bookstore (such as for class rings.)

Credit card companies are strictly prohibited from marketing, advertising, and/or merchandizing of credit cards St. Lawrence University campus property.

Student groups may sell merchandise to raise funds either for charitable purposes or for the activities of a recognized student group or class. Student groups wishing to sell merchandise for such purposes should contact the Director of Student Activities and Leadership for more information.

Weapons Policy

The New York State Legislature adopted the following legislation regarding firearms on campus:

265.01-a Criminal possession of a weapon on school grounds.

A person is guilty of criminal possession of a weapon on school grounds when he or she knowingly has in his or her possession a rifle, shotgun, or firearm in or upon a building or grounds, used for educational purposes, of any school, college, or university, except the forestry lands, wherever located, owned and maintained by the State University of New York college of environmental science and forestry, or upon a school bus as defined in section one hundred forty-two of the vehicle and traffic law, without the written authorization of such educational institution.

Criminal possession of a weapon on school grounds is a class E felony.

265.06 Unlawful possession of a weapon upon school grounds.

It shall be unlawful for any person age sixteen or older to knowingly possess any air-gun, spring-gun or other instrument or weapon in which the propelling force is a spring, air, piston or CO2 cartridge in or upon a building or grounds, used for educational purposes, of any school, college or university, without the written authorization of such educational institution.

Unlawful possession of a weapon upon school grounds is a violation.

In accordance with this law, rifles, shotguns, BB guns, pellet guns, hunting bows, knives, swords, martial arts weapons, sling shots, and other weapons, as well as ammunition associated with these weapons, are prohibited on campus. Unusual or special exceptions are made only with the permission of the Assistant Vice President of Safety & Security. Violations result in referral to the Student Judiciary Board, confiscation and possible loss of item in violation, and may be subject to arrest in accordance with Section 265.01(3) or Section 265.06 as described above.
ACADEMIC INFORMATION

Academic Integrity Procedures

All students at St. Lawrence University are bound by honor to maintain the highest level of academic integrity. By virtue of membership in the St. Lawrence community, every student accepts the responsibility to know the rules of academic honesty, to abide by them at all times, and to encourage all others to do the same.

Responsibility for avoiding behavior or situations from which academic dishonesty may be inferred rests entirely with the students. Claims of ignorance, unintentional error, and academic or personal pressure are not excuses for academic dishonesty. Students should be sure to learn from faculty what is expected as their own work and how the work of other people should be acknowledged. Instructors are expected to maintain conditions which promote academic honesty.

Instructors have the duty to investigate any instance involving possible academic dishonesty and must follow the procedures of the Constitution of the Academic Honor Council rather than make private arrangements with the student involved. Violations of the St. Lawrence University Code of Academic Honor are administered under the constitution of the Academic Honor Council which is reprinted in its entirety below.

Academic Honor Council Constitution

APPENDIX III: The Constitution of the Academic Honor Council shall be as follows in accordance with ARTICLE XI, SECTION 2:

Clause I: The Academic Honor Code – Responsibilities of the Student

Section 1. All information contained in this article shall be provided to incoming first year students during the summer before their matriculation at St. Lawrence University. Students must electronically indicate that they have read and will abide by the Academic Honor Code when first activating their SLU online ID and email address. In addition, at a First-Year Convocation St. Lawrence students are asked to sign a ledger acknowledging their awareness of and their agreement to abide by the Academic Honor Code.

Section 2. Academic Honesty: A major commitment of the University is “to the intellectual development of the student” (St. Lawrence University Aims and Objectives) which can be achieved only by strict adherence to standards of honesty. At St. Lawrence, all members of the community have a responsibility to see that these standards are maintained. Consequently, St. Lawrence University students will not engage in acts of academic dishonesty as described below.

It is assumed that all work is done by the student unless the instructor/mentor/employer gives specific permission for collaboration or sharing of work. Honesty requires handing in or presenting original work where originality is required.

Clause II: Academic Dishonesty

Section 1. Although not an exhaustive list, the following constitute examples of academic dishonesty:

a. Plagiarism: Presenting as one’s own work the work of another person--words, ideas, data, evidence, thoughts, information, images, media, artistic material, organizing principles, or style of presentation--without proper attribution. Plagiarism includes paraphrasing or summarizing without acknowledgment by quotation marks, footnotes, endnotes, or other indices of reference (cf. Joseph F. Trimmer, A Guide to MLA Documentation).

b. Cheating on examinations and tests, which consists of knowingly giving or using or attempting to use unauthorized assistance during examinations or tests.

c. Dishonesty in work outside of examinations and tests, which consists of handing in or presenting as original work that is not original, where originality is required.

d. Handing in or presenting false reports on any experiment.

e. Handing in or presenting a book report on a book one has not read.

f. Falsification of records.

g. Supplying information to another student knowing that such information will be used in a dishonest way.

h. Submission of or presentation of work (papers, journal abstracts, oral presentations, etc.) which has received credit in a previous course to satisfy the requirement(s) of a second course without the knowledge and permission of the instructor/supervisor/mentor of the second course.
i. Knowingly making false statements in support of requests for special consideration or special timing in the fulfillment of course requirements.

**Section 2.** Claims of ignorance and academic or personal pressure are unacceptable as excuses for academic dishonesty. Students must learn what constitutes one’s own work and how the work of others must be acknowledged. Any student found guilty of academic dishonesty by the Academic Honor Council may have a letter placed in his or her permanent file.

**Clause III: Responsibilities of Faculty**

**Section 1.** All faculty share responsibility in teaching the ethics of research, scholarship, and scholarly integrity. This responsibility includes holding students to the highest ethical standards in their work and being consistently intolerant of dishonesty.

If an instructor encounters any form of academic dishonesty, s/he has an obligation to call the offending student(s) to account. Appropriate responses depend on the case, and the instructor has three options.

**Section 2.** If a student submits an assignment in which the work of others is not properly employed or cited, and the instructor regards such a case as indicating that the student needs further instruction in the proper use and citation of sources, the instructor may return the work to the student with clear direction to revise it to conform to proper citation practices. Grading of both the original and revised versions of student work shall remain the prerogative of the faculty member. The instructor may choose to send a letter to the Academic Dean describing the incident. This letter may become part of a student’s internal file in the Academic Dean’s office but will not be shared externally.

**Section 3.** If the instructor believes a student knowingly represented the work of others as her or his own, and in this way was intentionally dishonest, then the instructor must treat the case as an instance of cheating, and must submit a letter to the Academic Dean. In this and all other instances of academic dishonesty, intentional or unintentional, as long as the student has no documented prior history of academic dishonesty, the instructor may choose to assess what s/he deems to be appropriate penalties and inform the student involved that s/he has the right to appeal the case to the Academic Honor Council. This letter will become part of the student’s internal file in the Academic Dean’s office and may be shared externally at the discretion of the Dean of Academic Affairs.

**Section 4.** In any case of academic dishonesty, the instructor may choose to forward the case to the Academic Honor Council. The case must be forwarded with supporting evidence within one week (see Article VII, Section 1). In all cases, the disposition of the case will be placed in the student’s internal file in the Academic Dean’s office. If the student is found to have violated the Academic Honor Code, a letter may be placed in the student’s permanent file in the Student Life Dean’s office and may be shared externally at the discretion of the Dean of Academic Affairs.

**Section 5.** In all cases, if an instructor believes that the appropriate penalty for cheating or dishonesty should be failure in the course, the instructor must send the case and all supporting evidence to the Academic Honor Council. In all cases where the alleged dishonesty does not take place in a credit-bearing course, the case must be forwarded to the Academic Honor Council. Finally, if the student has a prior history of academic dishonesty, the case must be forwarded to the Academic Honor Council.

**Clause IV: Jurisdiction of the Academic Honor Council**

**Section 1.** The Academic Honor Council shall be responsible for hearing cases of alleged violations of the Academic Honor Code. The Dean of Academic Affairs shall be responsible for adjudicating cases in the rare instances that the Academic Honor Council is unable to hear them, following guidelines given in Clause XI, Section 3.

**Clause V: Responsibilities of the Academic Honor Council**

**Section 1.** The Academic Honor Council shall conduct hearings to adjudicate allegations of academic dishonesty and shall submit its findings to the Dean of Academic Affairs. If the Academic Honor Council finds that academic dishonesty has taken place, it shall also submit a recommendation for disciplinary action.
Section 2. Hearings shall be held by the Academic Honor Council within a reasonable length of time after receipt of charges, normally within three weeks.

Clause VI: Membership of the Academic Honor Council
Section 1. The Academic Honor Council shall consist of at least six, and normally no more than ten, student members and three faculty members. The Chairperson of the Academic Honor Council shall be a student; students appointed as chair must have served two semesters on the council except in extenuating circumstances.
Section 2. Student candidates for the Academic Honor Council must be in good standing with the University. They shall be selected at the end of each academic year to serve a one-year term. The selection committee shall consist of the graduating members of the Academic Honor Council, a member of the Senior Executive Board of the Thelomathesian Society, and chair of the Academic Affairs Committee of the Thelomathesian Senate. Students recommended by the selection committee shall be considered for final approval by the Thelomathesian Senate. At that time the Chairperson of the Academic Honor Council shall be recommended by a majority of the selection committee for final approval by the Thelomathesian Senate.
Section 3. The faculty members of the Academic Honor Council shall be selected by Faculty Council and shall serve two-year terms. They may be re-appointed. In the case of a faculty vacancy on the Academic Honor Council, a new member shall be selected by Faculty Council.

Clause VII: Removal of Members of the Academic Honor Council
Section 1. Student members of the Academic Honor Council may be removed before their one-year term is complete for betrayal of trust in matters pertaining to the Academic Honor Council and/or failure to maintain good academic and social standing and/or for failing to meet the responsibilities of serving on the Council. Requests for removal may be initiated by any member of the St. Lawrence University community at any time during the academic year.
Section 2. Student members of the Academic Honor Council may be removed by a majority vote of the executive board of the Thelomathesian Society.
Section 3. Faculty members of the Academic Honor Council may be removed by Faculty Council.

Clause VIII: Responsibilities of the Chairperson of the Academic Honor Council
Section 1. The Chairperson shall be responsible for informing the members of the Academic Honor Council of meetings, providing them with the pertinent information, and facilitating these meetings.
Section 2. The Chairperson shall be responsible for delivering the written recommendation to the Dean of Academic Affairs.

Clause IX: Procedures
Section 1. All charges of academic dishonesty with respect to the Academic Honor Code that are sent to the Academic Honor Council must be presented in writing through the office of the Dean of Academic Affairs. The office of the Dean of Academic Affairs will work with the Chairperson of the Academic Honor Council to contact the faculty person and student involved and the members of the Honor Council to schedule a hearing.
Section 2. The Academic Honor Council will invite all parties involved to bring forward pertinent materials for consideration. In addition, parties may request that witnesses and other testimony be considered by the Academic Honor Council (or the Council may make its own requests for witnesses or testimony). The decision to hear witnesses and/or consider testimony rests with the Academic Honor Council. No one is permitted to attend an Academic Honor Council hearing unless invited to do so by the Council, and, except in extraordinary circumstances, no one other than a charged party and testifying witnesses will be so invited. If discrepancies emerge between faculty and student testimony, either or both parties may be recalled for further testimony. The faculty and staff involved may make recommendations to the Academic Honor Council about the adjudication of the case. However, they shall not be involved in the final decision-making process.
Section 3. The students involved shall be made aware of their rights before the case is heard by the Academic Honor Council. These rights are:
a. The right to be informed of the charges in writing and to examine evidence pertinent to the case.
b. The right of a one-week notice in advance of their hearing before the Academic Honor Council. This time period may be waived by agreement between the student charged and the Academic Honor Council.
c. The right to consult the office of the Dean of Academic Affairs about Academic Honor Council procedures. The staff member consulted is understood not to be an advocate for the student but simply a neutral provider of procedural information.
d. The right to remain silent.
e. The right to request that witnesses and/or faculty advisors be permitted to testify at a hearing. However, the Academic Honor Council ultimately determines whether particular witnesses will be permitted to testify and can place reasonable limits on the number of witnesses who will be permitted and the matters about which they will be permitted to testify.
f. The right to appeal the decision of the Dean of Academic Affairs.

The Academic Honor Council recommends that all students seek counsel from a faculty member or academic advisor before their hearing.

Section 4. The faculty involved shall be made aware of their rights before the case is heard by the Academic Honor Council. These rights are:

a. The right to clear and consistent procedures for hearing all cases of academic dishonesty, expressed in the form of a clearly-written and easily accessed statement about the roles played by the Dean of Academic Affairs, the Associate Dean for Faculty Affairs, and the AHC;
b. The right to be informed in writing, and in a timely fashion, that a case is being heard by the AHC, and of the final decision;
c. The right to present pertinent materials for consideration by the AHC, and to respond to questions from the AHC. This includes the right to present information that is relevant to a case after the first materials pertinent to a case are submitted to the AHC, but before the case is adjudicated;
d. The right to be informed of the day, time, and location of the hearing, one week in advance, or as soon as possible should the student charged and AHC agree to waive the one-week notice period;
e. The right to address the AHC;
f. The right to not attend a hearing;
g. The right to meet with the AHC separate from the other party before and during the hearing;
h. The right to request witnesses to testify before AHC;
i. The right to bring an advisor to the hearing;
j. The right to be free—in addition to those policies stated in the “Acceptable/Professional Behavior Policy” and the “Combined Discrimination and Harassment Policies” on the HR website and the “Public Order Policy” in the Student Handbook—from harassment, intimidation, or threat from students and students' agents (e.g. friends, family, academic advisors, faculty, and staff) before, during, and after a case.

Section 5. Cases involving students who have left the University or are participating in an academic program abroad shall normally remain pending until the student returns.

Section 6. Cases shall normally be heard by five members of the Academic Honor Council. A quorum shall consist of four members, with at least three students and at least one faculty member present.

Section 7. Decisions and recommendations on cases of academic dishonesty shall be made by a majority of the vote of the Academic Honor Council. If the minority is strongly opposed to the decision or recommendation, they have the option of sending a letter of dissent to the Dean of Academic Affairs stating their opinion(s). In the case of a tie vote, the opinions of both sides shall be communicated to the Dean of Academic Affairs.

Section 8. The Academic Honor Council shall determine if a student is guilty of the charge(s) and shall forward a recommendation regarding its findings to the Dean of Academic Affairs. All intentional and unintentional acts of academic dishonesty may result in disciplinary action. Recommendations of disciplinary action may include, but are not limited to: a failing grade on the work in question; a failing grade in the course; disciplinary probation; suspension from the University; denial of future research support; return of fellowship support in cases where the dishonesty occurs while the student is receiving fellowship support; return of wages in cases where the student is paid for the work; or expulsion from the University. When appropriate, the Academic Honor Council may
recommend to the Dean that the guilty student be required to participate in educational programs or counseling sessions. In cases where a student is found guilty of academic dishonesty, intentional or unintentional, a letter noting the verdict may be placed in the student's permanent file in the Office of Student Life (in which case it may be reported to employers, graduate schools, licensing agencies, etc., inquiring about a student’s educational experience at St. Lawrence). In all cases, a report describing the disposition of the case will be added to the student's internal file in the Academic Dean’s office. Decisions will be shared with all parties to the case, and decisions for those found guilty of academic dishonesty will be shared with a student’s academic advisor(s) and with the Athletic Department if the student is a varsity athlete.

**Section 9.** Normally, the Dean of Academic Affairs shall follow the recommendation of the Academic Honor Council. If the Dean wishes to change the determination or the penalty as given in Council’s recommendation, the Dean shall first consult with the Chairperson of the Academic Honor Council and the faculty member(s) who heard the case, unless they are unavailable, prior to notifying the student.

**Section 10.** At the end of each semester, the Academic Dean’s Office shall provide to the campus community a summary report of the cases heard and recommendations forwarded to the Dean of Academic Affairs. The names of individuals involved shall not be included in the summary report. This report shall be submitted to Faculty Council and to Thelmo, and will be published in the following semester’s first edition of the Hill News. It may also be publicized in other venues.

**Section 11.** In cases involving re-admission of students who have been suspended for academic dishonesty, the Dean of Academic Affairs shall determine if the student will be readmitted, and if so, the conditions of re-admission.

**Clause X: Appeals**

**Section 1.** Students shall have the right to appeal within seven (7) days of the final decision. Written appeals shall be addressed to the Dean of Academic Affairs. A copy of this letter shall also be sent to the Chairperson of the Academic Honor Council. Appeals are to be based on procedural violations or violations of the student's rights under this Constitution.

**Section 2.** The purpose of an appeal shall not be to re hear cases of academic dishonesty, but rather to ensure that rights were not violated and appropriate procedures were followed

**Section 3.** The Dean shall review the appeal letter and, where practical and appropriate, shall discuss the appeal with the Chairperson of the Academic Honor Council before making a final decision. A copy of the Dean’s decision on the appeal shall also be sent to the Chairperson of the Academic Honor Council.

**Clause XI: Responsibilities of the Dean of Academic Affairs**

**Section 1.** The Dean of Academic Affairs shall make a final decision based on the recommendation of the Academic Honor Council, all evidence pertaining to the case, any record of previous academic dishonesty involving the student. If the Dean wishes to change the determination or the penalty as given in the Council’s recommendation, the Dean should first consult with the Chairperson of the Academic Honor Council and the faculty member(s) who heard the case, unless they are unavailable, prior to notifying the student. The Dean of Academic Affairs may return a case to the Council for reconsideration.

**Section 2.** The Dean of Academic Affairs shall handle all appeals involving procedural infractions in the hearing process.

**Section 3.** For cases that emerge when classes are not in session and there are pressing reasons to consider them before the semester resumes, the Dean of Academic Affairs shall consult with available members of the Academic Honor Council and design an appropriate modified procedure.

**Section 4.** The Office of the Dean of Academic Affairs shall be responsible for informing students, in writing, of alleged violations of the Academic Honor Code.

**Section 5.** The Academic Dean’s Office shall be responsible for assuring that a report of cases brought to the Academic Honor Council is submitted to the Hill News at the beginning of each semester.

**Clause XII: Responsibilities of the President of the University**
Section 1. The President of the University shall make the final decision on expulsion of students from the University.

Clause XIII: Amendments
Section 1. Any member of the University can propose an amendment to the Constitution of the Academic Honor Council.
Section 2. In order to be approved, a proposal requires a two-thirds vote of the Thelomathesian Society and the approval of the Faculty.

Academic Distinctions and Honors
For information on degrees with distinction and honors and Dean’s List requirements, see this link: https://www.stlawu.edu/registrar/resource/distinction-honors.

Academic Advising Programs
The Academic Advising office strives to provide comprehensive supportive services to enable all students to reach their full potential. The office provides a centralized location for academic advising and planning assistance, support in developing academic skills, and a variety of services tailored to individual learning styles, backgrounds, and needs. For detailed information regarding academic resources and supports, refer to the Academic Advising web site at https://www.stlawu.edu/advising.

Students should be aware that it is their responsibility to be informed concerning University regulations and departmental programs. They should be familiar with the University policy documents such as the University Catalog (academic resources and support) and Student Handbook (resource/student-handbook). These contain the most authoritative information and should be consulted regularly. Specific questions should be addressed to the Associate Dean of Academic Advising in the Center for Student Achievement in Madill Hall (academicadvising@stlawu.edu).

Academic Petitions Committee
For information refer to the Student Resources section of the Registrar’s web site at https://www.stlawu.edu/registrar/resource/records-academic-petition.

Satisfactory Academic Standing
Information regarding academic standing (satisfactory standing, probation, required Summerterm, suspension, expulsion) and the process for readmission following academic suspension is described in the on-line Catalog, beginning on page 18 at Academic Standing.

