This handbook has been prepared for all students, administrators, faculty and staff at Saint Joseph’s University and others wishing to know more about University policies, procedures, programs, and activities. It is intended to be for informational purposes only. Every reasonable effort has been made to make certain that the information contained herein is accurate as of the date of publication (August, 2020; Updated January, 2021).

This handbook includes most policies in full, as well as hyperlinks to other policies available online and excerpts from lengthier policies. Students having questions about any of the policies should contact the Office of the Vice President for Student Life/Associate Provost. Unless otherwise indicated, review of the information contained within this handbook, including policies, procedures, programs, and activities, shall be initiated by the Office of the Vice President for Student Life/Associate Provost. Saint Joseph’s University, however, reserves the right, without prior notice, to correct errors and to make changes in policies, procedures, programs, and/or activities as it deems appropriate and in the best interest of the University.
UNIVERSITY MISSION STATEMENT

As Philadelphia's Jesuit Catholic University, Saint Joseph's provides a rigorous, student-centered education rooted in the liberal arts. We prepare students for personal excellence, professional success and engaged citizenship. Striving to be an inclusive and diverse community that educates and cares for the whole person, we encourage and model lifelong commitment to thinking critically, making ethical decisions, pursuing social justice and finding God in all things.

DIVISION OF STUDENT LIFE MISSION STATEMENT

Committed to our Catholic Jesuit tradition and guided by our Ignatian values, we empower our students to create a supportive and transformative educational experience. We provide challenging opportunities for the holistic development of students so that they may become servant leaders who discern goals, focus on social justice, appreciate diversity and lead lives of faith and purpose.
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## III. RESIDENTIAL LIVING POLICIES AND PROCEDURES (p. 79)
COMMUNITY STANDARDS
https://sites.sju.edu/communitystandards/
August, 2020; Updated January, 2021

Office of Community Standards Mission Statement

The Office of Community Standards supports the University’s Catholic and Jesuit mission through the education and administration of policies and expectations designed to promote a safe, respectful, inclusive, and welcoming environment, in which all students can learn, grow, and become moral leaders in their communities. The Office of Community Standards encourages all students to reflect on what it means to be a Hawk, on and off campus, and understand the impact and harm their individual decisions and actions can have on others. As an entity within the Office of Community Standards, Off Campus Student Life is dedicated to providing a positive quality of life in the community for off campus students and community members, through support, outreach, and accountability.

Community Standards

The Mission Statement of Saint Joseph’s University shapes the responsibilities and privileges afforded to members of the University community. These Community Standards are designed to foster a community conducive to achieving the mission of the University. Rooted in the Catholic Jesuit tradition, Saint Joseph’s University aims to create and to sustain an inclusive educational environment that facilitates students’ academic, personal, and spiritual development. At the core of these values is the Ignatian tradition of “cura personalis,” which affirms the goodness, the worth, and the dignity of every human being. Students affirm this commitment through adherence to the standards of conduct established within our community.

To support the continuation of a positive, safe, and educational setting, the University has adopted an array of policies, rules, regulations, and expectations. Should any member of the University community violate an established policy, rule, regulation, or expectation, the University has in place processes intended to educate and hold accountable those in violation and deter further violations by that and/or other individuals.

COVID-19 | ICARE Pledge

As a community that stands with and for others, we:

- **Invite** all to demonstrate character and caring in the Ignatian tradition of *cura personalis*: prioritize self-care and wellness, seek out support and programming, and refer others to helpful resources.
- **Commit** to washing and disinfecting our hands, work areas and living spaces frequently.
- **Accept** the responsibility to participate in University testing programs; physically distance on and off campus; wear masks; limit gatherings; and self-disclose symptoms, exposure and positive test results.
- **Recognize** and remind each other that following public health guidelines, including masking up, shows our care for one another and our broader communities.
- **Expect** our entire Saint Joseph’s community to do the same.

Individuals who repeatedly disregard simple actions that protect our community will be barred from the physical campus and could face disciplinary sanctions, including suspension. Community members are encouraged to report concerns and non-compliance with COVID-related requirements through sju.edu/incidentreportingform.

Please refer to the *Interim Sexual Misconduct Policy, Interim Policy Prohibiting Discrimination, Harassment and Retaliation, and Interim Title IX Grievance Policy* for the disciplinary processes in place to address alleged violations under those policies, respectively.
To Whom Do the Community Standards Apply?

By voluntarily choosing to affiliate with Saint Joseph’s University, all student members of the University are expected to uphold the standards of this community. This includes students who have been notified of their admission to the University and/or who are matriculated, enrolled, or registered in any University academic program or activity, at the graduate or undergraduate level (including non-degree seeking academic certificates and other programs). Students on a leave of absence and persons who were students when they allegedly violated the Community Standards are also included. For purposes of Antihazing Policy only, the definition of “student members” includes applicants who have applied to attend the University but who are not yet enrolled.

The Community Standards also apply to recognized or unrecognized student organizations, groups, or clubs, all athletic teams, including club sports, and all fraternity and sorority chapters (collectively referred to as “student organizations,” unless otherwise noted).

The Community Standards shall apply to conduct that occurs on-campus, on non-campus property owned or controlled by the University, or at University-sponsored events or programs (occurring either on- or off-campus, including University-sponsored study-abroad programs). The Community Standards shall also apply to any off-campus conduct of students (even if unrelated to a University-sponsored event or program) that has an actual or potential adverse impact on the University or any member of the University community. Students are responsible for the conduct of their guests, on- and off-campus.

The Vice President for Student Life/Associate Provost or designee shall decide whether certain conduct will commence the application of the Community Standards based on the fact and circumstances of each case.

What Conduct Would Violate the Community Standards?

Any conduct that violates standards set forth in the Student Handbook, the University Catalog, approved organizational constitutions and by-laws, room/board contracts/agreements, and other University bulletins may violate the Community Standards. Specifically, any student(s) or student organization(s) (“respondent”), alleged to have committed or alleged to have attempted to commit any of the following is subject to the Community Standards process.

This is not an all-inclusive list.

- Violating the University’s ICARE Pledge and/or COVID-19 Expectations

- Physically abusing or directly threatening another person, or engaging in any other conduct that directly threatens or endangers the health or safety of another person.

- Violating the Interim Sexual Misconduct Policy: Policy Regarding Sexual Assault, Sexual Harassment, Sexual Exploitation, Domestic Violence, Dating Violence, or Stalking (see Interim Sexual Misconduct Policy, which includes the disciplinary process for alleged violations of this policy).

1 Questions regarding the ICARE Pledge and COVID-19 Expectations may be directed to the Office of Community Standards (via email at communitystandards@sju.edu).
• Violating the Interim Grievance Policy for Addressing Formal Complaints of Sexual Harassment Under Title IX of the Educational Amendments of 1972 (see Interim Title IX Grievance Policy, which includes the disciplinary process for alleged violations of this policy).

• Violating the Antihazing Policy (see Antihazing Policy).

• Violating the Drug Policy (see Drug Policy).

• Violating the Alcohol Policy (see Alcohol Policy).

• Using, possessing, selling, or distributing fireworks, firearms, or other dangerous items (see Firearms Policy).

• Using fire to endanger, to harm another person or to destroy property; misusing or damaging fire safety equipment; initiating a false report; and/or failing to evacuate a building during an alarm.

• Violating the Interim Policy Prohibiting Discrimination, Harassment and Retaliation (see Interim Policy Prohibiting Discrimination, Harassment and Retaliation, which includes the disciplinary process for alleged violations of this policy).

• Engaging in Bias Activity.²

• Violating the Bullying Policy (see Bullying Policy).

• Destroying, damaging, or stealing private, public, or University property, or possessing stolen property.

• Failing to comply with the directions of University personnel (e.g., Residence Life, Public Safety & Security) who are acting in the performance of their duties. This includes failing to respond to a request for identification, or providing false identification.

• Entering/using or allowing others to enter/use University premises, facilities or property without authorization; possessing, duplicating, or using keys or access cards without authority.

• Engaging in lewd, obscene, or indecent behavior, including making lewd, obscene, or indecent gestures.

² Bias Activity is defined as conduct, verbal or written speech, images, or expression that demonstrate conscious or implicit bias, and which a reasonable person could reasonably experience as hurtful, or targets an individual or group because of that individual or group's actual or perceived “sex/gender, race, age of 40 or over, color, religion, national origin, ethnic origin, sexual orientation, gender identity, disability, genetic information, pregnancy, marital status, military and military veteran status, and any other status protected by law” (categories from SJU Non-Discrimination Statement). The expression of an idea or point of view may be offensive or inflammatory to some, but may not be determined to be Bias Activity. Whether something is Bias Activity is determined through a process based on a combination of the subjective feelings of the recipient/target of that activity and the objective “reasonable person” standard.

Please refer to the Interim Sexual Misconduct Policy, Interim Policy Prohibiting Discrimination, Harassment and Retaliation, and Interim Title IX Grievance Policy for the disciplinary processes in place to address alleged violations under those policies, respectively.
• Violating the University’s information technology policies (see Office of Information Technology Policies and Procedures).

• Making, distributing, or publishing a media recording of any person without that person’s consent and/or prior knowledge (e.g., audio, picture, video).

• Willfully interfering with, attempting to interfere with or disrupting the conduct of classes or other University activities.

• Substantially interfering with the right to freedom of expression.

• Misrepresenting identity or age; forging or altering records including University identification card or parking permits.

• Possessing a false identification card or driver’s license.

• Violating the Interim Policy on Sports Wagering (see Interim Policy on Sports Wagering).

• Failing to comply with sanctions imposed for earlier Community Standards violations or interfering with the University’s Community Standards process (e.g., retaliation).

• Violating Residential Living Policies, e.g., quiet hours, guest policy (see Residential Living Policies and Procedures).

• Violating the Student Vehicle Policy (see Student Vehicle Policy).

• Littering.

• Smoking in unauthorized locations (see Smoking Policy).

• Being dishonest.

• Engaging in conduct that is disrespectful to oneself.

• Engaging in conduct that is disrespectful to others, their well-being, and/or their property.

• Engaging in conduct that is disrespectful to the standards of the University and/or the laws of the larger community.