Attendance at Class
St. Lawrence University believes that the purpose of education can best be advanced through the interaction of students and instructors within the classroom.

Students are expected to be present and punctual for academic appointments and to abide by the standards for attendance as set forth by instructors at the beginning of each semester. It is also expected that the student will confer with the instructor whenever circumstances prevent the keeping of academic appointments.

Faculty establish their own attendance policies and are expected to announce these policies at the beginning of the semester.

The University recognizes that students will occasionally have significant medical illnesses or injuries that prevent them from attending classes or completing assignments or exams. The student is responsible for contacting the professors and advisor concerning any make-up work, withdrawals, extensions or incompletes that might be necessary. With the student’s permission, the Health Service will verify these prolonged absences and ask the Student Life office to notify professors and advisors. The Health Service does not notify professors and advisors about minor illnesses (that will resolve within a few days). Students will be expected to contact their professors directly about these brief days of missed course work.
Students should not anticipate that absence from a class, a laboratory, or other academic functions will excuse them from responsibility for work expected or material covered, including quizzes and tests whether announced or unannounced.

**Changing Courses or Course Load/Withdrawing from Courses**

**A. Add/Drop:** During the first seven business days after classes begin in any semester, or the first two days of classes in the summer session, a student may add or drop a course without a permanent record being made of the change. Students changing their schedules within the add/drop period must have written approval of the instructor of each course being added; no written approval is needed to drop a course within the add/drop period. The advisor’s signature is no longer required. Students may request from the Academic Petitions Committee a late schedule change with instructor and advisor permission. Approved late changes may result in a $50 late change fee. **Students who do not attend a class in which they are formally registered should not presume that they are dropped from that class.** Students must submit a properly completed add/drop form, to drop a class.

**B. Withdrawal from a Course:** Twice before graduation, students are permitted to withdraw from a course after the first seven days and until the end of the 10th week of classes for fall and spring semester courses that meet over the entire semester. For courses that meet for half of a semester or during Summerterm, students may withdraw after the first three days and until the end of the third week. The course remains on their transcript, and the registrar enters a “W” grade. If a withdrawal form, properly executed, is not submitted before the deadline, the student remains enrolled in the course and is graded accordingly. Withdrawing from FYP or FYS is not permitted. Students should contact the Student Financial Services Office to determine if withdrawing from a course will jeopardize a New York State grant or scholarship.

**C. Reduction to Fewer than Four Courses:** A student who reduces his or her course load to fewer than 3.5 units is no longer considered a full-time student, which may affect the student’s financial aid package. International students, veterans, and NCAA athletes may not take a course load of fewer than 3.5 course units in any semester without their student status or athletic status being affected. For further information, consult with the director of financial aid, located in Payson Hall; or the registrar, located in Vilas 117.

Students taking fewer than 4.75 units will be billed for full tuition with the following exceptions:
1. Employees and dependents using tuition remission benefits will be billed on a per unit basis.
2. Special situations for billing on a per unit basis may be requested through the Finance Office.

**Course Load**

In the fall or spring semester, full-time students may take any four courses regardless of their unit value, or five or six courses that total no more than 4.75 units, without incurring additional tuition charges. An overload consists of five or six courses totaling more than 4.75 units or more than six courses. During Summerterm, an overload consists of more than two units of credit. Full-time students registered for more than six courses or for five or six courses totaling more than 4.75 units and not meeting criteria for a course overload without additional charges will be charged an overload fee.

**Eligibility for Course Overload**

Course overload registration is by petition and is done during the first seven days of the fall and spring semesters. Course overload during Summerterm must be approved by the Director of Summerterm. Timely completion of the petition is required. First-year students are not eligible for a course overload. Transfer students in their first semester at St. Lawrence are not eligible for a course overload.

**Course Overload without Additional Charges**

1. Full-time students who are in good academic standing and who are making normal progress toward their degree may register for up to 5.75 units without additional tuition charges during the fall or spring semesters. See Course Overload Without Additional Charges in the University Catalog, p.14 at: [University Catalog](#). A student who fails to convert all incomplete E grades to final grades by the end of the drop/add period may not take the free overload course privilege when other conditions are met.
Credit Toward Graduation

Methods of Obtaining Credit and Specific Policies on Different Means of Obtaining Credit are explained in detail in the on-line Catalog, pages 10-13 University Catalog (transfer credit – a 3 semester hour course equates to .83 units at St. Lawrence University.)

Cross-Registration

Cross-registration for courses offered among the Associated Colleges of the St. Lawrence Valley may be initiated in the registrar’s office. Information regarding this program is on the Registrar’s web site at https://www.stlawu.edu/registrar/resource/registration-cross-registration-for-students. Students need not be full-time at St. Lawrence University in order to cross register; the cross registered course will count as the final course to bring them to full-time load. Cross-registration is not allowed in summer. Students are responsible for arranging travel to another campus. St. Lawrence does not provide transportation for students selecting cross-registration courses.

Distribution and Graduation Requirements

The policy concerning distribution and graduation requirements appears in the University Catalog, pages 2-7, University Catalog.

Each semester the registrar’s office provides a Class Schedule listing of courses which meet distribution requirements and students can search by filter in APR2 to find which courses fulfill distribution requirements.

Examinations

The number of quizzes given during the semester is decided by the faculty member. Whether or not a student is permitted to make up missed quizzes or examinations is also at the discretion of the course instructor. It is University policy that final exams, hour exams, or their equivalent are not scheduled during the last week of classes or during study recess. Lab practicals may be given during the final week of classes.

The final examination schedule is published by the registrar’s office on their web site. Any faculty change of a final exam date which precludes a student’s taking his or her exam at the scheduled time must be approved by the associate dean for faculty affairs; the change cannot cause the student undue problems.

Financial Aid, Eligibility for New York State and Federal Awards

Satisfactory Academic Progress for Financial Aid - Undergraduate and Graduate

Undergraduate Student:

Federal and St. Lawrence Student Financial Aid: Recipients of assistance under the Pell Grant, Federal Work-Study, Federal Supplemental Educational Opportunity Grant (SEOG), Federal Direct Student Loan, Federal Parent Loan, TEACH Grant, Iraq and Afghanistan Service Grant (IASG), and St. Lawrence University financial aid programs must meet minimum qualitative and quantitative academic progress standards. Academic progress is determined by two criteria: the quality of academic achievement as indicated by the cumulative grade point average and progress toward the degree. With the exception of suspended students, continuing eligibility for federal and SLU need-based assistance is reviewed at the end of the academic year.

To make Financial Aid satisfactory academic progress (FA SAP), a St. Lawrence University undergraduate student must earn at least the minimum grade point average compared to the attempted course units in the table below. The attempted course units with the associated minimum cumulative grade point average must be earned before the beginning of the term in which financial aid is to be disbursed. In order to continue to receive Federal and Institutional financial aid, an undergraduate financial aid recipient must complete his/her program within 150% of the published length of the program measured in units attempted. (Note that one may exhaust funding prior to reaching the 150% mark depending on aggregate totals used.) For instance, if the published length is 33.5 units, the maximum time frame to complete the program cannot exceed 50 attempted units.

Please Note: for St. Lawrence University financial aid programs, the maximum length of eligibility will not exceed 8 semesters.
A Student is expected to maintain:
1. A cumulative GPA of 2.0 or higher ('C' average) after two years of enrollment.
2. Satisfactory progress in units completed toward graduation (PACE).

In order to meet the quantitative component of satisfactory academic progress, students must also complete their program of study at a cumulative pace of 67 percent. For example, if a student attempted eight courses during their first two semesters of enrollment, the student would need to successfully complete a minimum of five courses to satisfy this requirement \(8 \times 0.67 = 5.36\).

Additionally, students must maintain minimum enrollment requirements of 3.5 units to remain eligible for most Federal and St. Lawrence resources. Contact the SLU financial aid office for details as different minimum enrollment requirements exist for various Federal aid programs.

Failure to Meet Satisfactory Academic Progress: Students who do not meet satisfactory academic progress will be notified in writing by the Financial Aid Office. The student will lose eligibility for all Federal and St. Lawrence aid until the requirements are achieved, or a waiver of standards is approved.

Waiver of Standards: The above standards for satisfactory academic progress may be waived provided full documented medical or unusual personal circumstances can be shown to exist. A full documented medical withdrawal determined by the Office of Student Life may be used. The appeal must be made in writing to the Director of Financial Aid. The appeal should include the circumstances specific to the issue of the student's inability to achieve the minimum cumulative GPA and/or units earned as of the end of a particular semester or term. Some examples of a request for a waiver of SAP requirements may include the death of a relative of the student, the personal injury or illness of the student, or other extenuating circumstances. The appeal should also include an academic plan approved by the student's advisor with specific measures to meet during the financial aid probationary period. The student's progress is evaluated at the end of the term. Waivers of standards are granted on a semester-by-semester basis only.

A student who successfully appeals will be placed on financial aid probation and will be permitted to continue to participate in Federal and Institutional aid programs for a subsequent semester. After this financial aid probationary period, the student's financial aid satisfactory academic progress will be reviewed.

Reinstatement of Aid Eligibility: If a student fails to meet satisfactory academic progress, he/she will not be permitted to receive financial aid unless a waiver is granted or until the student is able to meet the minimum standards of satisfactory academic progress for financial aid.

Academic Status: Academic status decisions, such as academic probation and suspension, are made independently of a student's financial aid status. Thus, standards of eligibility for some financial aid programs may be stricter than standards of eligibility to remain at St. Lawrence.

Graduate Students:

Eligibility for Financial Aid: All graduate students eligible for Federal awards must complete minimum course progress and meet minimum GPA requirements to retain such awards in subsequent semesters. A graduate student must earn at least the minimum grade point average compared to attempted courses in the table below. The attempted course units with the associated minimum cumulative grade point average must be earned before the beginning of the term in which financial aid is to be disbursed. In order to continue to receive Federal financial aid, a student must:

<table>
<thead>
<tr>
<th>Attempted Units</th>
<th>Minimum Grade Point Average</th>
</tr>
</thead>
<tbody>
<tr>
<td>9 or less</td>
<td>1.5</td>
</tr>
<tr>
<td>More than 9 and less than 17</td>
<td>1.75</td>
</tr>
<tr>
<td>17 or more</td>
<td>2.0</td>
</tr>
</tbody>
</table>

A Student is expected to maintain:
1. A cumulative GPA of 2.0 or higher ('C' average) after two years of enrollment.
2. Satisfactory progress in units completed toward graduation (PACE).
aid, a graduate financial aid recipient must complete his/her program within 150% of the published length of the program measured in units attempted. For instance, if the published length is 33.5 units, the maximum time frame to complete the program cannot exceed 50 attempted units.

### Qualitative Standard

<table>
<thead>
<tr>
<th>Attempted Units</th>
<th>Minimum Grade Point Average</th>
</tr>
</thead>
<tbody>
<tr>
<td>0-12</td>
<td>2.5</td>
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<tr>
<td>12 or more</td>
<td>3.0</td>
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</tbody>
</table>

### Quantitative Standard

<table>
<thead>
<tr>
<th>Attempted Units</th>
<th>Minimum Grade Point Average</th>
</tr>
</thead>
<tbody>
<tr>
<td>0-12</td>
<td>67%</td>
</tr>
<tr>
<td>12 or more</td>
<td>67%</td>
</tr>
</tbody>
</table>

**Failure to Meet Satisfactory Academic Progress:** Students who do not meet satisfactory academic progress will be notified in writing by the Financial Aid Office. The student will lose eligibility for all Federal aid until the requirements are achieved, or a waiver of standards is approved.

**Waiver of Standards:** The above standards for satisfactory academic progress may be waived for Financial Aid purposes provided fully documented medical or unusual personal circumstances can be shown to exist. The appeal must be made in writing to the Director of Financial Aid. The appeal should include the circumstances specific to the issue of the student's inability to achieve the minimum cumulative GAP and/or credit hours earned as of the end of a particular semester or term. Some examples of a request for the waiver of SAP requirements may include the death of a relative of the student, the personal injury or illness of the student or other extenuating circumstances. The appeal should also include an academic plan approved by the student's advisor with specific measures to meet during the financial aid probationary period. The student's progress is evaluated at the end of the term. Waivers of standards are granted on a semester-by-semester basis only.

A student who successfully appeals will be placed on financial aid probation and will be permitted to continue to participate in Federal programs for a subsequent semester. After this financial aid probationary period, the student's financial aid satisfactory progress will be reviewed.

### Additional SAP Considerations:

- **Remedial Course:** St. Lawrence University does not offer remedial courses.
- **English as a Second Language:** St. Lawrence University does not offer ESL courses.
- **Change in Major:** Courses completed for enrollment in current and previous majors are included in the evaluation of Satisfactory Academic Progress review for financial aid.
- **Repeated Coursework:** When a student repeats a course, the higher grade will be computed in the cumulative average. Grades from both attempts remain on the transcript. A repeated course does not earn additional credit toward graduation unless the first attempt received a failing grade. Students repeating a previously passed class may do so only once. The repeated course may be counted towards a student's enrollment status.
- **Grades of Incomplete:** Grades of Incomplete are considered courses attempted and do not count as credit earned.
- **Grades of "W" (withdrawal):** Grades of "W" are considered courses attempted and do not count as credit earned.
- **Grades of Pass/Fail:** Grades of Pass/Fail courses are considered courses attempted. A 'P' grade is considered attempted and completed and an 'F' grade is considered attempted and not complete.
- **Readmitted Students:** Students readmitted after one or more semesters of not being enrolled will have their satisfactory academic progress for financial aid reviewed at the time of readmission.
- **Transfer Students:** Financial aid satisfactory academic progress for transfer students is evaluated on a case-by-case basis using the transfer credit evaluation results from the Registrar's Office. Progress toward a degree is evaluated according to these results.
**Financial Aid Eligibility for New York State**

As mandated by New York State HESC, eligible students are required to meet qualitative (minimum grade point average) and quantitative (minimum courses accrued) requirements to retain New York State financial aid awards such as the Tuition Assistance Program (TAP). The New York state Education Department mandates these requirements. These requirements are shown below:

### Non-Remedial Program

<table>
<thead>
<tr>
<th>Before Being Certified for this Payment</th>
<th>Students Must Have Earned at Least This Number of Units</th>
<th>Students Must Receive a Grade for this % of Courses in Previous Semester</th>
<th>Minimum Cumulative Grade Point Average*</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st</td>
<td>0</td>
<td>0</td>
<td>0.00</td>
</tr>
<tr>
<td>2nd</td>
<td>1.67</td>
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</tr>
<tr>
<td>3rd</td>
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</tr>
<tr>
<td>10th**</td>
<td>30.83</td>
<td>100%</td>
<td>2.00</td>
</tr>
</tbody>
</table>

### Remedial Program

<table>
<thead>
<tr>
<th>Before Being Certified for this Payment</th>
<th>Students Must Have Earned at Least This Number of Units</th>
<th>Students Must Receive a Grade for this % of Courses in Previous Semester</th>
<th>Minimum Cumulative Grade Point Average*</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st</td>
<td>0</td>
<td>0</td>
<td>0.00</td>
</tr>
<tr>
<td>2nd</td>
<td>0.83</td>
<td>50%</td>
<td>1.10</td>
</tr>
<tr>
<td>3rd</td>
<td>2.50</td>
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<tr>
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<td>9.17</td>
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<td>6th</td>
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<tr>
<td>10th**</td>
<td>29.17</td>
<td>100%</td>
<td>2.00</td>
</tr>
</tbody>
</table>

*Courses with incomplete grades cannot be included unless they are resolved to a passing or failing grade by the end of the following term. Failing grades are included in the number of courses completed per semester, only passing grades are included in the number of courses earned.

**Only students enrolled in the HEOP program are eligible for ten TAP payments.

Continuing eligibility is reviewed at the beginning of each semester. New York State Award/TAP recipients must be in full time status defined as enrollment for at least 12 semester hours (3.5 SLU units) of matriculated credit for a term of 15 weeks.
A student whose academic progress is unsatisfactory and who therefore loses eligibility for New York State awards may be eligible for a one-time waiver of the good academic standing requirements by submitting a petition to the Financial Aid Office. Please complete the TAP waiver form and submit it for approval.

**New York State TAP Waiver Form**

The Teacher Education Assistance for College and Higher Education (TEACH) Grant: The TEACH Grant program is a non-need based grant program that provides up to $4,000 per year to students who are enrolled in an eligible program and who agree to teach in a high need field, at a low income elementary or secondary school as a highly qualified teacher, for at least four years within eight semesters upon completing the program for which the TEACH Grant is awarded. The student must sign a service agreement to this effect and complete all required counseling prior to receiving a TEACH Grant.

If the student subsequently fails to meet the requirements of the service agreement, the TEACH Grant will be treated as a Direct Unsubsidized loan, and the student must repay the TEACH Grant funds, with interest accrued from the date of disbursement. If you feel you qualify for this program, please contact the SLU Financial Aid Office for more information.

**Financial Aid—Student Employment**

The Financial Aid office, located in Payson Hall, coordinates the student employment program. Please stop by or contact that office for more information.

**Financial Obligations/Student Billing Policies**

All charges for fall and spring tuition, room, board and fees must be paid by August 10th for the fall semester and January 10th for the spring semester. Charges for summer sessions are due the day of registration. Charges for graduate courses are due upon receipt of a bill. Delinquent balances after these due dates are assessed interest at 1% per month.

Registration for subsequent terms and participation in the housing lottery are prohibited and transcripts are not released until all financial obligations have been met. Student Financial Services may approve exceptions in the following situations: there is an approved student loan or a parent loan to pay for the past due balance; the family participates in the monthly payment option administered by Tuition Management Systems and the plan payments are current.

If financial obligations for a prior semester are not satisfied or deferred payment arrangements not approved, students may be administratively withdrawn from the University. Students may be reinstated upon settlement of an account. The University will make every effort to honor the student's original course selection and housing priority but cannot guarantee those selections.

All financial obligations to the University must be met as a condition for graduation, participation in Commencement ceremonies and receipt of transcripts. For more information on financial obligations and student billing policies visit student-financial-information.

**Grading System**

The present grading system is explained in the on-line Catalog, page 15-18, at this web link University Catalog. There is no formal University conversion from the 4-point grading scale to letter or to number grades.

In cases where a student disputes the reasonableness of a grade in a course, the proper person to address is the instructor. If the student believes the matter needs to be pursued further, the proper person to address is the department chairperson. If the student feels he/she must pursue the matter still further, then recourse is through the Academic Conflict Resolution Procedures (see Student Code section of this handbook).

**Graduate Students**

A graduate student is one who is matriculated for a graduate degree. Work for the degree must be completed within six years from the date of original enrollment. Part-time enrollment is permitted within this limitation. Applications and admissions are the responsibility of the office of the chairperson, department of education.
Information on the Graduate Program is available at this link:
https://www.stlawu.edu/graduate-programs.

Graduation Requirements Checklist
Students should review the information in the Student Resources section of the Registrar’s web site at https://www.stlawu.edu/registrar/resource/graduation-checklist-undergraduates).

Incomplete Courses (E and X Grades)
The Catalog is authoritative, page 16-17 at catalog.

Majors
The most comprehensive and authoritative source of information about the majors and minors offered is the University Catalog—Majors and Minors Offered, pages 7-8 and Courses of Study 3–233 majors and minors offered.

Matriculation and Enrollment
A matriculated student is a candidate registered for an undergraduate degree who has been formally admitted by the admissions office at St. Lawrence University. A matriculated student must maintain continuous full-time enrollment in each semester until graduation, except as indicated below.

1. Leave of Absence: A student may petition to interrupt continuous enrollment. Petitions for leave of absence (all reasons) should be addressed to the vice president and dean of student life. They apply for re-entry to normal status through the student life office. While on a “leave of absence,” students are coded with “inactive” status. Withdrawal: Students in good standing who withdraw from St. Lawrence (including transfer to another institution) are no longer matriculated. The vice president and dean of student life must approve all withdrawals. To matriculate again students must reapply for admission through the student life office.

2. Suspension or Withdrawal Not in Good Standing: Students suspended for academic reasons who wish to reapply must petition the Academic Standing Committee through the associate dean for academic advising. Students suspended for other reasons apply directly to the vice president and dean of student life. A student who withdraws with charges for conduct that constitutes a crime of violence that must be reported under the Clery Act (including aggravated assault and sexual violence) pending and does not participate through completion in any University process will have noted on his/her transcript that he/she withdrew with charges pending. The University may, in its discretion, pursue charges to completion, and impose a sanction, notwithstanding a student’s withdrawal.

When matriculated students change their status to “inactive,” they lose their priority in course registration and housing. Not until readmission is confirmed will they be able to request housing and course availability.

Medical Withdrawal (from a semester or a course)
Students may apply to the vice president and dean of student life for a medical withdrawal from a single course, multiple courses, or the entire semester during the semester for which the withdrawal is requested. Documentation from an appropriate medical, psychiatric or psychological professional must be provided at the time of application. International students in F-1 status are required to maintain ‘full course of study’ each semester of enrollment (3.5 units for undergraduate study). Exceptions to this requirement are limited; however, in certain cases a student may apply for a reduced course load. All international students must obtain authorization from International Student Services prior to dropping below full time enrollment.

While on full medical withdrawal, the student must absent him or herself from campus, unless the vice president and dean of student life expressly allows access. The registrar enters a “WM” grade for all enrolled courses for which a medical withdrawal has been granted. A full semester medical withdrawal continues for the remainder of the semester and in most cases continues for at least one additional semester.
Ordinarily, a medical withdrawal request must be made to the vice president and dean of student life by the last day of classes in the semester for which the medical withdrawal is requested.

The vice president and dean of student life may grant a medical withdrawal for the semester immediately preceding the semester for which the student is registered, but only if (1) the withdrawal is for the entire semester; (2) in her/his judgment, application for the medical withdrawal would have been granted for that semester had an application been made during the previous semester, and (3) extraordinary circumstances prevented the student from applying for medical withdrawal during the previous semester. In situations where a student was aware of the medical, psychiatric or mental health issues during the previous semester, a student’s failure to appreciate the impact of the issues on his/her final grade will not be deemed an extraordinary circumstance.

Students should refer to the Medical Withdrawal policy for a complete explanation of the University’s policy on medical withdrawals. In cases of both voluntary and required semester medical withdrawal, the policy on refunds outlined on the Student Financial Services website will apply. Refund insurance includes tuition.

The student will be obligated to adhere to any readmission requirements outlined by the vice president and dean if he or she desires to return to St. Lawrence University. A student on a medical leave from the University applying for readmission must submit a letter from her/his physician or another licensed medical or mental health professional giving professional assurance that the student’s condition has been stabilized, and that there is reasonable assurance that the student can successfully resume her/his career at St. Lawrence.

**Merit Scholars**
The name merit scholar is the term applied to those first-year and transfer students who enter the University with honors. Within the group are the following categories:

- Augsby North Country Scholars
- Community Service Scholars
- International Scholars
- Kenyan Scholars
- Kirk Douglas Scholars
- Leadership Scholars
- Momentum Scholars
- Presidential Diversity Scholars
- Sesquicentennial Scholars
- Trustee Scholars
- University Scholars
- Vilas Scholars

Merit scholars are selected during the admission process based on academic records, including courses, grades, class rank and standardized test scores, as well as character, citizenship, leadership and participation in high school activities.

Upperclass students may be selected as Faculty Scholars on the basis of outstanding academic achievement. Dana Scholars are selected based on leadership, character, and academic achievement. Faculty Scholars and Dana Scholars are also considered merit scholars.

Faculty Scholars are elected to the merit scholar program from among those students who are not already merit scholars. Faculty Scholar candidates are identified by the associate dean of the first year/director of advising. Students may be elected at the completion of their second, third, or fourth semester at the University.

Criteria for selection are as follows:

1. A cumulative average of 3.75 (or higher) after completing 8 academic units at St. Lawrence.
2. A cumulative average of 3.70 (or higher) after completing 12 academic units at St. Lawrence.
3. A cumulative average of 3.65 (or higher) after completing 16 academic units at St. Lawrence.
4. Upon written nomination by a faculty member, students with a cumulative average between 3.50 and 3.65 who have completed 16 academic units at St. Lawrence are also considered.
Faculty Scholars receive all of the academic privileges of other merit scholars.

Dana Scholars are elected to the merit scholar program from among the sophomore, junior and senior classes. The selection of the Dana Scholars is made by the director of financial aid or the director’s designee. Dana Scholarships are made possible by an endowment established by the Charles A. Dana Foundation. Criteria for election are as follows:

1. The student must have an outstanding record of campus leadership with consideration paid to both non-academic and academic achievements.
2. The student must be in the upper half of his/her class academically.

Trustee, Momentum, University, Sesquicentennial, Augsbury North Country, and International scholars, who, after the second semester of their sophomore year, or subsequently, do not maintain a 3.0 cumulative grade point average, are removed from the scholars program. Their academic records are reviewed by the director of financial aid. Students removed from the merit scholar program may reenter upon achieving a 3.0 cumulative average or a 3.0 semester average in two consecutive semesters while maintaining normal progress toward graduation.

It is important to note that a merit scholarship, when added to all outside financial resources, cannot exceed the cost of attendance as determined by the St. Lawrence University Financial Aid Office. Merit Scholarships are dispersed to student billing accounts by applying one half of the annual scholarship during each of the fall and spring semesters. Students must be attending full time either on campus or at an approved off campus St. Lawrence University abroad program. Annual merit scholarships are not fully awarded in one semester. Merit scholarships are generally not available for use during St. Lawrence University summer session programs. If the student entered St. Lawrence as a transfer from another institution, the number of semesters for merit eligibility is determined by the Director of Financial Aid and the Registrar.

Midterm Grades (Warnings)
Midterm grade warnings provide an early evaluation of a student’s work for the semester.

1. Faculty informs the registrar at mid-semester of any students whose work is less than satisfactory (1.75, 1.5, 1.25, 1.0, 0.0). Reporting midterm warning grades is not mandatory. Students should not assume their class work is satisfactory if they do not receive a midterm grade.
2. This information is available to students and their advisors in APR2.

Off-Campus Study Programs
A. St. Lawrence University Off-Campus Study Programs: International programs are offered in Australia, Austria, Canada, China, Costa Rica, Czech Republic, Denmark, England, France, Germany, India, Italy, Japan, Jordan, Kenya, New Zealand, Nepal, Spain, Sweden, Thailand, Trinidad, and many other countries via the International Student Exchange Program (ISEP). St. Lawrence University also has four programs within the United States: the Adirondack Semester, the New York City Program, the Washington DC Program and, an exchange program with Fisk University in Nashville, Tennessee. Detailed information is available through the Center for International and Intercultural Studies (CIIS) and at ciis. The application deadline is February 1, 2021 for Fall 2021, Spring 2022, and Academic year 2021.

Off-campus study is an opportunity open to all currently enrolled sophomore, junior and senior students, with specific eligibility requirements for each program. Students must petition to participate in the second semester of the senior year. First-year students may apply to participate in the First-Year Program in London in the fall semester or in the spring semester in Bordeaux, France, which offers a First Year Seminar. Students in all majors may participate in off-campus programs. Some of the programs have distinctive curricular strengths and are especially valued choices for students in those fields. Most of the programs offer a range of courses, and many of these courses are “site-specific,” designed to enhance the student’s understanding of the host culture. Students should identify programs of interest at least two semesters prior to making application in order to enroll in courses which will prepare them for a specific program. All programs have a GPA pre-requisites and may have other pre-requisites. Some programs require prior study of a language. All programs are intended to complement the student’s academic program in some way and to give students the experience of living and studying in a different culture.
The selection of locations for and the continuation of, all off-campus study programs is based on, among other factors, the availability of a safe environment for students. Unforeseen circumstances may cause an interruption in or termination of a program. Should that happen, CIIS will try to find alternative arrangements to accommodate affected students, but suitable alternative arrangements cannot be guaranteed and may not always be available.

Students’ on-campus disciplinary and social history is a factor in review of applications for off-campus study; significant infractions may result in denial of an application. Students on social or disciplinary probation are not eligible to apply for or participate in off-campus study, except that students placed on social probation for one semester or less and for whom this is a first offense may ask the Associate Dean of Student Life for an exceptional review of their situation; this review will be conducted in conjunction with the Associate Dean for International and Intercultural Studies. In addition, students with outstanding disciplinary fines, service hours and/or educational program requirements are not eligible to participate in off-campus study programs (subject to an exceptional review of their situation by the Associate Dean of Student Life). Such students may apply to participate while fines/service hours/educational program obligations are still outstanding, but if not completed by the time of departure, they will lose any right to participate in the program (and will forfeit any deposits or other financial payments made in support of such participation). A student who has been accepted to participate in an off-campus program and is subsequently placed on social or disciplinary probation or who becomes subject to disciplinary fines, service hours and/or educational program obligations, is similarly ineligible to participate in the program (subject to an exceptional review by the Associate Dean of Student Life). Such students must immediately report this change to the Center for International and Intercultural Studies (CIIS). Failure to report such a change will be grounds for denying an exceptional review of their case. Students against whom a judicial complaint has been registered prior to their participation in an off-campus program must also immediately report that fact to the CIIS and will also be the subject of an exceptional review to determine their continued eligibility for the program (based on, among other things, the seriousness of the charges pending against them), and it is possible that their acceptance may be withdrawn. Students who have been suspended and who have been readmitted must spend at least one full semester on campus before being eligible to apply for off-campus study.

Students must be enrolled full-time on campus in the semester in which they apply for off-campus study. Students on leave or already studying off-campus are not eligible to apply for off-campus study in the following semester. Students seeking to participate on a second off-campus program must have an especially strong academic rationale for doing so. Among equally-qualified applicants, preference is normally given to those who have not had prior off-campus study experience over those who have studied off-campus previously, and to those who are more advanced in their studies and will not have future opportunities for off-campus study. Students may not participate on more than two off-campus programs during their time at St. Lawrence, excluding short-term programs.

Admission to off-campus study programs is competitive. The degree of competitiveness of these programs varies from semester to semester, depending upon student interest. The number of students who can participate varies from program to program, but enrollment is limited for all programs. In applying, students should have a solid academic track record, normally a cumulative grade point average of at least 2.8 or above. Many programs require a 3.0 or 3.25. Students on academic probation are not eligible to apply for and/or participate on off-campus study. Selection committees review the student’s academic record, seeking evidence that the student is prepared for the challenges of off-campus study. An important element in the application is evidence of the student’s intentional preparation and rationale for participation in a specific program. The selection committees also take into consideration Faculty/Staff evaluations. Applicants for off-campus programs must also present evidence of maturity, responsibility and cultural sensitivity. Admission to a program requires a positive recommendation from the selection committee. Students who are denied have the opportunity to present new evidence to an appeals committee. Students appealing a denial of acceptance must meet with the Director of Off-Campus Programs and submit their appeal to CIIS within one week of their denial notification. The selection committee also presents its view of the candidate and pool to the appeals committee.

Students who participate in off-campus programs must respect the rules and regulations that apply on the home campuses (as specified in the university’s catalog and student handbook) as well as those specified by the
off-campus program and its director or administrator. Students must also conform to the norms and expectations of the host culture. Because these programs are off campus and the normal procedures for handling violations and infractions of stated rules and regulations (e.g. in the Student Code of Responsibility and the Academic Honor Code) are not available or practicable, such matters will in all cases be handled directly by the program director or administrator for the off-campus program and/or by the Associate Dean for International and Intercultural Studies. The student will be notified of the alleged breach of conduct and will be given the opportunity to submit, in writing, his/her account of the alleged violation. Following review of the situation and the student’s response, the program director or administrator may impose sanctions up to and including dismissal from the program. Directors of programs operated by St. Lawrence University will make a recommendation to the Associate Dean as to the appropriate sanction, if any. Sanctions may be applied immediately or they may be imposed by the Associate Dean when the student returns to campus, or both.

A number of services and benefits available on the home campus may not be available on these programs; examples include athletic, computing and internet, academic support, onsite student health and counseling center, and laundry facilities. Such services as well as cultural programs and excursions vary from program to program. Credit for these programs, which are designated as SLU off-campus programs, is residence credit, not transfer credit, (i.e. grades earned are computed in the student’s quality point average). Participation in a SLU program counts towards the residence requirement. For any SLU program, students pay regular comprehensive fees and receive their usual financial aid, just as they would receive on campus. Additional financial support may be available from Financial Aid and from CIIS. All students interested in study off-campus, no matter what their financial resources, should confer with CIIS.

Students should be aware that there are a number of courses offered off campus, some in international locations, in the summer and at other times outside of the fall and spring semesters. Certain semester courses may offer an embedded travel component.

B. Non-SLU Off-Campus Study Programs: Students are encouraged to consult with CIIS if the SLU programs do not appear to meet their academic objectives. If a student identifies an appropriate non-SLU program, s/he should apply to the program and to CIIS, for review by the Non-SLU Programs Selection Committee. Completed applications are due by February 1, 2021 for fall 2021, spring 2022, and academic year 2021-22. Such students must demonstrate strong academic preparation and academic reasons for studying in that particular location. They must have a record of academic performance that demonstrates ability to meet the challenges of off-campus study without the academic and other support that St. Lawrence University offers on campus and on its programs; a GPA of at least 3.0 is expected. Students who wish to study in a country or area where St. Lawrence maintains a program must have an extraordinarily compelling academic reason for applying to another program. Unlike the programs indicated in section A, any credit earned on these programs will be transfer credit (not residence credit) and St. Lawrence’s own financial aid does not apply (though federal and state aid may).

If an applicant is approved to study on a non-SLU off-campus study program, then s/he will receive, with the approval letter, a form to use in getting transfer credit approval. This form directs the student to get prior approval by the appropriate department chair for all courses s/he plans to take. The form is filed in CIIS and in the student’s file in the registrar’s office. The student will earn credits toward graduation (and possibly in the major) but no grades will be included in the quality point average.

If a student is not approved for study on a non-SLU off-campus study program, the student may take a leave of absence in order to participate. However, the student will not be able to transfer more than one course per semester of leave, and must have prior approval from the appropriate department chair and submit a signed transfer of credit approval form to the registrar’s office. Students may not use the approval of individual courses by department chairs as a way to earn additional credits while participating in a non-approved program.

(Further information: International & Intercultural Studies, 315-229-5991.)

Pass/Fail

The Pass/Fail option is explained in the on-line Catalog, page 16, at catalog - pass/fail

Readmission
Students who leave the University (personal withdrawal, medical withdrawal, transfer withdrawal, leave of absence, or disciplinary suspension), and wish to return must submit a readmission application to the vice president and dean of student life. The application and supporting medical documentation (if required) are due 60 days prior to the start of a summer session, or fall and spring semester readmission. The Readmission Application is available from the vice president and dean of student life office or from this link Readmission Application.

A student on a medical leave from the University applying for readmission must submit a letter from her/his licensed medical or mental health professional giving professional assurance that the student’s condition has been stabilized, and that there is reasonable assurance that the student can successfully resume her/his career at St. Lawrence.

Students who are academically suspended must submit their readmission application to the associate dean for academic advising (academicadvising@stlawu.edu) and provide the following information in addition to the completed application.

1. Transcripts of academic work undertaken while suspended.
2. Letters from instructors of courses in which students were enrolled while suspended.
3. If applicable, letters of support from employers, counselors or therapists with whom the student has worked since suspension. An interview with the associate dean for academic advising may be required. Additional information concerning academic readmits is on page 19-20 of the on-line Catalog, catalog - guidelines for academic suspension.

All students applying for readmission must satisfy any outstanding charges and issues with the student financial services office before readmission is approved. No housing or course registration requests will be processed until readmission is confirmed and the student’s status has changed to “active.”

If academic coursework is taken while away from the University, the policies outlined in this handbook under “Credit Toward Graduation” and “Leave of Absence Policy” apply. Former scholarship students should refer to “Scholarship Students Interrupting Full-Time Enrollment” in this handbook.

All withdrawn students applying for readmission may have appropriate conditions placed upon the readmission aimed at ensuring the student’s ability to function in the University setting, without interfering with the educational pursuits of others.

Registration
A. For Continuing Students: Registration for semester courses takes place in the preceding semester: mid-April for Fall courses and mid-November for Spring courses. Information on registration and the process is available at this link: Academic Planning and Registration.

B. A student is not permitted to register: (1) if he or she does not have a faculty advisor, (2) if he or she has the appropriate units and has not declared a major, (3) if he or she is on a financial hold or student financial services office hold, (4) if he or she lacks immunization or health record, or (5) if he or she is an incoming new student that has not submitted a copy of their final high school transcript or, for transfer students, a copy of their final transcript from their previous college.

C. First-Year/New Students: New students are sent the New Student Guide, which includes guidelines for choosing courses and fuller descriptions of courses available to first-year students. The Registrar’s office pre-registers them for an FYP. They receive summer advising in July and complete registration for the remaining three classes in consultation with their advisor.

D. Transfers: Because they have already established a college academic record elsewhere, and because these records differ widely in terms of progress toward a degree, specialized preparation, etc., transfer students will be advised by the Associate Dean for Academic Advising during the summer prior to orientation.

Note: Additional information is given in the University Class Schedule.

Repeating Courses

Information regarding repeating courses is listed in the on-line Catalog, page 17 at catalog - repeating courses.
Students Interrupting Full-Time Enrollment

A student in good standing, including University Scholars, and approved for a leave of absence does not receive SLU financial aid while away from St. Lawrence. Aid resumes upon re-entry to St. Lawrence provided the student continues to show financial need and provided the leave of absence is limited to a maximum of three semesters.

When a scholarship student withdraws from St. Lawrence (including transfer to another institution), financial aid terminates. A student applying for readmission to St. Lawrence may also apply for financial aid.

Financial assistance continues during participation in any off-campus St. Lawrence program receiving residence credit for student in good academic standing who continues to demonstrate financial need. Aid may also be continued in certain programs in which St. Lawrence students participate by special arrangement. In such instances the percentage of University billings covered will not exceed the percentage covered during the previous semester of residence. Students participating in non-St. Lawrence programs should contact the St. Lawrence University Financial Aid Office to determine whether or not they may qualify for any financial aid assistance.

A student receives a maximum of eight (8) semesters of University financial assistance.

Special Students

A special student is approved by the registrar’s office for enrollment in courses but not as a candidate for a degree. Special student status is granted for one term only, but may be renewed. A special student may not usually live on campus, and may enroll in a course on a space-available basis after other enrollment priorities have been met. Special student status implies no continuing obligation by the University.

State and National Scholarships and Grants

The Associate Dean for Academic Advising Programs will assist highly qualified upperclass students in applying for state, national, and international scholarships and grants for post-baccalaureate study. Most of these scholarships and grants must be applied for in the early fall of the senior year. Students are urged to begin exploring these opportunities as early as the first semester of the junior year. Juniors with strong academic records are urged to consult with the Associate Dean in the Center for Student Achievement in Madill Hall for information (academicadvising@stlawu.edu).