• Violating any federal, state, or local law or any University policy, rule, regulation, or expectation.

NOTE: Violations of the University’s Academic Honesty Policy are addressed according to the process set forth in the Academic Honesty Policy, rather than the Community Standards process.
Community Relations
Saint Joseph’s University is strengthened as an institution by the vitality of the Wynnefield, Overbrook Farms, Bala Cynwyd, and Merion Station neighborhoods. The campus is situated on City Avenue in a unique urban-suburban hybrid of communities. These neighborhoods contribute greatly to the diversity of the educational opportunities available to students.

The University expects students to behave as exemplary citizens when in the surrounding neighborhoods and to demonstrate respect and concern for all members of the local community. This includes being a good neighbor. Students are responsible for upholding all federal, state, and city laws and ordinances, especially those relating to public health, trash, noise, traffic, parking, zoning, and consumption of alcohol.

Students who do not fully comply with the Educational Housing District Law (https://sites.sju.edu/communitystandards/ehdl/) may be prohibited from participating in student organizations (i.e. registering an accurate off campus residential address with the University).

Non-Retaliation Statement
The University prohibits any act(s) or attempted act(s) to seek retribution against anyone who has reported an alleged violation of the University’s Community Standards or against anyone who has participated in an investigation, hearing, or related proceeding. Prohibited retaliatory acts include, but are not limited to, intimidation, direct threats, coercion, and discrimination.

What if Conduct May Also be a Violation of Law?
University Community Standards proceedings may be instituted for conduct that potentially violates both criminal law and the University’s Community Standards without regard to pending criminal arrest or prosecution. Proceedings in accordance with the Community Standards process may be carried out prior to, simultaneously with, or following criminal proceedings. Determinations made or sanctions imposed in accordance with the Community Standards process shall not be subject to change solely because criminal charges arising out of the same facts were dismissed, reduced, or resolved in favor of the criminal law defendant. The University may refer violations of the law to local law enforcement agencies.

What Should Be Done if Present During a Violation?
When a student knowingly is in the presence of a violation of Community Standards, the University expects the student to do one or more of the following: notify University staff, act as a bystander and intervene in the situation (i.e. ask the individual(s) to stop), or leave the situation immediately. All students should recognize that their presence during a violation may subject them to disciplinary action.

What Should Be Done If You or Others Need Help?
Help Seeker Statement: The welfare of each person in the Saint Joseph’s University community is paramount, and SJU encourages students to act as bystanders and offer help and assistance to others in need. Because the University understands that fear of disciplinary action may deter requests for emergency assistance, this statement was created to alleviate such concerns and reduce hesitation by SJU students to seek help. Students are expected to immediately report conduct or activity which poses a danger to the community or its members. For example, all students are expected to seek appropriate assistance for themselves or others in situations where help is needed to ensure proper care of a person who

Please refer to the Interim Sexual Misconduct Policy, Interim Policy Prohibiting Discrimination, Harassment and Retaliation, and Interim Title IX Grievance Policy for the disciplinary processes in place to address alleged violations under those policies, respectively.
is significantly intoxicated or under the influence of drugs. Students should not hesitate to seek help because of fear of disciplinary action.

In most circumstances, the help seeker and the student in need will not be charged with a policy violation through the University’s Community Standards process. In good faith reports regarding sexual harassment, hazing, or retaliation of the aforementioned, witness(es) and complainant(s)/victim(s) will not be charged with policy violations through the University’s Community Standards process for personal use of alcohol or drugs which are disclosed in the report.

Although students may be required to meet with a University official regarding the incident, Saint Joseph’s University will support and encourage this behavior by treating it as a health and safety matter, not as a disciplinary incident. In rare circumstances, such as cases of repeated, flagrant, or serious violations of the Community Standards (e.g., bodily harm, sexual misconduct, physical or verbal abuse or harassment, distribution of drugs, hazing, theft) or violations that caused the harm to another person requiring emergency response, conduct may be considered more than a health and safety matter.

How does the Community Standards Process Begin?

The Community Standards process may begin upon notice to the Office of Community Standards of an alleged violation(s). Any member of the University community (“complainant”) may file a complaint against a student(s) or student organization(s) (“respondent”) alleging violation of the Community Standards. In the case when the University initiates an incident report, it becomes the complainant. A complaint shall be submitted as soon as possible after the event takes place, preferably within one week; however, the timeliness of a complaint shall be determined by the Vice President for Student Life/Associate Provost based on the fact and circumstances presented.

Can the University Impose Interim Remedial Measures?

The University, through the Vice President for Student Life/Associate Provost, can determine that a student’s participation in activities on campus would be disruptive to the Community Standards process or risk harm to another student, self, or the broader University community, and impose interim remedial measures. During this time, students may be restricted in their access to the residence halls, and/or to the campus (including classes), and/or all other University activities or privileges (including computing and network privileges) for which the student might otherwise be eligible. The University may also impose contact restrictions between students. There is no appeal of these measures, but the University shall make every effort to conduct the Community Standards process without undue delay. The remedial measures may stay in place until the hearing and/or appeal process is complete.

In addition, at any time after the filing of a complaint, the Office of Community Standards may place a registration hold on the record of any student pending the outcome of proceedings or enforcement of a sanction. A registration hold may prevent, among other things, registration, the release of transcripts, and the awarding of a degree.

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3 The Director of Community Standards is William S. Bordak
Campion Student Center, Room 243  │  Telephone: 610-660-1046  │  Email: wbordak@sju.edu

Please refer to the Interim Sexual Misconduct Policy, Interim Policy Prohibiting Discrimination, Harassment and Retaliation, and Interim Title IX Grievance Policy for the disciplinary processes in place to address alleged violations under those policies, respectively.
What if the Respondent Withdraws from the University during the Community Standards Process?

If a respondent voluntarily withdraws from the University while a complaint is pending, a registration hold shall be placed on the respondent’s account and the respondent shall not be permitted to re-enroll until after the complaint has been resolved. In most cases, the Community Standards process shall continue and a decision may be rendered based on available information whether or not the respondent is available. No student may be found to have violated the Community Standards solely because the student failed to appear. If the complaint cannot be resolved because the complainant, key witnesses (character witnesses will not be considered or heard during the process), or evidence are not available, in most cases re-enrollment shall be denied. Permission for readmission shall be granted at the discretion of the Vice President for Student Life/Associate Provost.

What is the Community Standards Process?

When an incident report/complaint is received, the report/complaint is assigned to an administrator within the Division of Student Life. The following options are available for case resolution:

1. *Alternative Resolution*, most often conducted by a member of the Division of Student Life. Alternative Resolutions may include conflict resolution, facilitated dialogues, and mediation.

2. *Administrative Hearing*, most often conducted by a member of Residence Life or Community Standards professional staff.

3. *Peer Review Board Hearing* with a three-person panel consisting of students.

4. *Community Standards Board Hearing* with a three-person panel consisting of faculty, administrators/staff, and students.

5. The Office of Community Standards may choose to afford a respondent, based on the nature of the alleged violation(s), the opportunity to accept responsibility for violation(s) and accept assigned sanction(s) without a hearing being scheduled.

Most allegations of less serious Community Standards violations shall be heard by an Administrative Hearing Officer or the Peer Review Board, or addressed through an Alternative Resolution. More serious Community Standards violations shall be heard by an Administrative Hearing Officer, the Peer Review Board, or the Community Standards Board. Reports of Bias Activity, Discrimination, or Harassment by student respondents shall be addressed according to the *Responding to Bias Activity Protocol*.

For matters which involve more serious Community Standards violations, a pre-hearing meeting shall be scheduled. This pre-hearing meeting is part of the Community Standards process.

Are there Accommodations for Students with Disabilities?

Reasonable accommodations with respect to the Community Standards process shall be provided to students who are registered with the Office of Student Disability Services and who submit sufficient and appropriate documentation of their disability to the University.

Please refer to the *Interim Sexual Misconduct Policy*, *Interim Policy Prohibiting Discrimination, Harassment and Retaliation*, and *Interim Title IX Grievance Policy* for the disciplinary processes in place to address alleged violations under those policies, respectively.
Students are asked to contact the Office of Student Disability Services for assistance. The University will not affirmatively provide disability accommodations that have not been specifically requested by a respondent or complainant, even where the parties may be receiving accommodations in other institutional programs and activities.

Who is the Alternative Resolution or Administrative Hearing Officer?

Any professional staff member of the University community, trained by the Office of Community Standards, may serve as an Alternative Resolution or Administrative Hearing Officer to hear a complaint. In most cases, the Officer is a member of the Office of Community Standards or Office of Residence Life.

What is the Peer Review Board?

The Peer Review Board (PRB) is a group of students who are trained to hear specific cases. The PRB includes the following members:

Board – Board members are selected by the Director of Community Standards/designee and the Chairpersons of the PRB. The President of the University Student Senate/designee shall be invited to participate in the interview process of new Board members.

Chairpersons – Two voting Chairpersons are selected annually by agreement of the President of the University Student Senate/designee and the Director of Community Standards/designee.

Moderator/Resource Person – The Moderator shall advise the PRB on matters such as the type of information that may help in determining if Community Standards were violated and appropriate sanction(s). The Moderator shall also facilitate the appropriate paperwork and record keeping, as well as reserve the hearing space.

The Moderator selects three Board members (which includes one chairperson) to serve on a hearing panel for a particular matter. Board members shall disqualify themselves from serving on a panel if they believe in good faith that they cannot be objective in the matter. The respondent and complainant may object to a member for cause in writing within 24 hours of the written notification of the Board members serving on the panel. The Moderator shall rule on all objections and replace any disqualified members.

What is the Community Standards Board?

The Community Standards Board (CSB) is a group of students, faculty, and administrators/staff who are trained to hear cases that involve more serious violations of the Community Standards and serve a role within the Community Standards appeals process (see “What is the Appeals Process?”). The CSB includes the following members:

Board – Undergraduate student members are selected from the Peer Review Board by the Director of Community Standards/designee. Undergraduate adult students and/or graduate students are selected by the Director of Community Standards/designee. Faculty members are selected by the Faculty Senate. Administrators/staff are selected by the Vice President for Student Life/Associate Provost. The term of membership on the Community Standards Board shall be two years for faculty and administrators/staff and one year for students, unless

4 The Director of Student Disability Services is Dr. Christine Mecke
Bellarine, B-10 Telephone: 610-660-1774 or 610-660-1620 Email: cmecke@sju.edu

Please refer to the Interim Sexual Misconduct Policy, Interim Policy Prohibiting Discrimination, Harassment and Retaliation, and Interim Title IX Grievance Policy for the disciplinary processes in place to address alleged violations under those policies, respectively.
circumstances call for an adjusted term length (i.e. member withdrawal from the CSB before their term expiration). Terms are renewable.

Chairperson – The Chairperson is a voting member, who is selected by the Moderator on a case-by-case basis.

Moderator/Resource Person – The Moderator shall advise the CSB on matters such as the type of information that may help in determining if Community Standards were violated and appropriate sanction(s). The Moderator shall also facilitate the appropriate paperwork and record keeping, as well as reserve the hearing space.

The Moderator selects three Board members (which includes one chairperson) to serve on a hearing panel for a particular matter. The composition of each panel shall consist of at least one faculty/administrator/staff member and at least one student member. The third member may be either a faculty/administrator/staff member or a student member. Board members shall disqualify themselves from serving on a panel if they believe in good faith that they cannot be objective in the matter. The respondent and complainant may object to a member for cause in writing within 24 hours of the written notification of the Board members serving on the panel. The Moderator shall rule on all objections and replace any disqualified members.

What Happens Before the Hearing?

Upon receiving notice of an alleged violation, the appropriate Hearing Officer or Board Moderator shall notify the respondent via University email. In the case of student organizations, at a minimum, students serving in leadership role(s) (i.e. president, captain, coordinator) shall be notified as representatives of the respondent organization. Information regarding the hearing will be provided in the notice. In the case of more serious violations of the Community Standards, a pre-hearing meeting shall be scheduled, which is part of the Community Standards process. Determinative scheduling considerations are the involved students’ academic class schedules and the University’s schedule. Respondents are expected to attend their hearings or to forfeit the opportunity to provide information orally.

The respondent’s failure to attend the hearing does not limit the Hearing Officer, PRB, or CSB from making a decision based upon available information. If a student misses a hearing due to an emergency, it is the student’s responsibility to contact the Hearing Officer or Moderator within 24 hours after the scheduled hearing. No respondent may be found to have violated the Community Standards solely because they failed to appear.

How Can a Respondent Accept Responsibility and Assigned Sanction(s) Without a Hearing?

The Office of Community Standards may choose to afford a respondent, based on the nature of the alleged violation(s), the opportunity to accept responsibility for violation(s) and accept assigned sanction(s) without a hearing being scheduled.

The respondent shall receive, in writing via SJU email, notice of the alleged violation(s) and assigned sanction(s), and the option to accept responsibility and the assigned sanction(s) or request that the matter be addressed through a hearing. The respondent shall have three business days to request that a hearing be scheduled. Failure to request that a hearing be scheduled shall be considered acceptance of the outcome, and no hearing will be scheduled.

Please refer to the Interim Sexual Misconduct Policy, Interim Policy Prohibiting Discrimination, Harassment and Retaliation, and Interim Title IX Grievance Policy for the disciplinary processes in place to address alleged violations under those policies, respectively.
What is a Community Standards Advisor?

At any time during the Community Standards process, the respondent or complainant may consult with an advisor from the University community. An advisor is a member of the University community who a student is permitted to consult with throughout the process, including accompanying the student to meetings/hearings within the Community Standards process.

The choice whether or not to invite an advisor is solely that of the respondent or complainant involved.

An advisor serves to guide the individual through the Community Standards process. At any stage of the Community Standards process, the individual may seek advice from the advisor, and the advisor may give advice to that individual. However, the advisor may not speak for that individual or otherwise direct questions to or address others present in any Community Standards process meeting/hearing (e.g., the opposing party, witnesses, and/or the person conducting the meeting/hearing (university official)). An advisor cannot serve in a different role during the Community Standards process (e.g., witness).

The University may remove or dismiss an advisor who becomes disruptive or who does not abide by the restrictions on participation, as determined by the person conducting the meeting/hearing (university official).

An advisor may take notes, but is not permitted to inspect, read, copy, photograph, or transcribe any documents or data at any stage of the Community Standards process. While an advisor’s schedule is not determinative, reasonable efforts will be made to accommodate the advisor. Problems with an advisor’s schedule will not delay a meeting/hearing.

Non-University advisors, including family members or legal counsel, are not allowed to serve as advisors, inspect hearing records during the Community Standards process, or attend the meeting/hearing. The advisor may be someone who holds a J.D., so long as the person holding the J.D. is not then engaged in the active practice of law and discloses and affirms these circumstances to the Office of Community Standards prior to attending any meetings/hearings in this capacity with the advisee party. The Office of Community Standards has the final determination as to who may serve as an advisor.

Trained Advisors are listed on the Community Standards website (https://sites.sju.edu/communitystandards/community-standards-advisor/) and a list of trained advisors is available in the Office of Community Standards (Campion 243). A complainant or respondent may choose one of these Trained Advisors to serve as an advisor, or may select any other person from inside the University community to serve as an advisor.

What are the Hearing Procedures?

The Community Standards process is designed to encourage an open discussion that promotes an understanding of the facts, the individuals involved, the circumstances under which the incident occurred, and the nature of the conduct. During the hearing, accommodations such as providing separate facilities, to ensure the personal safety, comfort and well-being of the complainant, respondent, and/or other witnesses (character witnesses will not be considered or heard during the process), may be employed.

All meetings/hearings within the Community Standards process shall be private. Meetings/hearings shall not be recorded through the use of audio and/or visual devices.

Please refer to the Interim Sexual Misconduct Policy, Interim Policy Prohibiting Discrimination, Harassment and Retaliation, and Interim Title IX Grievance Policy for the disciplinary processes in place to address alleged violations under those policies, respectively.
Community Standards proceedings are not criminal or civil proceedings, but rather, internal administrative determinations of violations of institutional policy. Civil or criminal rules of procedure and evidence do not apply. The Vice President for Student Life/Associate Provost or designee shall make the final determination on the appropriateness of non-institutional information (i.e. polygraph test results, drug test results). Information, including hearsay, may be considered if material to the issue, not unduly repetitious, and the sort of information on which responsible persons are accustomed to rely in the conduct of serious affairs.

After receiving information at the hearing, the Hearing Officer, Peer Review Board, or Community Standards Board shall determine, as to each respondent and as to each potential violation of the Community Standards, whether the respondent(s) is/are responsible for violating the Community Standards; not responsible for violating the Community Standards; or whether, based upon the information available, no determination of responsibility could be reached. The Hearing Officer, PRB, or CSB evaluates the information received and considers credibility of information and key witnesses (character witnesses will not be considered or heard during the process) when determining if the Community Standards were violated. This determination shall be based upon the facts of the conduct alleged, and whether it is more likely than not that the student is responsible for the alleged violation(s). Subsequent reviewers shall not determine anew whether there was a Community Standards violation.

The inclusion of a specific charge(s) being considered in the hearing process in no way precludes a separate charge or investigation of any conduct that may be revealed once the process is under way. If additional conduct is revealed that may be a violation of the Interim Grievance Policy for Addressing Formal Complaints of Sexual Harassment Under Title IX of the Educational Amendments of 1972, the Interim Sexual Misconduct Policy, and/or the Interim Policy Prohibiting Discrimination, Harassment and Retaliation, the Hearing Officer, the Chairperson of the Peer Review Board, or the Chairperson of the Community Standards Board will inform the appropriate University official(s) and the newly revealed conduct will be subject to a separate process where the parties will be given an opportunity to respond.

What Factors are Considered in Sanctioning?

If the Hearing Officer, PRB, or CSB determines that there was a violation of the Community Standards, a sanction(s) shall be imposed. In addition to the egregiousness, which is predominate, of the violation itself, the following may be considered in determining sanctions: motivation (e.g. retaliation, bias, hate crimes, intention to cause damage, injury harm, or disruption); present attitude; past record, both positive and negative; the severity of the damage, injury, harm, or disruption, or the potential for such; honesty; maturity; cooperation; willingness to make amends; and compliance with previous sanctions.

What are Likely Sanctions for Community Standards Violations?

Student(s) or student organization(s) found responsible for violating the Community Standards may expect to receive one or more of the following sanction(s).

1. **Warning.** Written notice given and kept on file.

2. **Program Attendance or Facilitation.** Expectation to attend or facilitate an educational program(s).

3. **Writing Assignment.** Requirement to complete a relevant research and/or reflection paper.

Please refer to the Interim Sexual Misconduct Policy, Interim Policy Prohibiting Discrimination, Harassment and Retaliation, and Interim Title IX Grievance Policy for the disciplinary processes in place to address alleged violations under those policies, respectively.
4. **Discretionary Sanctions.** Requirement to complete and/or participate in work assignments, community service, University services or programs, or other related discretionary assignments

5. **Loss of Privileges.** Denial of specific privileges for a defined period of time (e.g., guest, computing and network, housing selection, visitation, dining services, University representation, co-curricular activities, athletic participation, work study position, leadership role).

6. **Counseling Assessments/Educational Meetings.** Requirement to complete meetings on, including but not limited to: general success and well-being, anger management, and/or alcohol or drug use.

7. **Fines.** Requirement to pay a specified monetary fee to the University. Fine money shall be used for educational and nonalcoholic alternative programs.

8. **Restitution.** Requirement to make payment to the University, other persons, groups, or organizations for damages.

9. **Administrative Relocation in University Housing.** Requirement to be placed in an assigned or relocated space in University housing.

10. **Disciplinary Probation.** A period of fixed duration, during which the status of a student or student organization at the University may be evaluated. This includes the possibility of more severe sanctions if the student or student organization is found responsible for violating the Community Standards during the probationary period. Disciplinary probation may impact a student's eligibility to participate in University-sponsored programs or services, or to serve in leadership positions. Unless otherwise stated, decisions about eligibility are made by the department or office responsible for the program or service in question, not by the Office of Community Standards.