Summerterm

The University’s Summerterm program is detailed on the Academic Affairs website at Summerterm.

Transcripts

The registrar’s office maintains a permanent academic record for each student. For information on requesting a transcript, the Student Resources section of Registrar’s web site at transcript request form.

Transcripts from Other Institutions

1. Transcripts of work to be transferred to St. Lawrence should be requested from the institution where the credit was earned. The registrar of that institution should mail the transcript directly to the St. Lawrence University registrar.

2. St. Lawrence University cannot forward copies of academic transcripts from other institutions, including colleges and secondary school even if it is on file here; nor is it expected that other institutions will forward copies of the St. Lawrence transcript.

Transfer to A Different Institution

A student wishing to transfer should be aware of the following:

1. Most institutions require application well in advance and will request a transcript of all college work. Many institutions will not accept transcripts mailed by the student; therefore, students should request the registrar of any institution where they have taken work for credit to mail one for them. (The St. Lawrence transcript shows courses and grades only for work taken in residence or in the consortium. While credit for work
done elsewhere is recorded, the nature of that credit does not appear. St. Lawrence University does not release other school’s transcripts even if they are on file here for transfer credit.)

2. Students should notify the vice president and dean of student life office if they intend transferring and complete a transfer withdrawal form with that office.

University Libraries and Information Technology

The St. Lawrence University libraries and information technology division supports and participates in the learning, teaching, research, and creative endeavors of students, faculty, and staff.

See University Library and Information Technology (IT)

Withdrawals, Transfers, Leaves of Absence

A student who plans to withdraw from the University for personal and medical reasons, military service or who plans to transfer to another university must notify the office of the vice president and dean of student life. The student must meet with a member of the student life staff and complete a withdrawal request form. This office will determine the student’s official date of withdrawal. The form for a withdrawal, transfer or leave of absence is located on the Student Life web page at this link: withdrawal-and-leave-absence-request-form. The refund policy for students who withdraw is outlined on the student financial services website (sfs). The readmission process is explained in this handbook.

A leave of absence may be granted by the dean of student life to any student who is in good academic and social standing. Such a student may be readmitted at the start of a term provided that: (1) readmission is within three terms of the student’s leaving, (2) the University receives a 60-day notice of the student’s intention to return; (3) there is housing and classroom space available and (4) the student provides documentation acceptable to the University (which in some cases may be a statement from the student) establishing that the reasons or circumstances necessitating the leave of absence do not prevent the student from successfully resuming her/his career at St. Lawrence.

Students who wish to take academic coursework for transfer credit while on a leave of absence must have the course(s) arranged in advance with the Registrar’s office and appropriate department chair(s). A three (3) semester hour course equates to .83 units at St. Lawrence University.

Note: Students on a leave of absence who participate in a non-approved off-campus study program and apply for readmission to St. Lawrence may be granted only one course per semester or summer session if arranged in advance with the Registrar and department chairs as appropriate.

Students who withdraw, take a leave of absence, or are suspended during a semester have their status changed to “inactive.” “Inactive” status means that the student will not receive class listserv messages, may not participate in pre-registration or the housing lottery, and the campus “id” card is deactivated. The student must depart from campus within 24 hours of the withdrawal, and all personal belongings from his/her residence hall room must be removed in a timely manner. In some cases the student must absent him or herself from campus, unless the vice president and dean of student life expressly allows access.

Upon readmission of any withdrawn student appropriate conditions may be placed on them to ensure their ability to function in the University setting, without interfering with the educational pursuits of others.

Writing Competency Requirement

To be eligible for graduation, St. Lawrence students must demonstrate throughout their careers the ability to write prose which is judged competent by their professors (see the on-line Catalog, page 5, catalog - writing competency).
STUDENT SERVICES

Bank and ATM Locations, Check Cashing and Direct Deposit
North Country Savings Bank, offers financial options for students located at 127 Main Street, Canton, NY 13617, a short walk from campus. At the Bank, students may:

- Open personal bank accounts
- Cash SLU payroll and travel reimbursement checks
- Cash personal and third-party checks of $200 or less

Hours of operation are Monday through Thursday 8:00 a.m. – 4:00 p.m. and Friday 8:00 a.m. – 5:00 p.m. A current Campus ID Card must be presented to cash a check.

A 24-hour bank ATM is located on the bottom floor of the Sullivan Student Center near the student mail room. The Sullivan Student Center is accessible by students 24 hours a day with their campus ID card.

If the bank returns a student’s check for insufficient funds or other reasons: The amount of the returned check and a $20 fee will be charged to the student account. The student who presented the check will be immediately contacted for restitution. The privilege of cashing personal checks will be revoked until restitution is made at the Student Financial Services office. The charges will be subject to the student account payment terms. If a student issues more than one check that is returned by the bank during the academic year, check cashing privileges are revoked. If a returned check is a bank error, the $20 fine will be waived upon proof provided by the Bank.

Students who work for St. Lawrence University are strongly encouraged to sign up for direct deposit. This allows the university to credit the student’s salary payment directly to the student’s bank account(s). Direct deposit allows students to have access to their salary payments first thing in the morning without the need to pick up a check and take it to a bank or ATM to deposit or cash. Direct deposit also eliminates situations such as lost or stolen checks. Students may enroll in direct deposit by submitting a completed direct deposit form available in the Business Office or online at student direct deposit form. For more information on Student Financial Services, visit sfs.

Bus Options & Transportation Service (during academic year only)

Break Bus
As a service to the St. Lawrence University community Premier Coach Company, Inc. offers bus service to various locations for University breaks. Information on schedules, prices and to make a reservation please use the following web site: vacation-bus-service. For other questions please contact the Transportation Coordinator, 315-229-7777 or transportationservices@stlawu.edu. Your student account will be charged directly for the transportation service.

Shuttle Service During Academic Year Only
For St. Lawrence students only who need connections to the airports/bus and train stations in Brockville, Massena, Montreal, Ogdensburg, Ottawa, Saranac Lake, Syracuse, and Watertown, the University provides a limited shuttle service, during the academic year only — the student must have valid airline/train or bus ticket. Note: This service is not available during the summer months. Students must make their own arrangements for travel to and from campus for summer term, summer fellowships, summer internships, summer employment, etc.

This limited shuttle service is available:
- At each official semester vacation or break.
- Once each semester per student for personal use.
- Unlimited family emergency trips as verified by the Vice President and Dean of Student Life’s office.
- One interview trip for seniors as verified by the Career Services Office.
Note: Students will be charged $25 per transport to/from Watertown, Ogdensburg, Saranac Lake, Brockville, Cornwall, Massena, and Plattsburgh; and $40 per transport to/from Syracuse, Ottawa, and Montreal. The fee will be charged directly to your student account.

Information on scheduling, pricing, and to make reservations, please use the following web site: transportation-service at least 24 hours in advance of departure time. You must show a valid SLU campus ID card, with a copy of your airline/bus/train ticket, indicating airline flight number/ride number and departure/arrival time(s). For other questions, please contact the Transportation Coordinator in the Safety & Security Office, 315-229-7777. Remember that this transportation service is available only during the academic year, not during the summer programs. Cancellations made within 12 hours of reserved time are subject to charge. No-shows will be billed full price of service reserved. At times other than official University breaks, a limitation on the number of uses per student will apply as noted above. Updated information regarding the shuttle service is available at transportation.

Campus ID Card
Your Campus ID Card is the official St. Lawrence University identification card and required by University policy. Refusal to produce your ID card to a university official upon request will result in a $250 mandatory fine. You should carry your ID card at all times while on campus for identification purposes and for presenting to University officials upon request. The Campus ID Card is a one-card system serving St. Lawrence University and has been developed with the goal of improving access to various University services for the safety and convenience of the University community. The one-card system:

- Provides individual access to University residence halls, and other campus buildings. (see Residence Life, Residential Access Control/ID Cards for additional information).
- Provides access to your chosen dining services meal plan (see Dining Services on the following page).
- May be used to establish a Community-Wide Account. A Community-Wide Account (CWA) is a declining-balance account that can be used for purchases at Brewer Bookstore, at dining service locations, the Outdoor Program/Stafford Fitness Center, for vending machine purchases (limited to $20 per day), Student Mail Center, and purchases at participating off-campus vendors. It may also be used for payment of miscellaneous charges on a student account and for sales by student groups for apparel, registration fees, sale of tickets for campus events and donations to charities/class gifts. The minimum deposit into a CWA account is $25 and maximum is $2,000. Cash withdrawals from the CWA account are not allowed.
- Provides access to athletic facilities and many special events. The Campus ID Card must be presented for admittance to all campus athletic facilities. The Campus ID Card may be required for admission to special events such as concerts, movies, theatre productions and other activities.
- Provides access to the Student Center between 12:00 and 7:00 a.m. Sunday through Thursday and 2:00 and 7:00 a.m. Friday and Saturday.
- Is required identification for other services, such as check-cashing, and library book checkout.
- Is required for SLU Public Printing (printing) to multi-function copiers located across campus from your personal computer or any lab computer. Your Campus ID Card is required to release the print job.

Your Campus ID Card is a valuable asset and should be protected; only the person to whom it is issued may use it. A $50 fine will be assessed for the misuse of a card. Report lost cards immediately to Safety and Security, ext. 315-225-5554. Accounts will be invalidated upon notification. St. Lawrence University is NOT responsible for the use of any lost or stolen card if it is not properly reported.

New cards and replacement cards can be produced, 24 hours a day, seven days a week at the Safety and Security office, ground floor, Diana B. Torrey ’82 Health and Counseling Center, 76 Park Street, 315-229-5554. Cardholders receive one replacement card at no cost; additional replacements are $20 per replacement.
How to Make Deposits to a Community-Wide Account

1. Make a deposit online at sfs using a credit card or debit card. You will need the student SLU Campus ID number to complete the transaction.
2. Mail a check made payable to St. Lawrence University (Please indicate it is for a CWA addition):
   St. Lawrence University
   Student Financial Services Office SC 315
   23 Romoda Dr.
   Canton, NY 13617
3. On-campus deposits to the CWA may be made at the Student Financial Services office (3rd Floor, Sullivan Student Center).

Terms and Conditions of the Community-Wide Account

- No cash withdrawal can be made from this account.
- Use of the account for purchasing is currently limited to Brewer Bookstore, dining service locations, the Outdoor Program/Stafford Fitness Center, vending machines, participating off-campus vendors, for payment of miscellaneous charges on a student account, for sales by student groups for apparel, registration fees, sale of tickets for campus events and donations to charities/class gifts.
- A valid SLU Campus ID Card is required in order to access your CWA.
- Online access is available at sfs to view an accounts activity and balance.
- Vending machine purchases are limited to a maximum of $20 per day.
- Any balance remaining at the end of a semester will be automatically rolled over to the next semester.
- Money remaining in the CWA is refunded only upon graduation, separation or withdrawal from the University. The University has the right to use funds remaining on the Community-Wide Account to clear a balance due, e.g., an outstanding student account, before providing a refund.

GET (Meal Plan & CWA)

All Students may utilize mobile devices to access their Community Wide Accounts, track spending, add money and change meal plans through the GET Mobile App. The GET Mobile App is available for download at both the Google Play Store and Apple App Store for free. Search ‘GET Mobile’ to download!

For those without a mobile device, the GET Mobile application is available online at: GET application. Simply login using your St. Lawrence University Email credentials.

If you have additional questions regarding the meal plans, please call Dining Services at 315-229-5982.

Dining Services/Meal Plans

All St. Lawrence University students are required to live and eat on campus each semester. First Year students will automatically receive the Unlimited Access Plan so you can spend your first year getting acquainted with your preference.

Unlimited Access: $3,493/Fall & Spring Semesters; $2,330/Summer Semester
Unlimited access to Dana 7 days a week, (7:30 am - 8:30 pm)
Up to 10 Dana Take-out meals per week (ex. 2 a day, 5 days a week)
Up to 5 exchanges for retail meal deals (Northstar Cafe and satellites) a week
$114 Dining Dollars per semester (to use in any dining unit: Time-Out, Johnson, Spartacus, Pub 56)

Sophomores, and Juniors can choose the Unlimited Access Plan plus the following plans:
Weekly 15: $3,493/Fall & Spring Semesters; $2,330/Summer Semester
Up to 15 meals per week in Dana or 10 Dana Take-out and
Up to 5 exchanges for retail meal deals (Northstar Cafe and satellites) a week
$362.50 Dining Dollars per semester.

Weekly 7: $3,493/Fall & Spring Semesters; $2,330/Summer Semester
Up to 7 meals per week in Dana or Dana Take-out
All 7 meals may be exchanged for retail meal deals in Northstar Cafe and satellites
$1,501 Dining Dollars per semester.

Seniors can choose any of the above plans plus a Senior Only Plan:

Declining Balance Plan: $2,885/semester
Dining Dollars of $1,220
35% discount at Dana/Dana Take-out
10% discount at all campus retail dining venues.

Sophomores, Juniors and Seniors who wish to change their plan, may do so prior to the start of the semester through the GET Web Application. Features include easy meal plan changes and monitoring of your Dining Dollars through your smartphone.

Your Campus ID card is used to access your chosen meal plan. The card is not to be lent to others for use. If it is, any purchases made will be deducted from your account and a $15.00 fee levied for misuse. If the card is lost or you believe it has been taken, report the loss immediately to Security and Safety, from any campus telephone by dialing 5554, by dialing 315-229-5554 from your cellular phone. Cardholders receive one replacement card at no cost; additional replacements are $20 per replacement.

Any unused Dining Dollars will roll over from fall to spring semester as long as the student is on a meal plan for the spring semester.

A student forfeits the Declining Dollar balance (a) if the student leaves the University after fall semester, including participating in an abroad program; and (2) at the end of the academic year.

It is the student’s responsibility to monitor the balance of their various parts of the meal plan account. Account balances can be accessed using the GET Web Application or at the checker’s station at the dining facilities. In the event a student runs out of funds on their Dining Dollar account, additions may be made:

☐ on line at sfs using a credit or debit card. Access is available 24/7 and funds are available immediately for use.
☐ add funds at the Student Financial Services Office located on the third floor of the Student Center. Pay for addition with cash or check, or by charge to the student account. Funds are available for use weekdays by 11:00 a.m. and 4:00 p.m.

Members of Greek houses who live in the chapter house or in another University residence are permitted to take their meals in chapter houses and be excused from the University meal plan provided (1) the house has a cook and offers a chapter house meal plan, (2) the member gains approval from the Director of Dining Services, and (3) the member notifies the Student Financial Services Office prior to the beginning of each semester—this includes new members who join during the fall semester. Students who are non-Greeks living in a Greek house are required to eat on campus.

Meal Plan Holds: The University reserves the right to deactivate a student’s meal plan in situations where a student has been uncooperative or has not responded to an official request for information or action. The list below illustrates examples, but is not exhaustive.

☐ Student is not in compliance with NY State immunization requirements.
☐ Student has not completed the paperwork necessary to resolve a student account balance.
☐ Student has not registered for classes for the current semester.
Student has a serious issue that needs to be discussed with staff in the Student Life office.

In order to reactivate a meal plan, the student must contact the Student Financial Services Office (315 229-5581) for further instructions.

Dining facilities are available in Dana Dining Hall, Northstar Café, Time Out Café located in the athletic complex, Grab & Go at Johnson Hall of Science, Spartacus Café in Kirk Douglas Hall and Pub 56. Meal service hours are posted in the dining units and on the website at https://www.stlawu.edu/dining. Please note the following listed guidelines:

- Shirts and Shoes are required at all dining facilities
- No animals are permitted in the dining areas, except guide animals
- Only fruit, cookies, ice cream cones and beverages (one item per meal) may be taken from Dana Dining Hall. To ensure that this rule is enforced dining services reserves the right to hold and inspect knapsacks, parcels or packages brought into or taken out of the dining areas.
- All dining facilities accept cash payment for guests. Dana Dining Center and the Northstar Café also accept credit card payment.

Request for board releases are made to the Director of Dining and Conference Services. Any board releases granted are processed on a pro-rated basis. Credits depend on the date requested and balance, if any on the meal bank.

Health and Counseling Service

The Diana B. Torrey ‘82 Health and Counseling Center is located on the University’s campus at 76 Park St.

Regular Health and Counseling Center Hours when classes are in session:
M-F 8:30 am-4:30 pm
Phone: 315-229-5392

Nation-wide 24/7 Crisis Counselor Service: 315 229-1914.

All students attending classes at St. Lawrence University can utilize the Health and Counseling Center. There is no charge for appointments.

When the Health Center is closed, non-emergent medical care is available at the Canton-Potsdam Hospital After Hours Clinic located in the E.J. Noble Building in Canton or by the Canton-Potsdam Hospital Urgent Care located in Potsdam. If a student experiences a serious illness, injury, or other emergency when the Health Center is closed, campus Safety & Security should be called immediately (315-229-5555).

Counseling Services office is also available at the Center by appointment only. Students in crisis will be seen on a walk-in, priority basis. Safety & Security will contact an on-call counselor for emergencies when the Center is closed. Students may also call our 24/7 Crisis Counselor Service at 315 229-1914.

Students are billed through the student financial services office for in-stock medications or vaccinations administered at the Health Center. If a prescribed medication is not stocked at the Health Center, a prescription will be sent electronically to a local pharmacy.

Confidentiality at the Torrey Center: The Diana B. Torrey ‘82 Health and Counseling Center is legally and ethically obligated to protect every student’s right to privacy. Health records are strictly confidential and maintained in compliance with federal and New York State laws, including the Health Insurance Portability and Accountability Act (HIPAA) and the Family Educational Rights and Privacy Act (FERPA). Center staff will not release information to anyone outside the Center including family, parent/legal guardians, St. Lawrence University faculty/staff, or outside agencies, without the written authorization of the student, unless required by law. In the case of a minor, the authorization of a parent or legal guardian is required to release medical records. In a medical emergency, only relevant health information will be released to another healthcare provider. If a student wishes to release his/her records to another provider, authorization forms are available at the Center.

The University recognizes that students will occasionally have significant medical illnesses or injuries that prevent them from attending classes or completing assignments or exams. The student is responsible for contacting the professors and advisor concerning any make-up work, withdrawals, extensions or incompletes that might be necessary. With the student’s permission, the Health Service will ask the Student Life office to verify
these prolonged absences for professors. The Health Service does not notify professors and advisors about minor illnesses (that will resolve within a few days). Students will be expected to contact their professors directly about these brief days of missed course work.

Verification of medical illness notes are not given to document visits to the Health Service.

The health service will store and administer allergy serums for students who provide the materials and a schedule for their administration from the prescribing physician allergist office. There is no charge for allergy immunotherapy injections at the Health Center.

All students who are members of intercollegiate athletic teams must have a physical examination on file and will undergo a health screening before practicing for or participating in intercollegiate athletic contests.

St. Lawrence University, through United Health Care, provides a Student Health Insurance Plan (SHIP) for St. Lawrence University students. This policy runs from August 1, 2020 through July 31, 2021 and the cost is $1,868 for the year. The coverage will provide benefits at the University and at home and covers for both emergency and non-emergency situations. Medical evacuation, repatriation and travel assistance is also provided to all participating students. All full-time students are automatically enrolled in this program. If a student already has equivalent comprehensive coverage, a waiver form must be completed by September 30, 2020 to eliminate this charge from the student account. To waive the insurance coverage and find more information about the plan go to student-health-insurance-welcome-page.