11. **Deferred Suspension.** A period of fixed duration, during which a student or student organization is given the opportunity to demonstrate the ability to abide by the community’s expectations, as articulated in the Student Handbook. If the student or student organization is found responsible for violating the Community Standards during the deferred suspension period, a likely outcome shall include separation from the University community (i.e. suspension, expulsion). Deferred suspension may impact a student's eligibility to participate in University-sponsored programs or services, or to serve in leadership positions. Unless otherwise stated, decisions about eligibility are made by the department or office responsible for the program or service in question, not by the Office of Community Standards.

12. **Removal from University Residence.** Separation from the residence halls for a defined period of time. The student may be prohibited from participating in the University dining program. The student may be barred from entering all residences within the University residential community during the time of removal from campus housing.

13. **Suspension.** Separation from the University and/or University facilities for a specified period of time. The student or student organization shall not participate in any University-sponsored activity, receive University services, and may be banned from the University premises. The University may not accept any credits earned from another institution during this period toward a University degree. In the case of student organizations, this may include the removal of recognition. Reinstatement shall require the approval of the Vice President for Student Life/Associate Provost.

Please refer to the *Interim Sexual Misconduct Policy*, *Interim Policy Prohibiting Discrimination, Harassment and Retaliation*, and *Interim Title IX Grievance Policy* for the disciplinary processes in place to address alleged violations under those policies, respectively.
14. **Expulsion.** Permanent separation from the University and University facilities. In the case of student organizations, this may include the permanent removal of recognition.

15. **Revocation of Admission and/or Degree.** Admission to or a degree awarded from the University may be revoked at any time for fraud, misrepresentation, or another violation of Community Standards in obtaining the degree, or for other serious violations committed by a student prior to graduation.

16. **Withholding Degree.** The University may withhold awarding a degree otherwise earned until the completion of the process set forth in the Community Standards, including the completion of all sanctions imposed, if any.

Failure to abide by or complete any sanction shall be considered an additional violation of the Community Standards.

Student organizations may also face sanctions by University departments under which they function. For fraternity and sorority chapters, this may also include sanctions from national/international organizations.

**What is the Appeals Process?**

For all cases, the respondent shall have the right to appeal the outcome. In cases of crimes of violence or retaliation of the aforementioned both the respondent and complainant shall have the right to appeal the outcome.

For more information regarding access to student record information by respondents and complainants (including the ability to review process documents, the notification of outcomes, and the opportunity to appeal an outcome), please reference the Community Standards - Access to Student Record Information document found at [https://sites.sju.edu/communitystandards/access-to-student-record-information/](https://sites.sju.edu/communitystandards/access-to-student-record-information/).

In the case of student organizations, students serving in the capacity as representatives of the respondent organizations (i.e. president, captain, coordinator) shall have the right to appeal the outcome, on behalf of the organization. Student organizations are limited to one appeal, submitted on behalf of the organization.

Appeals must be prepared by and submitted by the student involved (respondent, and/or complainant, in cases of crimes of violence or retaliation of the aforementioned). Third parties may not submit an appeal on behalf of a student or student organization.

Appeal submissions shall be no longer than ten (10) single-spaced typewritten pages, using size 12 Times New Roman font and 1-inch margins. Submissions that do not meet these standards may be returned to the party for correction, but the timeline will not be extended unless there is evidence that technical malfunction caused the submission not to meet these standards.

**Timing of Appeal**

An outcome may be appealed within five (5) business days after receiving notice of the outcome (and sanctions).
Basis for an Appeal of the Outcome

The appeals process is reserved only for serious cases, for example, when the outcome may have been sanctions 12 through 16 listed within this handbook (“What are Likely Sanctions for Community Standards Violations?”).

Any appeal shall be in writing and state the grounds and the facts supporting the grounds for such appeal. The appeal should be delivered to the Vice President for Student Life/Associate Provost in Campion 243A or emailed to studentappeals@sju.edu. Grounds for appealing the outcome are limited to:

- Material procedural error that could have significantly impacted the outcome of the case, bias in the process, or failure to disclose conflict of interest. Bias in the process is not a disagreement with the outcome of the case.

- The existence of previously unavailable or unknown relevant evidence that could have significantly impacted the outcome of the case.

The appealing party shall bear the burden of establishing at least one of these grounds for appeal by a preponderance of the information. Appeals submitted for other reasons, or past the five (5) business day deadline articulated above, shall not be considered.

Should any other relevant information come to attention of the University during the appeals process, this information may be included by the University in the appeal documentation.

Responding to an Appeal

In cases of crime of violence or retaliation of the aforementioned, the non-appellant (or opposite appellant, if both the respondent and complainant appeal) shall be provided an opportunity to inspect and respond to the appeal submitted by the appellant. The opportunity to inspect shall be scheduled within five (5) business days of the appeal period expiring.

A written response to the other party’s appeal, if any, must be delivered, in writing, to the Vice President for Student Life/Associate Provost in Campion 243A or emailed to studentappeals@sju.edu within 48 hours of the opportunity to inspect.

Appeal responses must be prepared by and submitted by the student involved (respondent and/or complainant, in cases of crimes of violence or retaliation of the aforementioned). Third parties may not submit an appeal response on behalf of a student or student organization.

Appeal response submissions shall be no longer than ten (10) single-spaced typewritten pages, using size 12 Times New Roman font and 1-inch margins. Submissions that do not meet these standards may be returned to the party for correction, but the timeline will not be extended unless there is evidence that technical malfunction caused the submission not to meet these standards.

The appellant shall be provided an opportunity to inspect the other party’s response. No additional responses are accepted as appeal documentation at that point from either party.

Please refer to the Interim Sexual Misconduct Policy, Interim Policy Prohibiting Discrimination, Harassment and Retaliation, and Interim Title IX Grievance Policy for the disciplinary processes in place to address alleged violations under those policies, respectively.
The University’s Evaluation of An Appeal

Appeals will be considered by a panel of three trained Appeal Board members drawn from the Community Standards Board (“Panel”). The appointments and terms of membership of the Panel members are reflected through their Community Standards Board membership. The composition of each Panel shall consist of at least one faculty/administrator/staff member and at least one student member. The third member may be either a faculty/administrator/staff member or a student member. Panel members shall disqualify themselves from serving on an appeal panel if they believe in good faith that they cannot be objective in the matter.

A Moderator/Resource Person shall advise the Panel on matters such as the appeal process. The Moderator/designee shall also facilitate the appropriate paperwork and record keeping, as well as reserve meeting space, if the Panel determines that an additional meeting is required on appeal. A Panel may determine that they can resolve the appeal without a meeting or any additional fact-finding, and whether to have such meeting/fact-finding, or not, is within their sole discretion.

The respondent and complainant (in cases of crimes of violence or retaliation of the aforementioned) may object to a member of the Panel for cause in writing within 24 hours of the written notification of the Panel members. The Moderator/designee shall rule on all objections and replace any disqualified members.

Absent other considerations, the Panel will review all available information pertaining directly to the appeal and render a decision.

The Panel may affirm the outcome reached by the Hearing Officer/Board, which means all sanctions imposed as a result the outcome also remain in place. In this circumstance, the matter is concluded. No further appeal is permitted.

The Panel may remand the case to the Hearing Officer/Board, or if deemed to be appropriate, to a new Hearing Officer/Board, for further review. In this circumstance, the Hearing Officer/Board may conduct an additional review and may do one of the following: a) affirm the initial outcome and sanctions; b) affirm the initial outcome, but modify the sanctions; c) modify the initial outcome and modify the sanctions. No appeal is permitted from the Hearing Officer/Board decision on remand.

The respondent and complainant (in cases of crimes of violence or retaliation of the aforementioned) will be notified in writing of the appeal outcome.

During the appeal process, all imposed sanctions are in effect, unless determined otherwise by the Vice President for Student Life/Associate Provost.

Only One Appeal

During a particular disciplinary process, a party may file one appeal only.

Reviewing Student Discipline Records

To the extent it is appropriate to review student discipline records during the Community Standards process, only the complainant (in cases of crimes of violence or retaliation of the aforementioned), respondent, and the appropriate University officials may do so. Advisors may not review these records. Notes may be taken regarding the disciplinary records, but no
copies may be made nor may any photographs of the records (whether via camera, iPhone, etc.) be taken.

For more information regarding access to student record information by respondents and complainants (including the ability to review process documents, the notification of outcomes, and the opportunity to appeal an outcome), please reference the Community Standards - Access to Student Record Information document found at https://sites.sju.edu/communitystandards/access-to-student-record-information/.

Subsequent Information

The Office of Community Standards, in consultation with the Vice President for Student Life/Associate Provost, may reopen a closed report/complaint for further review when relevant, subsequent information becomes available. This review may result in a different outcome.

How is the Outcome of a Hearing Disclosed?

The respondent shall be notified in writing of the outcome of a Community Standards hearing, in most cases within three (3) business days after the hearing process concludes. The University does not disclose information regarding a student record, other than to the respondent; unless expressly permitted by law, for example:

• School Officials: Information may be shared with school officials whom the University has determined have a legitimate educational interest (e.g. for purposes of student support, assistance with the Community Standards process, sanction compliance, interim measure enforcement, student status).

• Parents/Guardians: Parents/guardians of dependent student respondents may be informed of Community Standards outcomes and sanctions, consistent with applicable considerations (e.g. nature of violation, outcome, sanctions, student status). Parents/guardians of dependent student respondents under age twenty-one may be informed of Community Standards outcomes and sanctions with respect to the use or possession of alcohol or controlled substances.

• Crimes of Violence, Sexual Harassment, or Retaliation: The alleged victim of a crime of violence, sexual harassment, or retaliation of the aforementioned, or the victim’s next of kin (if the victim dies as a result of the crime or offense), will be notified of the Community Standards outcomes and sanctions (e.g. contact restriction) of the complaint related to the victim, in writing. The final results of these proceedings may also, in rare cases, be disclosed to the University community.

• Interim Measures and/or Sanctions: In some cases, information regarding a Community Standards matter may be shared with other students for the purpose of interim measure and/or sanction enforcement.