All full-time matriculated undergraduate students are required to enroll in the St. Lawrence Tuition Refund Plan through A.W.G. Dewar, Inc., which insures 80% of the term’s tuition and fees due to withdrawal for injury and sickness, and mental/emotional problems. An on-line waiver form must be completed in order not to be billed the annual premium (tuition-refund-insurance). The per semester cost for the 2020-2021 academic year is as follows:

- Fall Semester (Semester I) - $236  Fully Online - $188
- Spring Semester (Semester II) - $236  Fully Online - $188
- Summer Semester (Semester III) - $220

Tuition Insurance will be charged each semester a student is attending and must be waived for each. The deadline for the Fall Semester (Semester I) is September 30th, 2020. There is no appeal process after that date.

The New York State Health Department mandates that all entering students show proof of immunity to measles, mumps and rubella if their birthday is on or after January 1, 1957. They also require that each student be given information related to meningococcal disease and immunization and sign a statement indicating immunization status. A student is not permitted to register for classes if the Health Center does not have these immunization records.

Students can make appointments to discuss health and counseling concerns, preventive medicine, exercise programs, etc. Pamphlets are available covering a wide range of health topics. The Health and Counseling Center is committed to providing students with the information and tools necessary for a healthy life.

Libraries and Information Technology /Communication Information

Libraries and Information Technology: Everything you need to know about the technology related resources available at St. Lawrence and how to use them most effectively may be found at Incoming Students tab on the Information Technology website.

There you will find information on:
- Getting connected to the St. Lawrence network -- which you can begin even before you arrive on campus
- Configuring other technology resources -- such as phone and television
- Our computing facilities and the support we provide to help you use them effectively -- such as that provided through the ODY Service Desk
- And, other more general information -- such as Tips for Safe Computing
If you have any questions about technology at SLU, please contact the ODY Service Desk (315.229.5770 or helpdesk@stlawu.edu).

**Communication Information**
You’ll discover that within both academic and social circles of St. Lawrence, there is a lot that needs to be communicated. You will need to keep current with your St. Lawrence email to stay on top of university and classroom business. More information is available on the Email page of the IT website.

**SLUDent Life Portal**
For really knowing what’s going on across the university community, you will need to consult SLUDent Life Portal at SLUDent portal. The SLUDent Life Portal is the place to find out what’s happening in the SLU Community; it’s where university offices, campus organizations, associations, and fellow Laurentians find and share information about campus happenings. You’ll want to check in everyday…as there is a lot going on here!

**Mail Services**
The Student Mail Center (SMC) is located on the first floor of the Sullivan Student Center. The SMC dispenses mail and parcels to St. Lawrence students. Students are assigned a combination-operated mail box that is kept throughout their time at St. Lawrence. The SMC will accept prepaid outbound UPS, FedEx and USPS parcels. You can also find UPS and FedEx drop boxes on the ground floor of Vilas Hall and a UPS drop box at the rear entrance to the Sullivan Student Center. The Brewer Bookstore will also accept pre-paid UPS and FedEx shipments.

Most carrier Web sites provide the capability to print prepaid shipping labels. Here are some options:
- United Parcel Service (UPS): ups.com
- Federal Express (FedEx): fedex.com
- United States Postal Service (USPS): usps.com

To ship belongings to your SMC mailbox at St. Lawrence, address the packages as follows:
- Your name
- SMC #
- St. Lawrence University
- 23 Romoda Drive
- Canton, NY 13617

We prefer that you ship items after you receive your SMC box number; however, if you must ship package(s) sooner, clearly mark your parcel with the words “Incoming New Student.” More information is available on the student mail center.

Stamps can be purchased from the following locations within the Sullivan Student Center: the Student Mail Center, the automatic postage machine located to the right of the Student Mail Center, or the automatic teller machine (ATM).

It is imperative that we have an accurate home mailing address on file for all students. Please contact the registrar's office, Vilas Hall, at 315-229-5267, to notify us of any change of address for you or your parent/guardian. You will be directed to a “Change of Student Information” form located here: records-change-of-student-information

**Fax Service**
Students may receive free inbound faxes at the SMC (315-229-5515). The cover page must include the student’s name and SMC number to ensure delivery. Students can send faxes from the Brewer Bookstore for a fee.

**In-room Telephone Service**
Not all residence hall rooms are equipped with local telephone service requiring a basic corded telephone. If a student is assigned to a room without the local telephone service and needs that service, contact the IT
Department for assistance (it). For those rooms with that equipment, long-distance calls require a calling card.

**Mobile Phone Service**

Verizon and AT&T provide the best local service. Other carriers such as Sprint will work in the Canton area; however, coverage is inconsistent. Please consult with your carrier for regional coverage information.

**Email:**

*St. Lawrence University email is the official means of campus communication.*

**Safety and Security Department**

The Safety and Security department is located on the ground floor of the Diana B. Torrey ‘82 Health and Counseling Center, 76 Park St, Canton, New York. The office is open 7 days per week, 24 hours per day and 365 days a year. To report a crime or an emergency you can call the Safety and Security office from any campus telephone by dialing 5555, by dialing 315-229-5555 from your cellular phone or you may use any of the 20 blue light and 37 yellow/red call box emergency phones located throughout the University campus (emergency phone locations map). Incoming calls (on 315-229-5555 only) are recorded for emergency purposes only and to be consistent with procedures of other private and public safety departments. Calls transferred from the 315-229-5555 line to a private line for safety and Security administration are not recorded. You may feel certain that confidential discussions with Safety and Security will remain so. Crimes and emergencies may be reported directly to the Canton Village Police by calling 911 or 315-386-4561. Once a crime or emergency has been reported, our first commitment will be to the victim’s or survivor's safety. We will provide or contact any one or all of the following resources/services: medical treatment, advocate from our Advocate Program, counselor from our Counseling Center, Community Outreach Programs (Renewal House), or law enforcement. We encourage and can facilitate prompt and accurate reporting of all crimes to local law enforcement.

St. Lawrence University Safety and Security will initiate emergency notifications to immediately notify the campus community upon confirmation of a significant emergency or dangerous situation occurring on the campus that involves an immediate threat to the health or safety of students or employees. If St. Lawrence University experiences a limited emergency related to weather, crime, accident or other cause; those directly involved with an emergency will receive personal, direct information as immediately as possible; the campus community is informed promptly and updated regularly through these methods, depending on the nature of the emergency; and email to campus email addresses and by posting on the University’s main Web page stlawu.edu, directed to the Emergency Alert web page for details. If the emergency poses danger to the campus-wide community, we’ll activate these forms of communications; posted on St. Lawrence University web page and Facebook pages and SLU Twitter; sent through the campus email system; sent through broadcast text message to cell phones – SLUALERT; sent through the campus voice mail system; and through public address systems on Safety and Security patrol vehicles. These alerts comply with the “Emergency Notification” provisions of the Federal Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act).

The Clery Act requires all institutions to collect crime reports from a variety of individuals and organizations that Clery considers to be “campus security authorities.” Under Clery, a crime is “reported” when it is brought to the attention of a campus security authority or local law enforcement personnel by a victim, witness, other third party or even the offender. If a campus security authority receives the crime information and believes it was provided in good faith, he or she should document it as a crime report. In “good faith” means there is a reasonable basis for believing that the information is not simply rumor or hearsay. That is, there is little or no reason to doubt the validity of the information.

Students may access campus crime statistics as reported to the United States Department of Education at crime-information. You may also access crime statistics for all colleges and universities at the US Department of Education website: Department of Education Security Information.

**General Information…**
The Safety and Security department is located on the ground floor of the Diana B. Torrey ‘82 Health and Counseling Center, 76 Park St. The office is open 7 days per week, 24 hours per day and 365 days a year. In an emergency you can call the Safety and Security office from any campus telephone by dialing 5555, by dialing 315-229-5555 from your cellular phone, or you may use any of the 56 blue light and yellow call box access emergency phones located throughout the university campus (printable map located on the main page of the Safety and Security website [safety-security]). Incoming calls (on 315-229-5555 only) are taped for emergency purposes only and to be consistent with procedures of other private and public safety departments. Calls transferred from the 315-229-5555 line to a private line for Security administration are not recorded. You may feel certain that confidential discussions with Security will remain so.

The Safety and Security department consists of seven full-time security officers, one part-time security officer, one part-time community patrol officers, four full-time dispatchers and a strong representation of student workers called the Student Safety Team and the First Response Team. The department administration consists of an assistant vice president, one assistant director, a technical services coordinator, a transportation coordinator, and an administrative secretary. Safety and Security is charged with the responsibility of enforcing all University rules and regulations as well as state and federal laws. During their patrols, officers constantly monitor and evaluate campus Safety and Security. They routinely identify and report such problems as broken locks, windows, lighting in need of repair and overgrown shrubbery. In addition, they immediately address problems considered to be a safety threat or hazard.

The Safety and Security department is always available to make presentations to student groups, faculty, staff, clubs and organizations (which includes Greek houses and theme cottages). These presentations often include but are not limited to personal safety, crime prevention, fire safety, sexual assault/harassment, right to know issues.

**What You Can Do...**

Student involvement is essential to the prevention of crime on campus. Disinterest and complacency are the prime contributors to the success of criminals. The burden of crime prevention rests not only with the Safety and Security department but with each member of the St. Lawrence University community. Security officers cannot be everywhere at once. Therefore, we depend on you to recognize and report suspicious and criminal activity. The extent of your cooperation greatly influences the security officers’ effectiveness in fighting crime.

**Doing your part means:**

- Being aware of your vulnerability and following suggestions outlined in this handbook which will help you protect yourself and your property.
- Being alert for suspicious or criminal activity and or conditions that may represent a hazard to the University community.
- Getting involved by becoming more security conscious and by reporting all incidents or criminal activity to the Safety and Security department.

Many times solving a crime depends on how accurately and promptly the incident is reported. Therefore, when reporting an incident it is important that you be able to provide as much of the following information as possible:

1. Nature of the incident.
2. When the incident occurred.
3. Where the incident occurred.
4. Who was involved (names, gender, race, age, height, glasses, etc.)
5. Direction and mode of travel.
6. Vehicles involved, type and description.
7. Description of stolen property.

**Protection of Persons or Property...**

**General:**

- Be aware and recognize your vulnerability.
b. Report all suspicious persons, vehicles and activities to the Safety and Security department immediately by using an emergency blue phone or by calling 315-229-5555.

c. Use the “buddy system” when at parties or in an uncommon location.

d. Watch out for your neighbor. If you see someone being victimized, notify Safety and Security immediately.

**Walking:**

a. Avoid walking alone after dark. Utilize the Safe Walk Program by calling 315-229-5555 anytime of the day or night or use one of the 56 emergency phones located throughout campus.

b. Walk in well-lighted, regularly traveled walks or pathways. Avoid shortcuts and keep away from shrubbery, heavy bushes, alleyways and areas where assailants may be lurking.

c. Don’t hitchhike or accept rides from strangers.

d. Report lights that are out and any other hazardous conditions to the Safety and Security department.

e. When walking to your vehicle...keep your keys in your hand.

f. If you think or feel as though you are being followed, cross the street and if needed keep crossing back and forth. If you are pursued, draw attention to yourself by yelling and run to a lighted building or residence hall. Don’t be afraid if need be to break a window or pull a fire alarm to draw attention to your situation. In this type of situation yelling “FIRE” may be more effective than yelling help.

**Residence Halls Access Control...**

Every night, professional Safety and Security officers and Student Safety Team members make foot patrols in and around the residence halls as well as other campus buildings. Safety and Security officers and the Student Safety Team work closely with the residence hall staff to prevent problems before they occur.

a. Letting someone else use your access card and/or propping doors open compromises the safety of other students in the residence hall. These actions are violations of University policy, which may result in a fine or judicial board action.

b. Keep doors and windows to your room locked at all times.

c. Never sleep in an unlocked room.

d. Don’t put your name and address on your key ring.

e. Don’t study in poorly lighted or secluded areas of a building.

f. Should you receive a harassing phone call or calls with no one on the line, hang up and immediately notify the Safety and Security department

g. If you find that your room has been entered, don’t go inside. Notify a CA or security officer immediately. If you are inside do not touch anything until an officer arrives as you may disturb valuable evidence.

h. If your lock or combo is not operating properly contact your CA. Avoid having large amounts of cash or other valuables in your room.

i. NEVER GIVE YOUR COMBINATION TO ANYONE!

j. Check with your family insurance agent to determine if your property is covered under their homeowners insurance. If not, you should strongly consider purchasing insurance.

**Athletic Facilities...**

a. Use the “buddy system”. Work out or use the pool with a friend and make arrangements to go to and from the gym together.

b. Immediately report all incidents of indecent exposure and voyeurism to the Safety and Security Department.

c. Avoid bringing cash, wallets, or other valuables to the gym. Keep your locker locked whenever unattended. This includes when you are briefly in the shower. Most thefts in athletic facilities take place in the locker rooms and from unlocked lockers.

**Bicycles**

Students are strongly urged to register their bicycles with the Safety and Security Department. There is no cost for registering bicycles and registering bicycles greatly increases the chance for recovery in cases of theft.
1. Always lock your bike! Bicycles should be locked around the frame and through both wheels to a bike rack.
2. Invest in a good bike lock or a strong padlock and chain. Locks may be purchased at the Safety & Security office.
3. Whenever possible keep your bike inside at areas designated by Residence Life.
4. Find out if your bike is covered under your parents’ insurance policy. If not, it is advisable to insure it.
5. Don’t be an accident victim. Follow the same rules of the road as you would if you were driving a car.

Bicycles may not be left in hallways or stairwells or rooms since the personal safety of others may be jeopardized. When school is not in session, secure your bike in your room or take it home with you.

During the fall, an announcement is made about where various bicycle storage areas on campus. Any bicycles stored or locked in hallways and stairwells are moved to approved storage areas. If bikes are moved by University personnel, the owner will be subject to a $25 fine and is responsible for any damages to chains or locks.

Parking and Vehicle Storage

Parking is provided on a first-come first-served basis. If a lot is full, then you need to check another for an appropriate space. “J” lot would be a good alternative when the other areas are full. All vehicles using University parking lots must be registered with the Safety and Security Office. Registered vehicles may park in “J” lot when on University sponsored trips or during vacation periods. Guests and visitors must register and will be provided a permit free of charge.

The University does not provide storage for motorcycles, all-terrain vehicles, mopeds, snowmobiles, or other vehicles. Fire safety codes and insurance underwriting requirements prohibit storage of any motor vehicle or internal combustion machine in a residential unit or its basement.

Lost and Found

Keys or valuable items found unattended on campus should be turned over to the campus Safety and Security office. Such items are subject to a search for the purpose of discovering ownership. Unclaimed items will be donated to an appropriate charity or otherwise disposed of after one semester has passed. Items found in the residence halls should be turned over to the residential coordinator who will then give the items to Security.

Theft

Theft, or a suspicion of theft, should be reported immediately to the resident assistant, residential coordinator or house manager, and the Safety and Security office.

Theft includes unauthorized use of another’s cable or laundry services, jamming or tampering with vending equipment, and entering Dana Dining Hall, concerts, performances and athletic events without paying.

The victim of a theft has the right to report the theft to the local police or refer the matter to the Student Judiciary Board. Where theft against the institution is involved, the University agent with responsibility for the area in which the theft occurred chooses the appropriate course of action. Any student found guilty of theft will be considered for immediate suspension from the University.

The University is not liable for personal property lost, stolen, or damaged. It is advised that you protect your belongings with insurance through your family’s homeowner or other insurance policy. It is further recommended that you keep doors locked, avoid keeping large sums of money and other valuables in your room, and report any suspicious persons or behavior to residence staff.

Student Activities

The Office of Student Activities and Leadership’s philosophy is to provide students with opportunities for involvement that complements their academic experience through participation in clubs and organizations, student government, paraprofessional positions, leadership experiences, special events and many more. There are nearly 90 student run organizations available at St. Lawrence such as A.C.E. (Association for Campus Entertainment), KSLU, SLU Buddies, the Black Student Union (B.S.U.) and the Thelomathesian Society (student government).
For a listing of registered student organizations, go to registered organizations.

The Office of Student Activities and Leadership is available to assist students with planning in advance to ensure their programs are successful and fall within University policy and risk management guidelines. Students are encouraged to contact the office to schedule a meeting to discuss their program. In addition, Student Activities and Leadership assists in the oversight of the Student Center and upholding the policies of the building. For a listing of University policies related to programming, best practices, and use of spaces in the Student Center, please visit student-activities-and-leadership-Sullivan-student-center.
**APPENDIX A**

**Combined Discrimination and Harassment Policies**  
**(Effective August 14, 2020)**

For concerns about harassment (including without limitation sexual harassment), sexual exploitation, sexual assault, dating violence, domestic violence, and stalking based on gender, sexual orientation, gender identity and gender expression, please see section II.A.

For concerns about discrimination based on gender, sexual orientation, gender identity or gender expression or discrimination or harassment based on any other category protected by law, regulation or policy (such as race, color, predisposing genetic characteristics, religion, age, disability, marital status, veteran’s status, or national or ethnic origin) please see section II.B.

Table of Contents

I. Nondiscrimination Policy  
II. Discriminatory Harassment Policy  
   A. Sexual and Interpersonal Misconduct (Sexual Misconduct) Policy  
      1. Definitions  
         - Affirmative Consent  
         - Sexual Misconduct  
         - Complainant  
         - Respondent  
      Title IX Category Conduct Violations  
         - Sexual Harassment  
         - Sexual Assault  
         - Dating Violence  
         - Domestic Violence  
         - Stalking  
      University Category Conduct Violations  
         - Sexual Harassment  
         - Sexual Exploitation  
         - Sexual Assault  
         - Dating Violence  
         - Domestic Violence  
         - Stalking  
      2. Reporting Sexual Misconduct/Resources  
         - On-Campus Confidential (for students)  
         - Off-Campus Confidential (for all)  
         - On-Campus Responsible Resources (for all)  
         - Law Enforcement  
      3. Supportive Measures  
      4. Amnesty for Students  
      5. Orders of Protection  
      6. Sexual Misconduct Complaint Procedures  
      7. Informal Resolution  
      8. Transcript Notation  
   B. Discrimination other than Sexual Misconduct  
      1. Student Complaints  
      2. Complaints by Other Members of the University Community (Employees)  
   C. Retaliation  
   D. Recordkeeping  
   E. Training  
   F. Academic Freedom
I. NONDISCRIMINATION POLICY

All members of the St. Lawrence community are valued equally. We are committed to multicultural diversity in our faculty, staff, student body and curriculum. Awareness training for students, faculty and staff is designed to eliminate all forms of unlawful discrimination. St. Lawrence University complies with all applicable federal and state legislation and regulations prohibiting discrimination (including the Civil Rights Act of 1964; Title IX of the Educational Amendments of 1972; Section 504 of the Rehabilitation Act of 1973; the Americans with Disabilities Act; the Age Discrimination in Employment Act (ADEA); the Age Discrimination Act of 1975; New York State Human Rights Law; and Part 53, Section 607 of the New York State Educational Law), as well as the Drug-Free Workplace Act of 1988. The University does not discriminate against students, faculty, staff, or other beneficiaries on the basis of race, traits historically associated with race, color, predisposing genetic characteristics, pregnancy, gender, gender identity or expression, religion, age, disability, marital status, veteran or military status, sexual orientation, or national or ethnic origin, domestic violence victim status or any other category protected by applicable local, state, or federal law or regulation, in admission to, or access to, or treatment, or employment in its programs and activities. Gender identity and expression, while protected under St. Lawrence University policy, may not be protected under all federal, state, or local laws.