For more information regarding access to student record information by respondents and complainants (including the ability to review process documents, the notification of outcomes)

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outcomes, and the opportunity to appeal an outcome), please reference the Community Standards - Access to Student Record Information document found at https://sites.sju.edu/communitystandards/access-to-student-record-information/.

What is the Policy on Retention of Discipline Records?

The University may disseminate student disciplinary information to officials at other schools without prior consent if (1) prior misconduct poses a significant risk to others and (2) officials at the other institution have a “legitimate educational interest” in the behavior of the student.

Community Standards violations and sanctions shall not be made part of the student’s permanent academic record, but shall become part of the student’s educational record. Student discipline records not relating to expulsion from the University are kept for seven years after the conclusion of the semester last attended by the student. Student discipline records relating to expulsion from the University are kept permanently. Case notes shall not be made a part of the student’s educational record, and will be destroyed upon the conclusion of the appeal period. Records are maintained by the Office of Community Standards and are generally confidential except in the case of subpoena, student consent (including background checks), or as provided above.

Community Standards records involving student organizations, not relating to expulsion from the University are kept for seven years after the conclusion of the semester during which the alleged conduct was reported.

Interpretation

Any question of interpretation regarding the Community Standards shall be referred to the Vice President for Student Life/Associate Provost for final determination.
SUMMARY OF ACADEMIC HONESTY POLICY

A. Purpose of Policy
The pursuit of knowledge can only take place in an atmosphere of honesty, integrity and mutual trust. In order to create and preserve such an atmosphere, and to protect the validity of the work product of honest students, the faculty, students and administration must be committed to a policy that regards the highest degree of academic honesty as the norm and does not tolerate acts of dishonesty.

B. Composition of the Academic Honesty Board
The Academic Honesty Board (AHB or Board) is composed of seventeen (17) members. In addition to the chairperson, the Board consists of eight (8) students [two (2) from the College of Arts & Sciences, two (2) from the Haub School of Business, one (1) from the School of Health Studies and Education, one (1) continuing adult undergraduate, and two (2) from Graduate students] and eight (8) faculty [two (2) from the Haub School of Business, one (1) from the School of Health Studies and Education, and five (5) divisional representative (humanities, social sciences and natural sciences/math), with no more than 2 representatives from any one division].

C. Acts of Dishonesty
Acts of dishonesty can arise in two (2) settings: 1) in formal courses, and 2) outside formal courses. Examples of dishonest acts include, but are not limited to, the following:

1. In Formal Courses
   - Cheating on tests, quizzes, reports, papers, assignments, etc.
   - Unauthorized collaboration
   - Fabricating or falsifying sources for papers and reports, or data and results for lab reports
   - Submitting the same paper or report in more than one (1) course without permission
   - Plagiarism – i.e. using information, ideas or language of another without proper citation, attribution, or acknowledgment of its source
   - Soliciting an act of dishonesty

2. Outside Formal Courses
   - Using false identification
   - Altering or falsifying official University records
   - Using academic facilities or equipment without authorization
   - Recording, selling or using lectures or instructional material without authorization
   - Removing, concealing or damaging library material

D. Procedures
Any student who has allegedly engaged in an act of dishonesty must be notified by either the faculty member or the Provost within ten (10) days of discovery of the suspected infraction. For a violation in formal courses, a faculty member, who after an interview and investigation, finds the student guilty, must give either (a) give the student a grade of either zero or F for the test or assignment or (b) an F for the course. For violations outside formal courses, the Provost, or his or her designee, who after an interview and investigation finds the student guilty, must impose an appropriate penalty. In either case, an Academic Honesty Violation Report must be
filed electronically by logging onto https://nest.sju.edu, and clicking on School Services; Administrative Services; Faculty & Advisors; Academic Honesty Violation.

E. **Appeals to the Academic Honesty Board**

There are three (3) ways by which cases reach the Academic Honesty Board:

1. A student can appeal his or her case to the Board if the student believes that:
   a. the charge is “unsubstantiated,” or
   b. the decision of guilt was procedurally unfair.

2. Any second infraction of the Academic Honesty Code is automatically sent to the AHB for a hearing on the possible imposition of more stringent sanctions (e.g., suspension, expulsion).

3. The Provost, or a faculty member, can refer a case to the Board when he/she believes that the permissible sanctions against the student are inadequate for the offense.

A student appeal, as well as referrals from the Provost or faculty, must state the grounds, be in writing, and sent to the AHB Chair within seven (7) days of notification of the faculty member’s decision.

On appeal, the Board will first decide whether to conduct a hearing. If a hearing is granted, the parties are given the opportunity to present their claims and defenses before the Board. The Board decides whether to affirm or reverse the Violation Report.

F. **Conclusion**

The foregoing is a brief description of the Academic Honesty Policy. It is not a substitute for reading the actual policy, which every student is expected to be thoroughly familiar. The Academic Honesty Policy is reprinted in the catalogs and in the *Student Handbook*.

The integrity of the academic process at Saint Joseph’s University is important to everyone in our community. You are admonished to comply with it, and at the same time encouraged to make use of it in the appropriate circumstances. You are welcome to address any questions or problems to the chairperson of the Academic Honesty Board.

**Dr. Jennifer Ewald, Chair**
Academic Honesty Board
Bellarmine Hall 330B
(610) 660-1864
jewald@sju.edu
ACADEMIC HONESTY POLICY

This policy was approved by the University Council on May 20, 1982, revised by University Council April 20, 1995, and approved by the President April 27, 1995, and further amended by the University Council October 21, 2004, March 19, 2009, and March 27, 2013.

The University exists primarily to sustain the pursuit of knowledge. Learning, to have true value, must be linked to a sense of honesty and integrity. It is the responsibility of every person in the academic community - faculty members, students, administrators - to ensure that dishonesty is not tolerated. Personal and communal integrity have always been fundamental in Jesuit education, and a sense of honor must be kept alive in every activity at Saint Joseph’s University.

In order to recognize the essential contribution of honor to University life, an official Academic Honesty Policy has been adopted. This policy addresses violations in two categories: acts of dishonesty in formal courses and acts of dishonesty outside those courses.

1. Acts of dishonesty in formal courses

In all courses, except for assignments where the instructor has explicitly directed otherwise, each student has the responsibility to submit work that is uniquely his or her own. All of this work must be done in accordance with established principles of academic integrity. Specific violations of this responsibility include, but are not limited to, the following:

a. cheating, copying, or the offering or receiving of unauthorized assistance or information in examinations, tests, quizzes, reports, assigned papers, or special assignments, as in computer programming, studio work, and the like;

b. the fabrication or falsification of data, results, or sources for papers or reports, as in laboratory reports;

c. any action which destroys or alters the work of another student;

d. the multiple submission of the same paper or report for assignments in more than one course without the prior written permission of each instructor;

e. plagiarism, the appropriation of information, ideas, or the language of other persons or writers and the submission of them as one’s own to satisfy the requirements of a course. Plagiarism thus constitutes both theft and deceit. Compositions, term papers, or computer programs acquired, either in part or in whole, from commercial sources or from other students and submitted as one’s own original work shall be considered plagiarism.

All students are directed to the standard manuals of style or reference guides for discussions of plagiarism and the means by which sources are legitimately acknowledged, cited, quoted, paraphrased, and footnoted, whether presented in an oral report or in writing.

f. unauthorized collaboration.

g. soliciting or aiding another person or persons to engage in specific conduct which would constitute a violation or an attempt to commit a violation under this policy.
2. Acts of dishonesty outside formal courses

Students have other academic responsibilities that may pertain to conduct outside formal coursework and which also fall under the jurisdiction of the University Academic Honesty Policy. Specific violations of such responsibilities include, but are not limited to, the following:

a. the misrepresentation of one’s own or another’s identity;

b. the alteration or falsification of official University records;

c. the unauthorized use of University academic facilities or equipment, including computer accounts and files;

d. the unauthorized recording, sale, or use of lectures and other instructional materials;

e. the unauthorized removal, mutilation, or deliberate concealment of materials in University libraries.

While the main purpose of the University Academic Honesty Policy is positive, to stress the importance of personal and communal integrity within an atmosphere of learning, the commission of any offense of academic dishonesty makes the violator subject to penalties determined to be justified by the University, according to the procedures which follow.

3. Primary Responsibility

Primary responsibility for investigating alleged infractions of the University Academic Honesty Policy under section 1, above, rests with the faculty member in whose course the infraction occurred. The faculty member also has the responsibility for determining the sanctions, specified below, for infractions under section 1. Similar primary responsibilities for infractions under section 2, above, normally rest with the Provost or his or her designee, hereinafter referred to as the Vice President. Primary responsibility for investigating infractions filed as complaints under section 5, below, and for determining the sanctions also rests with the Vice President. Whenever an infraction is alleged, the faculty member or the Vice President shall summon the student to an interview.

4. Interview

a. Notice.

An attempt to notify the student by letter, e-mail or phone must be made within 10 consecutive days of the discovery of the alleged infraction. An interview is to be held as soon as possible after the student is notified of the alleged infraction. However, cases in which the time frame cannot be met will not be dismissed for this reason alone.

b. Penalties.

i. Under section 1, above: After a review of the evidence, if a student is found guilty of an infraction, depending on its severity, the faculty member must either record a grade of zero or failure for the examination or assignment, or record a grade of failure for the course. In cases of failure for the course, withdrawal from the course is not permitted; in cases of failure or the grade of zero for an assignment or examination, withdrawal from the course must have the written approval of the responsible faculty member.
ii. Under section 2, above: After a review of the evidence, if a student is found guilty of an infraction (excepting those under section 2.e.), depending on its severity, the Vice President must either suspend or dismiss the student, or impose such other penalty as he or she determines appropriate for the offense. If a student is found guilty under section 2.e., one or more of the following sanctions may be imposed: restitution, fine, suspension, or dismissal. In cases of suspension, no credits for courses taken during the suspension will be accepted towards graduation requirements.

c. Files.
In all cases where a student is found guilty, the names of the principals, the pertinent dates, and the nature of the offense must be communicated in writing to the Office of the Registrar either by paper form or electronically to be maintained in a separate, confidential file. Upon receipt, the Registrar will send a copy of the Violation Report to the student. In cases of second offenses, the Director of the Office of the Registrar shall immediately notify the Chair of the Academic Honesty Board.