The term “discrimination” refers to an act that disadvantages a person and that occurs because of that affected individual’s race, gender, religion, national origin or any other category protected by applicable local, state, or federal law. Examples of discrimination include, but are not limited to, denying a student a research opportunity because of the student’s race, gender or other protected characteristic; giving a student a lower grade than deserved because of the student’s race, gender or other protected characteristic; denying an employee a raise or a promotion because of the employee’s age, race, gender or other protected characteristic.

St. Lawrence University is an Affirmative Action/Equal Opportunity Employer. For further information contact St. Lawrence University's Vice President for Community and Employee Relations, Lisa Cania, who also serves as the University’s Title IX, Section 504 and Age Discrimination Act coordinator. Her office is Vilas Hall 114, St. Lawrence University, Canton NY 13617, 315-229-5567, and her email address is lcania@stlawu.edu.

II. DISCRIMINATORY HARASSMENT POLICY
It is the policy of St. Lawrence University that all our employees and students should be able to enjoy a work and educational environment free from all forms of unlawful discriminatory harassment, including sexual harassment. St. Lawrence University provides for the development of a climate of tolerance and pluralism and prohibits behavior which is demeaning, intimidating or hostile, communicated verbally, physically or with other communication device, including telephonic or electronic means. It is expressly against University policy for any employee or student to engage in discriminatory harassment. While more specific definitions are provided throughout this policy, the University generally defines discriminatory harassment as verbal or physical conduct that denigrates or shows hostility toward an individual on the basis of race, color, religion, ethnic or national origin, gender, age, disability, predisposing genetic characteristics, sexual orientation, gender identity, gender expression, military or veteran’s status, marital status or any other characteristic protected by applicable law. Harassment may be verbal, visual or physical. Merely by way of illustration, harassing acts may include racial, ethnic or religious slurs; name-calling that demean means on the basis of age, disability, physically harming or threatening another due to racial or religious animosity; vulgar pictures or ethnically offensive symbols or writings; or gestures that mimic or mock a person’s race, disability, race or age. The fact that a person was personally offended by a statement or incident does not alone constitute a violation of this Policy. The determination is based on a “reasonable person” standard and takes into account the totality of the circumstances. The University considers the context of a communication or incident, the relationship of the individuals involved in the communication or incident, whether an incident was an isolated incident or part of a broader pattern or course of offensive conduct, the seriousness of the incident, the intent of the individual who engaged in the allegedly offensive conduct, and its effect or impact on the individual and the learning community. In all instances, a key factor is whether the complained-of behavior occurred because of a protected characteristic. If it did not, the behavior is not regulated by this Policy. Students and employees are strongly encouraged to report instances of discriminatory harassment, as well as sexual and interpersonal misconduct (as defined below) to appropriate University officials, as described below. Employees and students will be subject to disciplinary action for violation of this Policy, up to and including termination or expulsion. This Policy applies to all University students, faculty, staff and non-University community members. This Policy applies to conduct on campus and in connection with any University-sponsored program or activity, regardless of where it occurs. Additionally, off-campus conduct may violate this Policy if the conduct creates a threatening or uncomfortable work or learning environment on the University’s campus or within a University program, or if the incident causes concern for the safety or security of the University’s campus. Non-community members (e.g., alumni, family of students, vendors, etc.) visiting campus or participating in a University program or activity are expected to abide by the behavioral expectations in this Policy. This Policy is not intended to proscribe, and should not limit free discussion of, the merits of any issue relating to ethnic, racial, religious or other multicultural difference or open inquiry into any material or issue relevant to the academic content of a course. K. Sexual and Interpersonal Misconduct (Sexual Misconduct) Policy Pursuant Title IX, the Violence Against Women Act, and New York Education Law Section 129-B, this Policy specifically prohibits sexual harassment and certain other types of interpersonal misconduct (i.e., sexual assault, dating violence, domestic violence, stalking and sexual exploitation), collectively referenced for purposes of this Policy as “Sexual Misconduct”. The University will advise complainants of their Title IX and analogous state law rights, and will take steps to prevent Sexual Misconduct and to correct its discriminatory effects, as appropriate. This Policy applies to all University students, faculty and staff, and specifically applies regardless of one’s race, color, national origin, religion, creed, age, disability, sex, gender identity or expression, sexual orientation, familial status, pregnancy, predisposing
genetic characteristics, military status, domestic violence victim status, or criminal conviction. While Sexual Misconduct can be a criminal offense under New York State law, a person’s conduct may violate the University’s prohibition against Sexual Misconduct even if it does not violate state law.

This policy sets forth conduct expectations for our community and provides a process for the reporting, investigation and adjudication of alleged violations. This policy applies to alleged conduct violative of Title IX of the Education Amendments of 1972 (i.e., “Title IX Category” violations) and also applies to a broader range of contexts and behaviors inconsistent with the University’s commitment to equal opportunity (i.e., “University Category” violations). The designation of conduct or allegations as either “Title IX Category” or “University Category” is not a function of the seriousness of the conduct or allegations but rather a function of the scope and coverage of Title IX versus the University’s broader conduct jurisdiction.

2. Definitions

Affirmative Consent
New York State law provides, and the University adopts, the following definition of affirmative consent:

“Affirmative consent is a knowing, voluntary, and mutual decision among all participants to engage in sexual activity. Consent can be given by words or actions, as long as those words or actions create clear permission regarding willingness to engage in the sexual activity. Silence or lack of resistance, in and of itself, does not demonstrate consent. The definition of consent does not vary based upon a participant's sex, sexual orientation, gender identity, or gender expression.”

Consent is free and informed permission. Consent given verbally is evidenced by affirmative agreement to engage in specific sexual activity. Consent through action is active participation in the specific sexual activity. Consent to any sexual act or prior consensual sexual activity between or with any party does not necessarily constitute consent to any other sexual act. Consent to some sexual activity (e.g., kissing, fondling) cannot be presumed consent for other sexual activity (e.g., intercourse). Consent to engage in sexual activity with one person does not constitute consent to engage in sexual activity with another. Consent may be initially given but withdrawn at any time. When consent is withdrawn or can no longer be given, sexual activity must stop.

Certain conditions prevent a person from being able to consent. Consent is required regardless of whether the person initiating the act is under the influence of drugs and/or alcohol. Consent cannot be given when a person is incapacitated, which occurs when an individual lacks the ability to knowingly choose to participate in sexual activity. Incapacitation may be caused by the lack of consciousness or being asleep, being involuntarily restrained, or if an individual otherwise cannot consent. Depending on the degree of intoxication, someone who is under the influence of alcohol, drugs, or other intoxicants may be incapacitated and therefore unable to consent.

In considering whether an individual is incapacitated due to drug or alcohol use, the University will look at a number of factors, including but not limited to the type/amount of alcohol and/or drugs used, as well as such outward signs as slurred or incoherent speech, impaired motor skills (e.g. walking, texting), vomiting, loss of consciousness, etc.
Consent cannot be given when it is the result of coercion or force. Coercion is a threat, undue pressure, or intimidation to engage in sexual activity. Coercion is more than an effort to persuade, seduce, entice, or attract another person to engage in sexual activity. A person’s words or conduct are sufficient to constitute coercion if they deprive another individual of the ability to freely choose whether or not to engage in sexual activity.

The University expects that any sexual activity (including sexual contact) will be based on mutual, affirmative consent to the specific sexual activity. Sexual activity in the absence of affirmative consent (i.e., “non-consensual sexual activity”) is prohibited. Sexual relationships between students and employees are strongly discouraged.

**Sexual Misconduct**
Sexual misconduct is an umbrella term used in this policy to more conveniently refer to any form of sex/gender-based harassment, sexual exploitation, sexual assault, dating violence, domestic violence, stalking, and retaliation prohibited by this policy.

**Complainant**
The term Complainant refers to the person who allegedly experienced Sexual Misconduct in violation of the policy. In some cases, the Title IX Coordinator may file a formal complaint and thereby initiate an investigation and adjudication process pursuant to the University’s policy. In that instance, the Title IX Coordinator is not the “Complainant”; the complainant remains the person who allegedly experienced the sexual misconduct.

**Respondent**
The term Respondent refers to the person alleged to have committed a violation of this policy. The term “accused” may be used in this policy to refer to the Respondent prior to the time that a formal complaint has been made.

**Title IX Category Conduct Violations**
Title IX of the Education Amendments of 1972 provides: “No person in the United States shall, on the basis of sex, be excluded from participation, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.” In accordance with Title IX as interpreted by the Department of Education, the University recognizes the following as conduct violations within the meaning of Title IX, provided that the context and circumstances of the conduct fall within the scope of Title IX, including but not limited to that the Complainant was in the United States at the time of the alleged conduct, that the Complainant was participating in or seeking to participate in the university’s education program or activity at the time of the complaint, and that the conduct occurred in the context of the University’s education program or activity:

**Sexual Harassment.** “Sexual harassment” means conduct on the basis of sex that satisfies one or more of the following:
1. An employee of the University conditioning the provision of an aid, benefit, or service of the University on an individual’s participation in unwelcome sexual conduct (commonly referred to as a “quid pro quo”);
2. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that is effectively denies a person equal access to the University’s education program or activity (commonly referred to as a sexually or gender-based “hostile environment”).
Sexual Assault. “Sexual assault” includes any sexual act directed against another person, forcibly and/or against that person’s will; or not forcibly or against the person’s will where the victim is incapable of giving affirmative consent. Sexual assault consists of the following specific acts:
1) Rape—The penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the affirmative consent of the victim.
2) Fondling—The touching of the private body parts (including genitalia, anus, groin, breast, inner thigh or buttocks) of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.
3) Incest—Non-forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
4) Statutory Rape—Non-forcible sexual intercourse with a person who is under the statutory age of consent. The statutory age of consent in New York is 17.

Dating Violence. "Dating violence” means violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship shall be determined based on a consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. For purposes of this Policy, verbal and/or emotional abuse will also be considered by the University to violate this Policy. For purposes of this Policy, the “intimate” relationship may be characterized as a series of sexual encounters, dating, “hooking up”, or similar interactions. Examples of abusive actions range from physical acts like hitting, shoving, or restraining to threats designed to control the victim’s behavior.

Domestic Violence. “Domestic violence” means violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction, or by any other person against an adult or youth victim who is protected from that person’s acts under the domestic or family violence laws of the jurisdiction.

Stalking. Engaging in a course of conduct directed at a specific person on the basis of sex that would cause a reasonable person to fear for the person’s safety or the safety of others; or suffer substantial emotional distress. For the purposes of this definition, Course of conduct means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person’s property. The term Reasonable person means a reasonable person under similar circumstances and with similar identities to the victim. The term Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling. For purposes of this Policy, harm to physical, mental, or emotional health, employment status, or property of such person, a member of such person’s immediate family, or a third party with whom the person is acquainted could, in the appropriate circumstances, give rise to substantial emotional distress.

University Category Conduct Violations
The University prohibits the following behavior in any context even if the conduct occurs off-campus, outside the United States, if the Complainant is not participating or seeking to participate in the University’s education program or activity, or otherwise in circumstances over which the University does not have influence or control, including but not limited to during the University’s academic breaks.
However, the University retains discretion to not respond to, investigate or adjudicate circumstances in which no University interest is implicated.

**Sexual Harassment.** “Sexual harassment” means unwelcome, offensive conduct that occurs on the basis of sex, sexual orientation, self-identified or perceived sex, gender, gender expression, gender identity, gender-stereotyping or the status of being transgender, but that does not constitute sexual harassment as a Title IX Category Violation as defined above. Sexual harassment can be verbal, written, visual, electronic or physical. The fact that a person was personally offended by a statement or incident does not alone constitute a violation. Instead, the determination is based on a “reasonable person” standard and takes into account the totality of the circumstances. The University considers the context of a communication or incident, the relationship of the individuals involved in the communication or incident, whether an incident was an isolated incident or part of a broader pattern or course of offensive conduct, the seriousness of the incident, the intent of the individual who engaged in the allegedly offensive conduct, and its effect or impact on the individual and the learning community. A “hostile environment” is created when the offensive behavior interferes with an individual’s ability to participate in the University’s programs (i.e., to work and to learn) when judged against a reasonable person standard. However, the University encourages individuals experiencing or witnessing offensive behavior to make a report as early as possible so as to have the situation corrected before it reaches the level of a hostile environment. The University reserves the right to remedy sexual harassment pursuant to this policy even if the behavior in question does not rise to the level of legally recognized or actional harassment.

The University also prohibits “quid pro quo” sexual harassment, which means “this for that” harassment. It is a violation of this policy for any person to condition any benefit on submission to sexual activity. No person should believe that any other person – no matter their position or authority – has a right to require sexual activity in exchange for any benefit or advantage; they do not.

**Sexual Exploitation.** Sexual exploitation occurs when, without affirmative consent, a person takes sexual advantage of another in a manner that does not constitute another violation under this Policy. Examples of sexual exploitation include, but are not limited to: prostitution, acts of incest, observing or recording (whether by video, still photo or audio tape) of a sexual or other private activity (such as consensual sexual activity, undressing or showering) without the affirmative consent of all involved; taking intimate pictures of another, but then distributing the pictures to others without the photographed person’s affirmative consent; engaging in voyeurism, engaging in consensual sexual activity with another person while knowingly infected with human immunodeficiency virus (HIV) or other sexually transmitted disease (STD) without informing the other person of such infection; or exposing one’s genitals in non-consensual circumstances.

**Sexual Assault.** For purposes of the University category conduct violation, “sexual assault” is defined in the same manner as defined above but does not constitute sexual assault as a Title IX Category Violation because of the context in which it occurs (for example because the complainant was not in the United States at the time of the alleged conduct, because the complainant was not participating in or seeking to participate in the University’s education program or activity at the time of the complaint, or because the conduct did not occur in the context of the University’s education program or activity).

**Dating Violence.** For purposes of the University category conduct violation, “dating violence” is defined in the same manner as defined above but does not constitute dating violence as a Title IX Category Violation because of the context in which it occurs (for example because the complainant was not in the United States at the time of the alleged conduct, because the complainant was not
participating in or seeking to participate in the University’s education program or activity at the time of the complaint, or because the conduct did not occur in the context of the University’s education program or activity).

**Domestic Violence.** For purposes of the University category conduct violation, “domestic violence” is defined in the same manner as defined above but does not constitute domestic violence as a Title IX Category Violation because of the context in which it occurs (for example because the complainant was not in the United States at the time of the alleged conduct, because the complainant was not participating in or seeking to participate in the University’s education program or activity at the time of the complaint, or because the conduct did not occur in the context of the University’s education program or activity).

**Stalking.** For purposes of the University category conduct violation, “stalking” is defined in the same manner as defined above but does not constitute stalking as a Title IX Category Violation because either it is not conducted on the basis of sex or because of the context in which it occurs (for example because the complainant was not in the United States at the time of the alleged conduct, because the complainant was not participating in or seeking to participate in the University’s education program or activity at the time of the complaint, or because the conduct did not occur in the context of the University’s education program or activity).

**Retaliation.** Retaliation is an adverse act perpetrated to “get back” at a person because the person reported sexual misconduct, filed a complaint, or participated in an investigation or proceeding conducted pursuant to this policy. The University prohibits retaliation against any individual who files a good-faith complaint or participates in good-faith in any manner in an investigation or proceeding conducted pursuant to this policy by the University or by an external agency. An act of retaliation may be anything that would tend to discourage an individual from reporting sexual misconduct, pursuing a formal complaint, or from participating in an investigation or adjudication as a party or a witness. A person who acts in good-faith is protected from retaliation. The fact that a statement is not determined to be proven or established following investigation and adjudication does not mean that the statement lacked good-faith; a person may provide inaccurate information believing it is accurate, which is still good-faith. If a person who makes a statement knowing that it is false, the person has acted without good-faith.

3. Reporting Sexual Misconduct

As described further below, an individual who has experienced Sexual Misconduct has several options:

- **A report to a Confidential Resource.** A confidential resource provides emotional and/or medical services and maintains confidentiality. A report to a confidential resource does not result in a University investigation or any other action to respond to the incident.

- **A report to Law Enforcement.** If an incident involves criminal conduct, the victim may make a complaint to law enforcement.

- **A report to a Responsible Administrator.** Certain personnel at the University have the responsibility to receive reports of Sexual misconduct and to take action based on those reports. A responsible administrator will forward the information about the incident to the Title IX Coordinator. The Title IX Coordinator will discuss options with the reporting person. The Title IX Coordinator can facilitate the following:
  - **Supportive Measures.** Supportive measures are intended to support the individual who experienced Sexual misconduct to continue in their involvement in the University’s program and activities.
- **Informal Resolution.** An informal resolution is a resolution that the parties (i.e., the person making the allegations and the accused person) agree upon to address the situation. No party may be forced to accept an informal resolution. This is a voluntary process.

- **Formal Complaint.** A formal complaint includes an investigation and adjudication process. The outcome of a formal complaint is either that the person accused of Sexual misconduct is found either responsible or not responsible for having committed a violation of this Policy. A violation results in appropriate sanctions and other remedies to address the violation.

The University encourages reporting of Sexual Misconduct. The options for reporting above are not mutually exclusive, and an individual may pursue one option but not the other.

Any University community member who has been the subject of Sexual Misconduct has the right to make a report to Campus Safety or the other Responsible Administrators identified below, local law enforcement, and/or the New York State Police, or to choose not to report. If reported to the University under this Policy, a reporting individual will be protected from retaliation and will receive appropriate assistance and resources from the University. Reports may be made anonymously, but the University’s, or anyone else’s, ability to respond may necessarily be limited by anonymous reporting.

If you have been subjected to Sexual Misconduct, the following resources/options are available to seek help and/or report the conduct:

e) **On Campus Confidential/Private Resources (Students)**

**Health and Counseling Center**

If you are a student, you may contact the University’s Health and Counseling Center. Discussions with the Center’s Counselors are treated confidentially (pursuant to the Health and Counseling Center’s confidentiality protocols).

**St. Lawrence University Health and Counseling Center**

315-229-5392

The Health and Counseling Center can provide assistance and information regarding medical assistance and treatment (including information about sexually transmitted infections, sexual assault forensic examinations, and emergency birth control), resources available through the New York State Office of Victim Services, academic and other campus support options, campus disciplinary proceedings and law enforcement options. If unsure of where to go, contact the Health and Counseling Center.

**Student Advocates**

You may also contact a student peer Advocate (an Advocate is a member of a volunteer student group who serves as support for student victims of Sexual Misconduct. Advocates are not University officials and serve only as a peer group resource to students. Discussions with Advocates are not entitled to the same degree of confidentiality under the law as Health and Counseling discussions, but they are nonetheless treated as private under University policy.
Advocates Program website at www.stlawu.edu/advocates
Sexual Violence Advocates Hotline: 315-244-5466

Names and contact numbers for individual Advocates are generally available within the first week of the semester online at the Advocates’ website (above), in the Advocates Booklets accessible via CAs, FYP professors and Student Life staff.