5. Complaints
Any member of the academic community may file with the Vice President a written complaint against a student alleging that an infraction has occurred. If, after prompt investigation, the Vice President finds that the complaint may be justified, the Vice President shall investigate further hold an interview with the student, and also notify the instructor of the course involved.

6. Academic Honesty Board

a. Composition. The Academic Honesty Board (AHB or Board) is composed of seventeen (17) members. In addition to the chairperson, the Board consists of eight (8) students [two (2) from the College of Arts & Sciences, two (2) from the Haub School of Business, one (1) from the School of Health Studies and Education, one (1) continuing adult undergraduate, and two (2) from Graduate students] and eight (8) faculty [two (2) from the Haub School of Business, one (1) from the School of Health Studies and Education, and five (5) divisional representative (humanities, social sciences and natural sciences/math), with no more than 2 representatives from any one division]. All members, including the chair, shall be nominated by appropriate deans or student governments and appointed by the Provost, with consideration given to anyone interested in serving on the Board. All members shall serve two-year terms which are renewable. In the event that the chair is temporarily unable to convene the board, he/she will designate one of the eight faculty members to act as chair until such time as the chair is again able to convene. Six Board members, including the Chair (or his/her designate) and at least one student representative, constitute a quorum in order to conduct business. Decisions of the Board shall be rendered by a simple majority of those present. The Chair (or his/her designate) shall vote only in the case of a tie.

b. Appeals and Referrals. An accused student may appeal to the Board in order to contest a determination of guilt if he or she believes the decision to have been unsubstantiated or procedurally unfair. The responsible faculty member or the Vice President may refer a case to the Board if he or she believes because of the severity of the offense that the penalties specified under section 4.b., above, are inadequate. All appeals and referrals must state grounds and must be made in writing to the Chair within seven days after notification of the decision.
c. **Hearings.** As soon as possible after the receipt of a written request for an appeal or a referral, the Chair (or his/her designate) shall consult a minimum of four board members, including at least one student representative, to determine whether sufficient grounds exist for conducting a formal hearing. For cases in which it is decided that there are not sufficient grounds for appeal, a letter explaining the basis for that decision shall be written and mailed to the student who made the appeal. Upon notification of a second offense, the Board must hold a hearing to decide what further action should be taken. Written notice of a formal hearing must be provided to the parties involved, normally seven days before the hearing. Present at the hearing may be the following: the accused student, the accusing person, any witnesses or advisor from the academic community called by the student or the accuser, anyone called by the Board. The decision of the Board shall be communicated in writing by the Chair to the accused student and to the responsible faculty member or the Vice President, as defined under section 3, above, usually within seven days after the hearing.

d. **Penalties.** If the Board finds a student guilty, it shall do one or more of the following: allow the original decision to stand; suspend the student for a specified period of time; dismiss the student from the University; or impose some other penalty which the Board deems more suitable. However, the Board cannot lessen penalties imposed under section 4.b., above.

e. **Files.** The Board shall retain a confidential file on each hearing specifying the names of the principals, the pertinent dates, the nature of the charge and its final disposition. At the end of each academic year the Chair shall submit a summary report on the proceedings of the Academic Honesty Board to the Vice President.

7. Academic Integrity Council

a. **Purpose.** The purpose of the Academic Integrity Council is to promote academic integrity throughout the university. The Academic Integrity Council is a special committee of the University Council.

Activities of the Council shall include, but are not limited to:

1. increasing awareness and knowledge of the principles and importance of academic integrity throughout the University community;
2. educating members of the University community regarding practices that advance, uphold, and reinforce academic integrity;
3. encouraging faculty, students, and staff to enforce the University Academic Honesty Policy;
4. educating members of the University community on methods to prevent academic integrity violations;
5. promoting compliance with the University Academic Honesty Policy throughout the academic community, in coordination with the Academic Honesty Board;
6. educating the University community about the substance and procedures of the University’s Academic Honesty Policy, in coordination with the Academic Honesty Board; and
vii. in coordination with the Academic Honesty Board, advising faculty how to investigate alleged infractions of the University Academic Honesty Policy and to comply with related procedures. The Academic Integrity Council complements the role of the Academic Honesty Board described in section 6, above. The roles of the two bodies are explicit and distinct. The Academic Honesty Board deals with appeals and referrals regarding reported violations of the Academic Honesty Policy. The Academic Integrity Council has the responsibility for proactive initiatives and programs to advance academic integrity throughout the University community.

b. Composition. The Academic Integrity Council (AIC) shall consist of four (4) faculty representing each division, four (4) students, and one (1) additional faculty member serving as chair. The chair shall be appointed by the senior academic officer. All members shall serve two-year terms (except as noted in iii. f, below), which are renewable.

The Council shall consist of both representative faculty and student members of the four academic divisions of the University, as well as function- or role-specific members who may be faculty or staff of the University.

i. Faculty members. The Academic Integrity Council shall consist of four (4) faculty members, one from each academic division of the university. All faculty members shall be nominated by Faculty Senate and appointed by the Chief Academic Officer, with consideration given to anyone interested in serving on the Council.

ii. Student members. The Academic Integrity Council shall consist of four (4) students, including one (1) from each of the four student constituencies (College of Arts and Sciences, Haub School of Business, College of Professional and Liberal Studies, and Graduate Programs). All student members shall be nominated by student government and appointed by the Chief Academic Officer, with consideration given to anyone interested in serving on the Council.

iii. Function- or role-specific members. Given the charge of the Academic Integrity Council, a number of University functions shall be represented on the AIC. Members of the University community who hold either faculty or staff appointments may be named to the Council in such a capacity. Faculty members named to the Academic Integrity Council as function- or role-specific members shall not be counted against the number of faculty members indicated in section i, above. All function- or role-specific members are appointed by the Chief Academic Officer (except as noted in f, below) to two-year terms, and based on nominations as follows:

a. The Vice President overseeing International Programs or his/her designee shall nominate one (1) staff member or one (1) faculty member to service on the Academic Integrity Council.

b. Information technology. The Information Technology Management team or its designee shall nominate one (1) University, College, or department level faculty or staff whose primary job functions include information technology to serve on the Academic Integrity Council.

c. Library. The Library Director or his/her designee shall nominate one (1) Librarian to serve on the Academic Integrity Council.
d. Student life. The Vice President overseeing student life or his/her designee shall nominate one (1) member of Student Educational Support Services whose primary job responsibilities are within Student Educational Support Services to serve on the Academic Integrity Council.

e. Writing Center. The Director of the Writing Center (whether a member of faculty or staff) shall serve as a member of the Academic Integrity Council. Additional functional members may be added to the AIC upon the approval of the University Council, provided however, that the AIC shall not seek a change in the number of functional representatives until it has had one year of operating experience.

c. Exclusions from membership. Members of the Academic Honesty Board, The Director of the Teaching Institute at SJU, Deans, Associate Deans, Assistant Deans, and Officers of the University may not serve on the Academic Integrity Council. In the event of a conflict between any of these exclusions and any functional or role specific member described in section b, above, the Chief Academic Officer shall name an appropriate member of the University community to serve in place of that individual as a member of the AIC.

d. Quorum and functioning. In the event that the Chair is temporarily unable to convene the AIC, he/she will designate one of the other faculty members to act as Chair until such time as the Chair is again able to convene the AIC. A quorum shall be one (1) more than half the members of the Council with at least two (2) student representatives being required for a quorum. Should changes occur in the names or structure of the University functions or roles indicated in sections b and c above, the Chief Academic Officer shall name an appropriate member of the University community to serve on the AIC in place of the named function or role. The applicable section of this policy should be subsequently revised as a matter of course.

e. Resources and support. Financial support for the activities of the AIC will be provided through the budget allocated to the Teaching Institute at SJU. Approval by both the Director of the Teaching Institute and the Chair of the AIC is required for such expenditures, subject to the normal budget and expense controls of the University.

f. Reporting. Each Academic year the Chair of the Academic Integrity Council shall submit a report (“Annual Report”) to the Chief Academic Officer for review and discussion by the University Council that will include: (1) a reporting of its activities, (2) an assessment of progress, (3) identification of current and emerging issues, (4) future plans, (5) recommendations, and (6) requests for funding or other substantive support. The goals and activities of the AIC contained in its Annual Report shall be reviewed by the University Council to ensure that there is no duplication or conflict with the activities of the Academic Honesty Board or other university bodies.

g. Initial review. The University Council will review the functioning, impact, and effectiveness of the Academic Integrity Council five years after its approval and formation. This review should be initiated through the appropriate annual report described in section f, above.
ALCOHOL POLICY

I. INTRODUCTION
In accordance with the Drug Free Schools and Communities Act Amendments of 1989, and as a Catholic, Jesuit institution, the Saint Joseph's University alcohol and drug policies reinforce the University's commitment to maintaining an environment that is dedicated to the physical, emotional, spiritual, and psychological development of all persons. This Alcohol Policy is guided by the care and concern for the individual person and the welfare of others. The Drug Policy can be found here (Drug Policy).

Any University student found in violation of this Policy may be subject to University disciplinary sanctions, including, but not limited to: Warning, Program Attendance or Facilitation, Writing Assignment, Discretionary Sanctions, Loss of Privileges, Counseling Assessments/Educational Meetings, Fines, Restitution, Administrative Relocation in University Housing, Disciplinary Probation, Deferred Suspension, Removal from University Residence, Suspension, Expulsion, Revocation of Admission and/or Degree, Withholding Degree.

II. STANDARDS OF CONDUCT
University policy on the use of alcohol combines observance of state law, protection of the overall community, and the reduction of high-risk behavior by students. It should be understood that the University in no way is a co-sponsor to events with alcohol unless it has specifically stated this prior to the event.

In compliance with the laws of the Commonwealth of Pennsylvania, no person under twenty-one years of age shall attempt or carry out the purchase, possession, consumption or transport of alcoholic beverages. No student shall attempt or carry out the transfer of any form of identification for the purpose of falsifying age in order to secure alcohol. No student shall give permission or render assistance in the sale, furnishing, or providing of alcohol to any person under twenty-one years of age.