Reports of Sexual Misconduct made to either the Health and Counseling Center or to an Advocate will NOT be reported to other University officials in any personally identifiable manner (reports made to some of these individuals may result in a report to University officials that an incident occurred, but will not result in the reporting of any personally identifiable information), and as a result you should not expect action to be taken by the University against any alleged perpetrator if you only report to these resources. Similarly, information shared at public awareness and advocacy events does not create an obligation on the part of the University to investigate that information and/or take further action.

f) Off Campus Confidential/Private Resources

Confidential reports of Sexual Misconduct can be made by students and employees to off-campus resources, including
Canton-Potsdam Hospital (all)
315-265-3300

Renewal House for Victims of Family Violence (all)
3 Chapel Street
M-F 8:00am-5:00pm
315-379-9845

Reachout of St. Lawrence County (all)
315-265-2422

Employee Assistance Program (Employees)
1-800-327-2255

In addition, certain support services may be available on a private basis through:

New York State Office of Victim Services (all)
1-800-247-8035
https://ovs.ny.gov

Reports to these Confidential/Private Resources will not result in personally identifiable information being provided to the University and therefore you should not expect as a result of this type of reporting that the University will take any action against an alleged perpetrator.

g) On-Campus Non-Confidential Resources - Responsible Administrators
Any student or employee having a complaint of Sexual Misconduct is also urged to speak to any of the following individuals, who are considered “Responsible Administrators” for purposes of Title IX and these individuals are obliged to inform the Title IX Coordinator of the complaint, and the Title IX Coordinator will reach out with more information:

Vice President and Dean of Student Life, Hagi Bradley, 315-229-5311, Sullivan Student Center Room 234, ebradley@stlawu.edu

Associate Dean of Student Life Rance Davis, 315-229-5551, Sullivan Student Center, rdavis@stlawu.edu

Vice President and Dean of Academic Affairs Karl Schonberg, 315-229-5993, Vilas 103, kschonberg@stlawu.edu

Associate Dean of Faculty Affairs Evelyn Jennings, 315-229-5993, Vilas 103, ejennings@stlawu.edu

Vice President of Community and Employee Relations and Title IX Coordinator Lisa Cania, Vilas 114, 315-229-5656, lcania@stlawu.edu

Director of Human Resources for Employee Relations Colleen Manley, 315-229-5988, Vilas G2, cmanley@stlawu.edu

Director of Human Resources for Employee Benefits Debra Mousaw, 315-229-5597, Vilas G1, dmousaw@stlawu.edu

Athletic Director and Deputy Title IX Coordinator Bob Durocher Augsbury Center 315-229-5870, bdur@stlawu.edu

Assistant Vice President of Safety and Security and Senior Deputy Title IX Coordinator Patrick Gagnon, 315-229-5555, Torrey Health Center, 76 Park Street, rear entrance, pgagnon@stlawu.edu

Assistant Director of Security and Safety Roxanne Cliff, 315-229-5555, Torrey Health Center, 76 Park Street, rear entrance, rcliff@stlawu.edu

All Security Officers, 315-229-5555, Torrey Health Center, 76 Park Street, rear entrance, (Available 24 hours/day)

Assistant Dean and Director of Residence Life Christopher Marquart, 315-229-5250, Sullivan Student Center 231, cmarquart@stlawu.edu

Assistant Dean and Director of Student Activities and Deputy Title IX Coordinator John Robert O’Connor, 315-229-5757, Sullivan Student Center 225, joconnor@stlawu.edu

Reports may be made by the victim, someone on behalf of the victim, or anonymously.
If a Responsible Administrator receives a report of Sexual Misconduct, observes Sexual Misconduct firsthand, or learns about it in any other way, s/he is required to report it to the University’s Title IX Coordinator. This report will include the name of the victim, the name of the alleged perpetrator(s) if known, any witnesses and any other relevant factors, including the date, time and location of the incident. Before making a report to a Responsible Administrator, you should consider the Responsible Administrator’s reporting obligation. You should also consider that Title IX prohibits retaliation for reporting and that the University will not only take steps to prevent retaliation but will take strong responsive action if retaliation occurs. If you wish to ensure maximum confidentiality, you should not report to any of the Responsible Administrators listed in this section but should instead speak to the Confidential Resources identified above. You can also choose to go to local law enforcement, whether or not you report to a Confidential Resource and/or a Responsible Administrator.

While all employees are encouraged to report incidents of Sexual Misconduct that come to their attention, and certain employees may be required to report them, if a complaint is made to anyone other than the above listed Responsible Administrators, the Complainant risks the possibility that it will not come to the attention of the proper University officials and may, therefore, not be acted upon by the University. For this purpose, Faculty generally are not Responsible Administrators and you should not assume that information brought to the attention of a Faculty member will be reported to the University. On the other hand, unless a report is made to a Confidential Resource, you have less assurance of confidentiality.

However, even if reporting to a Responsible Administrator listed in this section, you have the right to decide not to file a formal complaint and request that the University maintain this report as confidential (to the extent permitted by law) and/or to request that it not conduct an investigation or that action not be taken against an alleged perpetrator. The University is not required to honor that request, and in appropriate circumstances, may decide to move forward with an investigation and/or disciplinary processes, even without the consent or cooperation of the reporting individual. In making such a determination the University must consider its obligation to provide a safe, non-discriminatory environment for all students and employees. The University has designated the Title IX Coordinator as the individual who will evaluate any requests for confidentiality. The Title IX Coordinator will consider a range of factors, including:

- The risk that the alleged perpetrator will commit additional acts of sexual or other violence, such as:
  - whether there have been other Sexual Misconduct complaints about the same alleged perpetrator;
  - whether the alleged perpetrator has a history of arrests or records from a prior school indicating a history of violence;
  - whether the incident represents an escalation of past misconduct by the accused;
  - whether the alleged perpetrator threatened further sexual violence or other violence against the victim or others;
  - whether the Sexual Misconduct was committed by multiple perpetrators;
  - whether the Sexual Misconduct was perpetrated with a weapon or force;
whether the victim is a minor;

- whether the University possesses other means to obtain relevant evidence of the Sexual Misconduct (e.g., security cameras or personnel, physical evidence);

- whether the victim’s report reveals a pattern of perpetration (e.g., via illicit use of drugs or alcohol) at a given location or by a particular group

- the overall safety of the campus community (including the reporting individual).

If the University determines that it cannot maintain a Complainant’s confidentiality, it will inform the Complainant prior to filing a formal complaint and initiating the Formal Adjudication process starting with an investigation and will, to the extent possible, nonetheless maintain information as private and only share information as needed so that the University may respond and act under this Policy.

If a Complainant does not wish to file a formal complaint and initiate an investigation and Formal Adjudication, the Complainant will, nevertheless, be entitled to receive supportive measures.

Upon receiving a report, the Title IX Coordinator will discuss with the Complainant available avenues and options. Options will include the filing of a formal complaint which may lead to disciplinary action against the accused and remedial actions to ameliorate or correct the effects of the sexual misconduct. Other options may include the provision of supportive measures, such as interim no-contact orders, changes in academic, residential, transportation, dining or working arrangements, access to academic, medical, counseling and other support, as appropriate. Reporting to local law enforcement also is an option. The University will review the facts and circumstances of each case, as well the Complainant’s wishes, in deciding whether and what steps are reasonable and appropriate.

Even when legal confidentiality is not available, Responsible Administrators and other University officials acting under this Policy will maintain privacy to the greatest extent possible. Information provided to a non-confidential/private employee will be relayed only as necessary for the Title IX Coordinator, and those acting under this Policy, to carry out the purposes of this Policy.

**h) Law Enforcement**

A victim of a crime, including a crime arising from Sexual Misconduct under this Policy, will be notified that the victim may, but is not required to, report the incident to local law enforcement and pursue criminal charges. The criminal process and the University’s disciplinary processes are not mutually exclusive or dependent on each other, meaning that a person may pursue either a criminal complaint or University complaint or both. In criminal cases, including non-consensual sex offenses, the preservation of evidence is critical and must be done properly and promptly. The Canton Police Department can assist in filing a criminal complaint and in securing appropriate examination, including by a Sexual Assault Nurse Examiner. Additionally, orders of protection and other forms of legal protection may be available to individuals who have experienced or are threatened with violence by a University community member or other person. In appropriate circumstances, an order of protection may be available that restricts the offender’s right to enter University property, and the University will abide by a lawfully issued order of protection.
Reporting to criminal authorities may result in some delay in any internal University investigation, so as not to interfere with evidence gathering by law enforcement, but University procedures will resume as soon as possible. In addition, the University will cooperate with any criminal proceedings as permitted by law.

Canton Police Department  
315-386-4561 or 911

New York State Police Hotline 1-844-845-7269

The Responsible Administrators listed above can provide assistance to you in reporting to law enforcement.

Reporting individuals should understand that not all Sexual Misconduct under this Policy may be a crime and that the standard law enforcement employs in processing complaints is different than the University’s standard under this Policy. Questions about whether incidents violate criminal laws and how the criminal process works should be directed to law enforcement officials or the St. Lawrence County (or other relevant) District Attorney.

9) Supportive Measures

Once a report is made under this Policy, the Complainant will be contacted by the Title IX Coordinator and offered individualized support as more fully described below. Once the Respondent is informed of a report or a formal complaint under this policy, the Respondent will be contacted by the Title IX Coordinator and offered individualized support as more fully described below.

Supportive measures are intended to restore or preserve, to the extent practicable, equal access to the University’s educational programs and activities and protect the safety of all parties without unreasonably burdening the other party or parties. As required by federal regulation, these supportive measures must be non-disciplinary and non-punitive to the parties.

Supportive measures could include, but are not limited to:

- Changes or adjustment in academics such as the extension of deadlines or other course-related adjustments;
- Changes to housing, transportation and campus working situations if those changes are requested by a party and reasonably available;
- Mutual “No Contact” orders and, in limited circumstances, one-way no contact orders.
- Access to safe walks and campus escorts or other reasonable security or monitoring measures;
- Counseling services; and
- Interim removal of a student from the University, which will only be taken pursuant to the Emergency Removal provisions below.

Both parties will be afforded an opportunity to request specific supportive measures, which will be considered by the Title IX Coordinator.
When a no-contact order or any other supportive measure is issued, both the person against whom it is issued and the other party, will, upon request, be afforded a prompt review, reasonable under the circumstances, of the need for and terms of the supportive measure to the extent it directly affects him or her. This request for review of supportive measures may include a request for potential modification of the no-contact order or other supportive measure. This request may be made by submitting a written request to the Title IX Coordinator, providing the basis for the request and submitting any evidence in support of the request.

The Title IX coordinator is responsible for coordinating the implementation of supportive measures, including coordinating with the various University departments and offices that may be involved. Supportive measures may be secured and coordinated, at the direction of the Title IX Coordinator, through the Associate Dean of Student Life, Associate Dean for Faculty Life, or the Director of Human Resources, as appropriate. Supportive measures will be offered free of charge.

If a party’s request for a supportive measure is denied, the party will be afforded an opportunity to have the denial promptly reviewed to assess whether the supportive measure is reasonable under the circumstances and/or should be modified. In addition, each party will, upon request, be afforded the opportunity for a prompt review of the need for supportive measures, including the potential modification of these measures, to the extent that the party is affected by the measure(s) being reviewed. A request for the review of the denial of, or the need for or details of, supportive measures should be made by submitting a written request to the Title IX Coordinator, providing the basis for the request and submitting any evidence in support of the request. Each party will be allowed to submit evidence in support of, or in opposition to, the request to the extent the supportive measures under review affect that party. Additional information about how to request a review will be included in a written communication that will outline the supportive measures offered and any that were requested by the party but denied. The Title IX Coordinator will advise the parties of the result of the review. This determination is not subject to further review absent changed circumstances.

**Emergency Removal of Student Respondent**

The University may need to undertake an emergency removal of a student in order to protect the safety of its community, which may include contacting local law enforcement to address imminent safety concerns. Emergency removal is not a substitute for reaching a determination as to a student respondent’s responsibility for the sexual misconduct allegations; rather, emergency removal is for the purpose of addressing imminent threats posed to any person’s physical health or safety, which may arise out of the allegations of sexual misconduct.

Prior to removing a student respondent through the emergency removal process, the University will undertake an individualized safety and risk analysis. If the individualized safety and risk analysis determines that an immediate threat to the physical health or safety of any student or other individual arising from the allegations of sexual misconduct justifies removal, then a student respondent will be removed. This is the case regardless of the severity of the allegations and regardless of whether a formal complaint was filed. An emergency removal cannot be based on the threat to mental health or safety to a Complainant or anyone else. The threat must be to the physical health or safety of the Complainant or other individual.

In the event a determination is made that a student respondent is an immediate threat to the physical health or safety of an individual, the Title IX Coordinator will provide written notice of the emergency
removal to both the Complainant and Respondent. This notice will contain: (1) the date the removal is set to begin, (2) the reason for the emergency removal, (3) the consequences of non-compliance, and (4) how to appeal the decision. If a student respondent disagrees with the decision to be removed from campus, he/she may appeal the decision. The student respondent must provide written notice to the Title IX Coordinator within 10 days of receiving the notice of removal. The burden of proof is on the student respondent to show that the removal decision was incorrect.

Employee respondents are not subject to this process. When the accused is not a student but is a member of the University community, he or she is subject to interim suspension in accordance with the University’s employment policies and practices (including applicable collective bargaining agreements).

10) Amnesty for Students

The health and safety of every student at St. Lawrence is of utmost importance. St. Lawrence recognizes that students who have been drinking and/or using drugs (whether such use is voluntary or involuntary) at the time that violence, including but not limited to domestic violence, dating violence, stalking, or sexual assault, occurs may be hesitant to report such incidents due to fear of potential consequences for their own conduct. St. Lawrence strongly encourages students to report domestic violence, dating violence, stalking, or sexual assault to St. Lawrence officials. A bystander acting in good faith or a reporting individual acting in good faith that discloses any incident of domestic violence, dating violence, stalking, or sexual assault to St. Lawrence's officials or law enforcement will not be subject to charges for violating St. Lawrence's student alcohol and/or drug use policies occurring at or near the time of the commission of the domestic violence, dating violence, stalking, or sexual assault.

11) Orders of Protection

Campus Safety, or other University officials, will provide reasonable assistance to a University campus community member, in connection with prohibited Sexual Misconduct conduct under this Policy in obtaining an order of protection or, if outside of New York State, an equivalent protective or restraining order. This assistance includes providing that person with:

a). a copy of an order of protection or equivalent when received by the University and providing that person with an opportunity to meet or speak with a University representative, or other appropriate individual, who can explain the order and answer questions about it, including information from the order about the other person’s responsibility to stay away from the protected person or persons;

b). an explanation of the consequences for violating these orders, including but not limited to arrest, additional conduct charges, and interim suspension; and

c). assistance from Campus Safety in contacting local law enforcement to effect an arrest for violating such an order.

12) University Sexual Misconduct Complaint Procedures

If a report of Sexual Misconduct is made to any of the above listed Responsible Administrators, the Title IX Coordinator will contact the Complainant to inform him/her of the right to file a formal
complaint under this policy. A formal complaint is necessary to initiate the University’s grievance process, meaning an investigation and adjudication process. A formal complaint must be in written form and must be signed by the complainant. If a formal complaint is filed, a fair, prompt and impartial investigation will be undertaken by the University.

The Title IX Coordinator will review a formal complaint filed by a Complainant. In order to comply with Title IX regulations, the Title IX Coordinator must “dismiss” the Title IX Category violation(s) if it is apparent that the allegations are not within the scope of Title IX, including that the conduct alleged:

- would not constitute sexual harassment as defined in the Title IX Category Conduct Violations definition above, even if proved;
- did not occur in the University’s education program or activity, or
- did not occur against a person in the United States.

Notice of dismissal of the Title IX Category violation(s) will be in writing and issued to both the Complainant and Respondent. The Title IX Coordinator may determine at any point in the process that facts have emerged that require the dismissal of a Title IX Category violation. A decision to dismiss a Title IX Category violation is immediately appealable by the complainant. Even if Title IX Category violations are subject to dismissal, the University will continue to process the allegations as University Category violations, assuming that the allegations, if true, would constitute University Category violations.

Complaints should be reported as soon as possible. In most cases, a complaint will be considered timely if it has been filed within one year of the alleged misconduct or the cessation of the alleged misconduct, whichever is later. As determined by the Title IX Coordinator, a complaint may be investigated, or otherwise responded to, beyond the one year period (including a complaint filed after a student has separated from the University but which involves conduct occurring while an active student).

Investigatory and resolution procedures that will be followed in the event of a complaint can be found here: [https://www.stlawu.edu/title-ix/investigation-and-adjudication-procedures](https://www.stlawu.edu/title-ix/investigation-and-adjudication-procedures)

A student’s Bill of Rights and an additional statement of Rights in Cases Involving Sexual Assault, Domestic Violence, Dating Violence or Stalking are attached to this Policy as Appendix A.

13) Informal Resolution

The intent of an Informal Resolution Process is for the parties to undertake a facilitated discussion regarding the matters at issue related to the allegations to see if they can reach agreement on a resolution that leaves both parties feeling satisfied with that resolution. Informal Resolution may be offered to the parties after a formal complaint is filed by the Complainant. The University reserves the right not to offer Informal Resolution in cases where the University determines Informal Resolution to be inappropriate based on the allegations or other circumstances (including but not limited to a situation where an employee or faculty member is alleged to have committed sexual misconduct against a student). The informal resolution process is also not available in a complaint involving more than two parties unless a) all parties consent to use the informal resolution process, b) there is an understanding among all parties about what happens when the right of any party to stop the informal resolution process and return to the formal investigation and hearing process is invoked, and c) there is an understanding among all parties about whether some parties, but not all, can agree to a resolution.
One objective of the Informal Resolution is to provide to the parties an opportunity to understand each other’s concerns and address them as collaboratively and usefully for the parties as possible, with the assistance of the facilitator. Informal Resolution will be pursued only where both the Complainant and Respondent agree to utilize the process. Either party in an Informal Resolution process may terminate it at any time and, if that occurs, the complaint will proceed to the formal investigation and adjudication process. Supportive measures are available to both parties in the same manner as they would be if the formal complaint were proceeding under the hearing process.

A written notice will be given to both parties before entering an Informal Resolution Process, and both parties must consent to the process in writing. No party should feel intimidated, coerced or threatened to participate in an Informal Resolution Process, or to withdraw from an Informal Resolution Process.

If both parties consent to participate in the Informal Resolution process, the University will assign a facilitator who will act in an independent, impartial manner to facilitate a resolution between the parties. The facilitator will schedule one or more meetings with the parties. The parties will not be required to meet in person unless they each wish to do so, and the facilitator may meet separately with each party to explore the party’s views about the allegations and desired outcome from the process. Either party may elect to have any meeting occur so that the parties are in different rooms and the facilitator “shuttles” between the parties. The Informal Resolution process should proceed with due promptness. The University imposes no specified timeframe for the process but the facilitator may choose to terminate the Informal Resolution Process (and either party may elect to terminate the Informal Resolution) if insufficient progress is being made.

A resolution is reached only if both parties agree. The facilitator’s role is to conduct the informal resolution process in a way that is impartial and does not favor one party over the other. The facilitator will not impose an outcome, although the facilitator may assist the parties in suggesting resolutions that appear to meet the parties’ needs. The facilitator will assist the parties in communicating information and opinions to the facilitator and each other regarding the allegations in an effort to find common ground and a resolution of the allegations that is satisfactory to both parties. A resolution may include a disciplinary component if the parties agree.

If a resolution is reached, the facilitator will draft a document reflecting the agreement between the parties that becomes final once it is signed by both parties. This written and signed Resolution indicates that the Complaint has been resolved under this Policy without the need for further investigation or to pursue the adjudicatory hearing process. After a written resolution has been finalized, the University will keep a record of the parties’ written consent to the Informal Resolution process and the written resolution. Any written resolution involving discipline or other action taken against a Respondent will be dealt with in the same manner as any other disciplinary action is taken. A party may terminate the informal process at any time before the final written resolution is signed.

For the Informal Resolution process to have the best chance for success, the parties should be free to express themselves. As a result, the information received from both parties during the Informal Resolution process will be kept confidential by the facilitator. In addition, the facilitator will not be available as a witness in any hearing that may occur should either party terminate the Informal Resolution process before a resolution. This is in keeping with the concept that the facilitator is impartial and is only facilitating the interaction between the two parties. If a resolution is not reached and the Formal Complaint returns or proceeds to the formal investigation and adjudicatory hearing
process, the parties may not disclose information shared by the other party during the Informal Resolution process in the hearing, unless that information is learned outside the Informal Resolution process through the investigation or otherwise.

The facilitator will be free from conflicts of interest and bias. An Informal Resolution leads either to an agreement between the parties or no agreement, in which case the complaint returns to the formal investigation and adjudication process. The University reserves the right to disallow an Informal Resolution that the University finds unacceptable or inappropriate.

14) Transcript Notation for Certain Offenses – Transcript Notation Process.
As required by New York law, all colleges and universities in New York are required to denote certain conduct outcomes on academic transcripts of students found in to have engaged in conduct that constitutes crimes of violence (including but not limited to sexual assault) as defined in the Clery Act. Required transcript notations, as appropriate to the circumstances, are:

- “Expelled after a finding of responsibility for a code of conduct violation”
- “Suspended after a finding of responsibility for a code of conduct violation”
- “Withdrawn with conduct charges pending”

Suspension and expulsion transcript notations are applied at the conclusion of the conduct proceedings and appeals processes. If a student withdraws with charges pending, but conduct proceedings are nonetheless completed, any final transcript notation will be based on the outcome of those proceedings. Pending completion of those proceedings, the transcript will carry the above withdrawal notation. Transcript notations for a student suspended are required by law to remain on the transcript for a period of at least one year following completion of the suspension. Per University policy, a withdrawal notation will remain on a transcript for at least one year following the withdrawal. Per state law, expulsion notations are not subject to removal. Subject to these minimum periods, a student may request to have a suspension/withdrawal transcript notation removed by submitting a petition in writing to the Title IX Coordinator, who will share the request with the Deans of Academic Affairs and Student Life. The Deans will make all decisions about notation removal. A petition will not be considered if filed before the expiration of the minimum one year periods noted above.

The petition shall include:

- A statement describing the incident and what was learned over the time away from the institution; and
- The rationale for removal of the notation;
- Documentation of successful completion of any terms imposed in the underlying conduct proceeding (e.g., completion of required or recommended in/out patient program, therapy or educational programming, etc.)

Petitions will be reviewed and a decision will be provided by the Deans in writing, generally within thirty days of submission. The Deans and/or the Title IX Coordinator may request additional information from the student. Decisions regarding the removal of transcript notations are within the discretion of the Deans.
If the Deans decide against removing a notation, the student may submit subsequent petitions seeking removal every five years since the Deans’ initial determination. These petitions will be made with the same process as the first petition and include updated information about the student’s experience since the earlier petition(s).

**Note on Withdrawal Prior to Conduct Case Adjudication**
A student who withdraws from the institution prior to an outcome of a pending conduct case should understand that the investigation and proceeding may continue, with or without their participation. Withdrawal from the institution will not protect a student from completion of disciplinary processes and possible sanctions. The transcript notation, if any, will be based upon the final outcome of any proceeding.

**L. Discrimination Other Than Sexual Misconduct**

This policy applies to complaints related to (a) discrimination based on gender, sexual orientation, gender identity or gender expression, or (b) discrimination or harassment based on any other category protected by law, regulation or policy (such as race, color, predisposing genetic characteristics, religion, age, disability, marital status, veteran’s status, or national or ethnic origin).

1. **Student Complaints**

A student who believes s/he has been the victim of discrimination other than Sexual Misconduct may report it to any of the Responsible Administrators noted above or may speak to her/his academic advisor, chairperson of the Department, any staff member in student life, particularly residence life, or counseling for guidance on how to proceed.

Complaints of such discrimination will be investigated and then submitted, by the Title IX Coordinator, either to the Discriminatory Harassment Hearing Board (DHHB, a subset of the Review Board), or to the Vice President for Student Life, for adjudication. In these types of cases, any advisor must be a non-lawyer, an active member of the University community and their role is as described in the procedures for Discriminatory Harassment Based on Identity other than Gender.

4. **Complaint By Employees**

A member of the University community who is not a student (*i.e.*, who is an employee) and who believes that s/he is experiencing or has experienced (a) discrimination based on gender, sexual orientation, gender identity or gender expression, or (b) discrimination or harassment based on any other category protected by law, regulation or policy (such as race, color, predisposing genetic characteristics, religion, age, disability, marital status, veteran’s status, or national or ethnic origin) may contact any of the Responsible Administrators listed above, although the employee is urged to report to the Director of Human Resources for Employee Relations, the Vice President with supervision of the area of the person charged, or the Vice President for Community and Employee Relations.

If the alleged perpetrator is a student, the procedure and processes for students will apply.

If the alleged perpetrator is also an employee, these procedures will apply: [https://www.stlawu.edu/title-ix/investigation-and-adjudication-procedures](https://www.stlawu.edu/title-ix/investigation-and-adjudication-procedures)
If the alleged perpetrator is not an active member of the University community, the matter will be investigated and handled by the Assistant Vice President of Safety & Security.

5. Complaints by Non-Members of the Community

When a non-member of the University community believes s/he is experiencing or has experienced (a) discrimination based on gender, sexual orientation, gender identity or gender expression, or (b) discrimination or harassment based on any other category protected by law, regulation or policy (such as race, color, predisposing genetic characteristics, religion, age, disability, marital status, veteran’s status, or national or ethnic origin), s/he should report concerns to the Assistant Vice President for Safety and Security or the Vice President for Community and Employee Relations. In such cases, the investigatory and resolution procedures to be followed in the event of a complaint can be found here: https://www.stlawu.edu/title-ix/investigation-and-adjudication-procedures

M. Retaliation

It is a violation of University Policy to retaliate against any person making a report of Sexual Misconduct or other Discrimination or against any person cooperating in the investigation of (including testifying as a witness to) any allegation of Sexual Misconduct (or other Discrimination). The University will not only take steps to prevent retaliation but will take strong responsive action if retaliation occurs and anyone engaging in retaliation is subject to disciplinary action, up to and including expulsion/termination (what action can be taken may depend upon whether the individual engaging in retaliatory conduct is within the jurisdiction of the University). Retaliation includes intimidation, threats, or harassment against any such reporting party or third party. Retaliation should be reported promptly to any Responsible Administrator and may result in disciplinary action independent of the sanction imposed in response to the underlying allegations of Sexual Misconduct (or other Discrimination).

N. Recordkeeping

Records generated in connection with reports, investigations and resolutions are maintained in confidential files maintained by an appropriate office, which may be the Title IX Coordinator, the Vice President and Dean of Student Life, Human Resources, and/or the Registrar (for records concerning disciplinary outcomes), and only those with a right and need to know are permitted access.

O. Training

The University trains all individuals involved in the investigation and resolution of complaints made pursuant to its Sexual Misconduct Policy. Training materials are unbiased, do not rely on sex stereotypes, and promote the fair and impartial investigation, adjudication, and resolution of complaints. The Title IX Coordinator, Responsible Administrators, persons assigned as investigators, individuals determining violations and/or considering appeals of determinations of this Policy, and any individuals who facilitate an informal resolution process will receive training on relevant topics, including discrimination, harassment, sexual exploitation, sexual assault, stalking, domestic violence and dating violence, what constitutes the scope of the institution’s “education program or activity” for purposes of
the application of this policy, how to apply the definition of “affirmative consent”, how to conduct fair and impartial investigations, the right during investigatory and adjudicatory proceedings to a presumption of “not responsible” until a finding of responsibility is made, issues of relevancy of evidence (including, for investigators, issues of relevance in creating an investigative report), how to disclose and appropriately address conflicts of interest and bias, and the University’s grievance process, including hearings, appeals, and the informal resolution process, as applicable. In addition, individuals serving as decision-makers under the Sexual Misconduct policy will receive training on any technology to be used at a live hearing and on issues of relevance of questions and evidence. The training provides participants involved in implementation of this policy with the tools they need to ensure that they serve in their roles in an objective manner and without bias.

P. Academic Freedom

St. Lawrence University is an academic institution at which academic freedom is necessary and valued. The University will not construe this Policy to prevent or penalize a statement, opinion, theory, or idea offered within the bounds of legitimate, relevant, and responsible teaching, learning, working, or discussion.

Q. Clery Act Compliance

The University is required to include for statistical reporting purposes the occurrence of certain incidents in its Annual Security Report (ASR). Names of individuals involved in incidents are not reported or disclosed in ASRs. In the case of an emergency or ongoing dangerous situation, the University will issue a timely warning to the campus. In such circumstances, the name of the alleged perpetrator may be disclosed to the community, but the name of the victim/complainant will not be disclosed.

R. Coordination with Other Policies

A particular situation may potentially invoke one or more University policies or processes. The University reserves the right to determine the most applicable policy or process and to utilize that policy or process.

This Policy does not apply to decisions relating to requests for reasonable accommodation due to a disability. Academic disability accommodations are handled by the Disability Services office and pursuant to that office’s policies. Work-related disability accommodations are handled by the Human Resources Office and pursuant to that office’s policies.

S. Delegation of Authority and University Counsel

Any University administrator or official whom this Policy empowers to act may request that the Title IX Coordinator delegate that authority to another appropriate University official, or the Title IX Coordinator in his or her own discretion may delegate that administrator’s or official’s authority to act to another appropriate person. Delegation of authority may be necessary to avoid conflicts of interest or where time constraints or other obligations prevent a University official named in this Policy from fulfilling his/her designated role.
The Title IX Coordinator may delegate his or her responsibilities and/or authorities under this Policy to any Deputy Title IX Coordinator or other appropriate official.

Any University administrator or official involved in implementing this Policy may seek the advice of the University’s legal counsel, to be coordinated through the Title IX Coordinator.

T. Interpretation/Other Issues

Final interpretation of any provision of these policies is vested in the Title IX Coordinator. Issues that are not specifically addressed in these policies may be resolved by the Title IX Coordinator.

U. Policy Compliance

Any person with a concern about the University’s handling of a particular matter should contact Vice President for Community and Employee Relations Lisa Cania, 315-229-5656, Vilas 114, lcania@stlawu.edu.

The U.S. Department of Education, Office for Civil Rights is a federal agency responsible for ensuring compliance with Title IX. OCR may be contacted at 400 Maryland Avenue, SW, Washington, DC 20202-1100, (800) 421-3481.

The University reserves the right to adapt or modify any of the specific procedures provided herein to deal with the unique circumstances presented by the University’s various off-campus programs, including specifically its overseas programs.
APPENDIX B

STUDENTS’ BILL OF RIGHTS
IN CASES INVOLVING SEXUAL ASSAULT,
DOMESTIC/DATING VIOLENCE AND STALKING

Pursuant to New York Law, all students have the right to:

1. Make a report to local law enforcement and/or state Police;
2. Have disclosures of domestic violence, dating violence, stalking, and sexual assault treated seriously;
3. Make a decision about whether or not to disclose a crime or violation and participate in the judicial or conduct process and/or criminal justice process free from pressure by the institution;
4. Participate in a process that is fair, impartial, and provides adequate notice and a meaningful opportunity to be heard;
5. Be treated with dignity and to receive from the institution courteous, fair, and respectful health care and counseling services, where available;
6. Be free from any suggestion that the reporting individual is at fault when these crimes and violations are committed, or should have acted in a different manner to avoid such crimes or violations;
7. Describe the incident to as few institution representatives as practicable and not be required to unnecessarily repeat a description of the incident;
8. Be protected from retaliation by the institution, any student, the accused and/or the respondent, and/or their friends, family and acquaintances within the jurisdiction of the institution;
9. Access to at least one level of appeal of a determination;
10. Be accompanied by an advisor of choice who may assist and advise a reporting individual, accused, or respondent throughout the judicial or conduct process including during all meetings and hearings related to such process; and

11. Exercise civil rights and practice of religion without interference by the investigative, criminal justice, or judicial or conduct process of the institution.

RIGHTS IN CASES INVOLVING
SEXUAL ASSAULT, DOMESTIC/DATING VIOLENCE AND STALKING

Anyone reporting an incident of sexual assault, domestic or dating violence or stalking has the right to:

1. Notify Campus Safety, Local Law Enforcement or the New York State Police.
2. Emergency access to a Title IX Coordinator or other appropriate official trained in interviewing victims of sexual assault who shall be available upon the first instance of disclosure by a reporting individual and who can provide information, including:

   • options to proceed, including the right to make a report to Campus Safety (reports to Campus Safety are reported to the Title IX Coordinator), Local Law Enforcement, and/or the New York State Police or choose not to report; to report the incident to the University; to be protected by the
University from retaliation for reporting an incident; and to receive assistance and resources from the University, as set out in the St. Lawrence University Discrimination and Harassment Policy, which can be found at https://www.stlawu.edu/title-ix.

- where applicable, the importance of preserving evidence and obtaining a sexual assault forensic examination as soon as possible;
- that the criminal justice process utilizes different standards of proof and evidence than the University’s misconduct procedures and that any questions about whether a specific incident violated the penal law should be addressed to law enforcement or to the district attorney;
- whether the person they are reporting to is authorized to offer the confidentiality or privacy; and
- Any other reporting options.

3. If they are a student, to contact the University’s Health and Counseling Center, where they may be offered confidential resources pursuant to applicable laws/University policies and can be assisted in obtaining services for reporting individuals; or to contact non-University confidential resources, including:

- **Canton-Potsdam Hospital**
  315-265-3300

- **Renewal House for Victims of Family Violence**
  (For Students/Staff)
  3 Chapel Street
  M-F 8:00am-5:00pm
  315-379-9845

- **Reachout of St. Lawrence County**
  (For Students/Staff)
  315-265-2422

- **Employee Assistance Program (For Staff)**
  1-800-327-2255

- **New York State Office of Victim Services**
  1-800-247-8035
  https://ovs.ny.gov

4. Disclose confidentially the incident and obtain services from the state or local government;

5. Disclose the incident to the University’s Responsible Administrators who can offer privacy or, appropriate cases determined by the Title IX Coordinator, confidentiality, subject the University’s Discrimination and Harassment Policy (which can be found at https://www.stlawu.edu/title-ix), and can assist in obtaining resources for reporting individuals;

6. File a report of sexual assault, domestic violence, dating violence, and/or stalking and consult the Title IX Coordinator and other appropriate University personnel for information and assistance. Reports shall be investigated in accordance with University policy. A reporting individual's identity shall remain private if that is what the reporting individual wishes, however privacy is not the same as confidentiality. Private information can be shared to implement and fulfill the University’s obligations under the law and its Discrimination and Harassment Policy and related Procedures;

7. Disclose, if the accused is a University employee of the institution, the incident to Human Resources or to request that a private employee assist in reporting to Human Resources; and
8. Receive assistance from appropriate University representatives if interested in initiating legal proceedings in family court or civil court, such assistance to consist of facilitation in contacting appropriate local agencies (e.g., Renewal House), who can provide direct assistance with court proceedings.

9. Withdraw a complaint or involvement from the University processes at any time, with the understanding that in appropriate cases, the University may nonetheless be required to proceed even if the reporting individual does not wish to do so.

Information about available resources, including intervention, mental health counseling and medical services that might be available to anyone reporting an incident can be found at https://www.stlawu.edu/title-ix). In addition, information on sexually transmitted infections and sexual assault forensic examinations can be obtained from the Health and Counseling Center, if a student, or from Canton-Potsdam Hospital or Planned Parenthood, if an employee. Certain resources are also available to victims of crimes through the New York State Office of Victim Services, https://ovs.ny.gov/

Updated August 8, 2016 pursuant to New York State "Enough is Enough" legislation and subsequent guidance from the New York State Department of Education. This Policy may be amended by the University at any time. Unless otherwise provided in the amendment, amendments to this Policy will become effective upon approval.

ADDENDUM RELATED TO THE PROTECTION OF MINORS
The St. Lawrence University Nondiscrimination, Discriminatory Harassment & Sexual and Interpersonal Misconduct Policies apply to all University students, faculty, staff, and non-University community members (where the alleged conduct arises out of University programs or activities). In any case where a known or suspected victim of Sexual Misconduct is a minor (defined in accordance with applicable law), the following policies and procedures will supplement and, in any case of conflict, supersede the standard policy:

• The institution will comply with all state mandated reporting laws relating to minors. (A Summary Guide for Mandated Reporters in New York State is available at https://ocfs.ny.gov/main/publications/Pub1159.pdf)

• To the extent consistent with state law, all faculty, staff, and volunteers affiliated with the institution are required to report internally to the University’s Title IX Coordinator any knowledge of or reasonable suspicion about sexual abuse perpetrated against a minor while on campus or in connection with any University-sponsored program or activity, regardless of where it occurs.

• Individuals who fail to comply with the internal reporting requirement will face discipline up to and including termination.

• All internal reports of alleged sexual abuse of a minor will be reviewed and investigated even if the allegations are denied by the alleged perpetrator or victim.

• When the institution receives an internal report of sexual abuse of a minor, the institution will promptly report the sexual abuse to:
  o All authorities designated under state law, such as municipal or local (i.e., non-campus) police and child protective services or a similar agency
  o The minor’s parents or guardians
  o The institution’s insurance carriers
• All internal reports of sexual abuse by one perpetrator against multiple minors will also be reported promptly to the University President, Risk Manager, and Board of Trustees.
Affirmative Consent

New York State law provides, and the University adopts, the following definition of affirmative consent:

“Affirmative consent is a knowing, voluntary, and mutual decision among all participants to engage in sexual activity. Consent can be given by words or actions, as long as those words or actions create clear permission regarding willingness to engage in the sexual activity. Silence or lack of resistance, in and of itself, does not demonstrate consent. The definition of consent does not vary based upon a participant's sex, sexual orientation, gender identity, or gender expression.”

Consent is free and informed permission. Consent given verbally is evidenced by affirmative agreement to engage in specific sexual activity. Consent through action is active participation in the specific sexual activity. Consent to any sexual act or prior consensual sexual activity between or with any party does not necessarily constitute consent to any other sexual act. Consent to some sexual activity (e.g., kissing, fondling) cannot be presumed consent for other sexual activity (e.g., intercourse). Consent to engage in sexual activity with one person does not constitute consent to engage in sexual activity with another. Consent may be initially given but withdrawn at any time. When consent is withdrawn or can no longer be given, sexual activity must stop.

Certain conditions prevent a person from being able to consent. Consent is required regardless of whether the person initiating the act is under the influence of drugs and/or alcohol. Consent cannot be given when a person is incapacitated, which occurs when an individual lacks the ability to knowingly choose to participate in sexual activity. Incapacitation may be caused by the lack of consciousness or being asleep, being involuntarily restrained, or if an individual otherwise cannot consent. Depending on the degree of intoxication, someone who is under the influence of alcohol, drugs, or other intoxicants may be incapacitated and therefore unable to consent.

In considering whether an individual is incapacitated due to drug or alcohol use, the University will look at a number of factors, including but not limited to the type/amount of alcohol and/or drugs used, as well as such outward signs as slurred or incoherent speech, impaired motor skills (e.g. walking, texting), vomiting, loss of consciousness, etc.

Consent cannot be given when it is the result of coercion or force. Coercion is a threat, undue pressure, or intimidation to engage in sexual activity. Coercion is more than an effort to persuade, seduce, entice, or attract another person to engage in sexual activity. A person’s words or conduct are sufficient to constitute coercion if they deprive another individual of the ability to freely choose whether or not to engage in sexual activity.

The University expects that any sexual activity (including sexual contact) will be based on mutual, affirmative consent to the specific sexual activity. Sexual activity in the absence of affirmative consent (i.e., “non-consensual sexual activity”) is prohibited. Sexual relationships between students and employees are strongly discouraged.