Only under the conditions clearly stipulated in Section VI. of this policy (“Guidelines for Alcohol Beverage Distribution and Consumption at University Sponsored Student Events and Events that Have Students in Attendance”), is the possession or consumption of alcoholic beverages at University sponsored events by students twenty-one years of age and older permitted. This conditioned permission should not be interpreted to mean that the University encourages the use of alcoholic beverages. Furthermore, the University considers intoxication, disorderliness or offensive conduct deriving from the use of alcoholic beverages, regardless of a person’s age, to be unacceptable and such conduct may result in disciplinary action.

Examples of alcohol violations include, but are not limited to:

1. underage possession and/or consumption of alcohol
2. knowingly furnishing, transporting, and/or allowing minors to consume alcohol
3. use of alcohol resulting in involuntary, erratic and/or abusive behavior
4. unauthorized possession of a keg/beer ball
5. involvement in the high risk use of alcohol
6. exceptional number of persons observed in a residence on campus or off campus when an open container of alcohol is present
7. open container of alcohol in public area (including, but not limited to: hallways, lounges, buildings, outdoor spaces, campus parking lots, walkways, and athletic fields), unless otherwise approved by Section VI. of this policy (“Guidelines for Alcohol Beverage Distribution and Consumption at University Sponsored Student Events and Events that Have Students in Attendance”).

III. HELP SEEKER STATEMENT

The welfare of each person in the Saint Joseph’s University community is paramount, and SJU encourages students to act as bystanders and offer help and assistance to others in need. Because the University understands that fear of disciplinary action may deter requests for emergency assistance, this statement was created to alleviate such concerns and reduce hesitation by SJU students to seek help. Students are expected to immediately report conduct or activity which poses a danger to the community or its members. For example, all students are expected to seek appropriate assistance for themselves or others in situations where help is needed to ensure proper care of a person who is significantly intoxicated or under the influence of drugs. Students should not hesitate to seek help because of fear of disciplinary action.

In most circumstances, the help seeker and the student in need will not be charged with a policy violation through the University’s Community Standards process. In good faith reports regarding sexual harassment, hazing, or retaliation of the aforementioned, witness(es) and complainant(s)/victim(s) will not be charged with policy violations through the University’s Community Standards process for personal use of alcohol or drugs which are disclosed in the report.

Although students may be required to meet with a University official regarding the incident, Saint Joseph’s University will support and encourage this behavior by treating it as a health and safety matter, not as a disciplinary incident. In rare circumstances, such as cases of repeated, flagrant, or serious violations of the Community Standards (e.g., bodily harm, sexual misconduct, physical or verbal abuse or harassment, distribution of drugs, hazing, theft) or violations that caused the harm to another person requiring emergency response, conduct may be considered more than a health and safety matter.

IV. HEALTH RISKS

Alcohol consumption can result in serious health problems, and significant changes in behavior. Low to moderate consumption of alcohol impairs speech, coordination, decision making and judgment. Moderate to high doses of alcohol significantly impair a person’s judgment, coordination and abstract mental functioning, severely altering a person’s ability to learn and remember information. It also increases the incidence of a variety of violent behaviors on college campuses, including sexual assault, vandalism, and fighting.

Prolonged heavy alcohol use may lead to abuse and dependence characterized by significant impairment in social functioning and failure to fulfill obligations at work, school or home. Continued abuse and dependence may cause permanent damage to vital organs. Very high doses of alcohol can cause respiratory depression and death.

V. ALCOHOL RESOURCES

To reflect its commitment to alcohol and drug awareness, the University calls upon key individuals and departments to educate the University community on the dangers of alcohol abuse and drug use:
The Office of Student Outreach and Support coordinates alcohol and drug education and programming, as well as materials to assist students with issues concerning alcohol and drug usage.

Members of the Division of Student Life and the Office of Public Safety & Security assist in implementing and enforcing the policy.

The Advisory Council on Alcohol, Drugs, and Student Health assists the Vice President for Student Life/Associate Provost by making recommendations for an overall vision and plan for the wellness, alcohol, and drug education needs of Saint Joseph’s University.

The University makes available to all students Counseling and Psychological Services, a counseling office staffed principally by licensed mental health professionals. A staff psychologist with a particular focus on substance abuse issues is included. For students engaged in counseling at the center, the services of a qualified psychiatrist are also available. The University strongly urges its students to take advantage of these services.

Campus Resources:
- Office of Student Outreach and Support - 610-660-3462
- Student Health Center - 610-660-1175
- Counseling and Psychological Services (CAPS) - 610-660-1090
- Alcoholics Anonymous (on-campus) - 610-660-3462 [contact the Office of Student Outreach and Support for more information]

Local Resources:
- Alcoholics Anonymous (off-campus) - https://www.aa.org

The Drug-Free Schools and Communities Act Biennial Review provides more detailed information about Saint Joseph's University alcohol and drug programs (https://sites.sju.edu/wade/drug-alcohol-abuse-prevention-program-biennial-review/).

VI. GUIDELINES FOR ALCOHOL BEVERAGE DISTRIBUTION AND CONSUMPTION AT UNIVERSITY SPONSORED STUDENT EVENTS AND EVENTS THAT HAVE STUDENTS IN ATTENDANCE

Approval from the Vice President for Student Life/Associate Provost must be secured for the distribution and consumption of alcohol at University sponsored events attended by students. The approval form can be found at https://forms.sju.edu/studentlife/view.php?id=95717.

In addition to Aramark (licensee) policies, the below guidelines apply to such events. The VPSL/designee may require additional guidelines (including, but not limited to: event times, drink limits, type of alcohol, security presence, etc...) and/or otherwise amend what is included below, given the nature of the event and/or request.

- Event sponsors must ensure that requests for alcoholic beverages have been made within the timelines published in the Facility Usage Policy.

- Event sponsors must remain in attendance for the duration of the event.

- Possession and consumption of alcoholic beverages is only permitted within the approved area designated for the event. No persons shall be permitted to exit this area...
with an alcoholic beverage. The area must include adequate signage indicating such boundaries.

- Event attendees shall be clearly identified (via wristband, stamp, marker, etc…) as to whether they are permitted or not permitted to drink alcoholic beverages.

- Non-alcoholic beverages must be available and must be featured as prominently as the alcoholic beverages throughout the event.

- Food items must be available throughout the event.

- No person shall sell, give, or otherwise make available any alcoholic beverage to a person who is visibly intoxicated.

- Drinking games are not permitted (i.e. beer pong, flip cup, etc…).

- All other University policies relating to alcohol shall also apply, including but not limited to, the student Alcohol Policy and the Human Resources Drug & Alcohol Policy.

VII. LEGAL STATUTES

Students are expected to comply with applicable laws regarding the unlawful use, possession or sale of illicit drugs and alcohol. Students may be subject to both institution and criminal sanctions as provided by federal, state, and local law.

In addition to violations of University policies, there are state and local laws, including, but not limited to, Title 18 (Pennsylvania Crimes Code) and Title 75 (the Pennsylvania Vehicle Code) that impose significant criminal penalties if violated.

**Title 18**: Note, in particular, Sections 5505 (Public Drunkenness); 6307 (Misrepresentation of Age to Purchase Liquor or Malt Brewed Beverages (Beer)); 6308 (Purchase, Consumption, Possession or Transportation of Liquor or Malt or Brewed Beverage by A Minor); 6310.1 (Selling or Furnishing Liquor or Malt or Brewed Beverages to Minors); 6310.7 (Selling or Furnishing Non-Alcoholic Beverages to Persons Under 21); 6310.2 (Manufacture or Sale of False Identification Card); 6310.3 (Carrying a False ID); and, 3809 (Restriction on Alcoholic Beverages (Open Container)).

**Title 75**: Note, in particular, Sections 3718 (Minor Prohibited from Operating with Any Alcohol in System); 3802 (Driving Under the Influence of Alcohol or Controlled Substance); 3802(a) (General Impairment); 3802(b) (High Rate of Alcohol); 3802(c) (Highest Rate of Alcohol); 3802(d) (Controlled Substances); 3802 (e) (Minors); 3802(f) (Commercial or School Vehicles); 3735 (Homicide by Vehicle While Driving under the Influence); and, 3735.1 (Aggravated Assault by Vehicle while Driving under the Influence). Pennsylvania Liquor Laws: [http://www.lcb.state.pa.us/](http://www.lcb.state.pa.us/).

**Title 18 – Pennsylvania Crimes Code**

**Section 5505 Public drunkenness.** A person is guilty of a summary offense if he appears in any public place manifestly under the influence of alcohol...to the degree that he may endanger himself or other persons or property, or annoy persons in his vicinity.
### Section 6307 Misrepresentation of age to secure liquor or malt or brewed beverages

A person is guilty of a summary offense for a first violation and a misdemeanor of the third degree for any subsequent violations if he being under the age of 21 years, knowingly and falsely represents himself to be 21 years of age or older to any licensed dealer, distributor or other person, for the purpose of procuring or having furnished to him, any liquor or malt or brewed beverages.

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<th>Penalty</th>
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<td>License Suspension</td>
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### Section 6308 Purchase, consumption, possession or transportation of liquor or malt or brewed beverages

A person commits a summary offense if he, being less than 21 years of age, attempts to purchase, purchases, consumes, possesses or knowingly and intentionally transports any liquor or malt or brewed beverages.

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<tr>
<td>Fine</td>
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<td>License Suspension</td>
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### Section 6309 Representing a minor to be 21 or older

A person is guilty of a misdemeanor of the third degree if he knowingly, willfully and falsely represents to any licensed dealer, or other person, any minor to be of full age, for the purpose of inducing [that] person to sell or furnish any liquor or malt or brewed beverages to the minor.

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### Section 6310 Inducement of Minors to Buy Liquor or Malt or Brewed Beverages

A person is guilty of a misdemeanor of the third degree if he/she intentionally and knowingly sells or...furnishes or purchases with the intent to sell or furnish any liquor or malt or brewed beverages to persons less than 21 years of age.

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### Section 6310.1 Selling or furnishing liquor or malt or brewed beverages to minors

A person commits a misdemeanor of the third degree if he/she intentionally and knowingly sells or...furnishes or purchases with the intent to sell or furnish any liquor or malt or brewed beverages to persons less than 21 years of age.

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**Section 6310.2 Manufacture or sale of false identification card.** A person commits a misdemeanor of the second degree if he intentionally, knowingly or recklessly manufactures, makes, alters, sells or attempts to sell an identification card falsely representing the identity, birth date or age of another.

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**Section 6310.3 Carrying a false identification card.** A person commits a summary offense for a first violation and a misdemeanor of the third degree for subsequent violations if he/she, being under 21, possesses an identification card falsely identifying that person by name, age, date of birth or photograph as being 21 years of age or older, or obtains or attempts to obtain liquor or malt or brewed beverages by using the identification card of another or by using an identification card that has not been lawfully issued to or in the name of that person who possesses the card.

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<td>License Suspension</td>
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**Section 6310.7 Selling or furnishing nonalcoholic beverages to persons under 21.** A person commits a summary offense if he intentionally and knowingly sells or furnishes nonalcoholic beverages to any person under 21 years of age. As used in this section, the term “nonalcoholic beverage” means any beverage intended to be marketed or sold as nonalcoholic beer, wine or liquor having some alcohol content but not containing more than 0.5% alcohol by volume.

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*Sales without a license or purchase from an unlicensed source of liquor or malt beverages are prohibited. *It is unlawful to possess or transport liquor or alcohol within the Commonwealth unless it has been purchased from a State Store or in accordance with Liquor Control regulations.

**Title 75 – Pennsylvania Vehicle Code**

**Section 3718 Minor prohibited from operating with any alcohol in system.** Notwithstanding any other provision of this title, a minor shall not drive, operate or be in physical control of a motor vehicle while having any alcohol in his system. A person who violates this subsection commits a summary offense.

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**Section 3809 Restriction on alcoholic beverages.** It is unlawful for any person who is an operator or an occupant in any motor vehicle to be in possession of an open alcoholic beverage container or to consume any alcoholic beverage or controlled substance while the motor vehicle is located on any highway in this Commonwealth. Any person who violates this section commits a summary offense.
**Penalty** | **1st Offense** | **2nd Offense** | **Subsequent Offense**
---|---|---|---
**Fine** | $25 | $25 | $25

**Section 3802(e) DUI-Minors.** A minor may not drive, operate or be in actual physical control of the movement of a vehicle after imbibing a sufficient amount of alcohol such that the alcohol concentration in the minor’s blood or breath is .02% BAC or over within two hours after the minor has driven, operated or been in actual physical control of the movement of the vehicle.

**Penalty** | **1st Offense** | **2nd Offense** | **Subsequent Offense**
---|---|---|---
**Fine** | $500-$5000 | $750-$5000 | $1500-$10000
**Jail** | 48 hrs – 6 mos. | 30 days – 6 mos. | 90 days – 5 yrs 18 mos.
**License Suspension** | 12 mos. | 12 mos. | 18 mos.

**Additional Penalties May Include:** • Alcohol Highway Safety School; CRN Evaluation • Alcohol Highway Safety School; CRN Evaluation; Ignition Interlock; D & A Assessment & Compliance • CRN Evaluation; Ignition Interlock; D & A Assessment & Compliance

**ANTIHAZING POLICY**

**I: Policy Statement**

Saint Joseph’s University (“the University”) does not tolerate hazing in any form. The University believes that hazing is contrary to the teaching of long-standing religious and moral principles that underscore human dignity and contradicts an environment of friendship, maturity and charity within its collegiate community. Anyone found responsible for violating this Antihaazing Policy (“the Policy”) may face disciplinary action from the University, and may also face criminal charges under state law, including The Timothy J. Piazza Antihaazing Law, 18 Pa. C.S. § 2801, et seq.

**II: Purpose**

The purpose of this document is to state the University’s Antihaazing Policy; identify how the University will enforce this Policy; and identify resources for reporting violations of this Policy.

**III: Application & Jurisdiction**

This Policy applies to all (a) student members of the University (as defined below); (b) all Student Organizations (as defined below); and (c) other persons associated with a Student Organization, which could include employees, volunteers or contractors.

All “student members” of the University are expected to comply with this Policy. “Student members” means students who have been notified of their admission to the University and/or who are matriculated, enrolled or registered in any University academic program or activity, at the graduate or undergraduate level (including non-degree seeking academic certificates and other programs). Students on a leave of absence and persons who were students when they allegedly violated this Policy are also included. For purposes of this Policy only, the definition of “student members” includes applicants who have applied to attend the University but who are not yet enrolled. Finally, students are responsible for the behavior of their guests.
Student Organizations includes recognized or unrecognized student organizations, groups, or clubs, all athletic teams, including club sports, and all fraternity and sorority chapters (collectively “Student Organizations”).

This Policy applies to conduct that occurs on or off-campus.

IV: Prohibited Conduct

The University adheres to Pennsylvania’s Antihazing Law, which defines hazing to include: Hazing, Aggravated Hazing, Organizational Hazing and Institutional Hazing. Hazing, Aggravated Hazing, Organizational Hazing and Institutional Hazing (defined below) are each prohibited by the University’s Policy. **It is not a defense that the consent of the minor-victim or student-victim was sought or obtained. It is also not a defense for any student that the conduct was sanctioned or approved by a Student Organization.**

☐ **Hazing:** Intentionally, knowingly or recklessly, for the purpose of initiating, admitting or affiliating a minor or student into or with a Student Organization, or for the purpose of continuing or enhancing a minor or student’s membership or status in a Student Organization, causes, coerces or forces a minor or student to do any of the items listed below in (1) – (6). Hazing shall NOT include “reasonable and customary” athletic, law enforcement or military training, contests, competitions or events.

1. Violate Federal or State criminal law, or the University’s Community Standards;
2. Consume any food, liquid, alcoholic liquid, drug or other substance which subjects the minor or student to a risk of emotional or physical harm;
3. Endure brutality of a physical nature, including whipping, beating, branding, calisthenics or exposure to the elements;
4. Endure brutality of a mental nature, including activity adversely affecting the mental health or dignity of the individual, sleep deprivation, exclusion from social contact or conduct that could result in extreme embarrassment;
5. Endure brutality of a sexual nature;
6. Endure any other activity that creates a reasonable likelihood of bodily injury to the minor or student.

For the purposes of this Policy, the terms “risk” and “brutality” should be read broadly. Risk includes potential risks, however slight. Brutality includes any activity with a reasonable likelihood of endangering another person’s mental or physical health or safety [including but not limited to those specific activities listed above in (3) – (5)].

☐ **Aggravated Hazing:** Hazing that results in serious bodily injury or death to a minor or student; and where:

1. The person acts with reckless indifference to the health and safety of the minor or student; or
2. The person causes, coerces, or forces the consumption of an alcoholic liquid or drug by the minor or student.
Organizational Hazing: Hazing or Aggravated Hazing that a Student Organization intentionally, knowingly, or recklessly promotes or facilitates.

Institutional Hazing: Hazing or Aggravated Hazing that an institution – through one more of its employees or authorized agents -- intentionally, knowingly or recklessly promotes or facilitates.

V: Additional Definitions Applicable to this Policy

Bodily injury: Impairment of physical condition or substantial pain.

Serious bodily injury: Bodily injury which creates a substantial risk of death or which causes serious, permanent disfigurement, or protracted loss or impairment of the function of any bodily member or organ.

VI: Help Seeker and Safe Harbor

A. University Help Seeker Statement

This Antihazing Policy will be administered consistent with the University Help Seeker Statement, which states:

The welfare of each person in the Saint Joseph’s University community is paramount, and SJU encourages students to act as bystanders and offer help and assistance to others in need. Because the University understands that fear of disciplinary action may deter requests for emergency assistance, this statement was created to alleviate such concerns and reduce hesitation by SJU students to seek help. Students are expected to immediately report conduct or activity which poses a danger to the community or its members. For example, all students are expected to seek appropriate assistance for themselves or others in situations where help is needed to ensure proper care of a person who is significantly intoxicated or under the influence of drugs. Students should not hesitate to seek help because of fear of disciplinary action.

In most circumstances, the help seeker and the student in need will not be charged with a policy violation through the University’s Community Standards process. In good faith reports regarding hazing or retaliation of the aforementioned, witness(es) and complainant(s)/victim(s) will not be charged with policy violations through the University’s Community Standards process for personal use of alcohol or drugs which are disclosed in the report.

Although students may be required to meet with a University official regarding the incident, Saint Joseph’s University will support and encourage this behavior by treating it as a health and safety matter, not as a disciplinary incident. In rare circumstances, such as cases of repeated, flagrant, or serious violations of the Community Standards (e.g., bodily harm, sexual misconduct, physical or verbal abuse or harassment, distribution of drugs, hazing, theft) or violations that caused harm to another person requiring emergency response, conduct may be considered more than a health and safety matter.

B. Safe Harbor

Reporting Party: Under the Pennsylvania antihazing law, an individual shall not be prosecuted for a criminal offense under the law if the individual can establish all of the
following:

1) A law enforcement officer first became aware of the individual’s violation of the antihazing law because the individual placed a 911 call or contacted campus security, police, or emergency services, based on a reasonable belief that another individual was in need of immediate medical attention to prevent death or serious bodily injury;

2) The individual reasonably believed the individual was the first individual to make a 911 call or contact campus security, police, or emergency services and report that an individual needed immediate medical attention to prevent death or serious bodily injury;

3) The individual provided the individual’s own name to the 911 operator or equivalent campus security officer, police, or emergency services personnel; and

4) The individual remained with the individual needing medical assistance until a campus security officer, police or emergency services personnel arrived and the need for the individual’s presence had ended.

**Individual Needing Assistance:** In addition, under the Pennsylvania antihazing law, an individual needing medical attention is immune from prosecution for an offense under the antihazing law or under Pennsylvania state law related to purchase, consumption, possession or transportation of liquor or malt or brewed beverages only if another individual reported the incident, remained with the individual needing medical attention, and otherwise qualifies for the safe harbor set forth in Section VI.B.

**VII: How to Report Violations of this Policy**

The University expects all members of the University community who believe that they have witnessed, experienced, or are aware of conduct that constitutes Hazing, Aggravated Hazing, Organizational Hazing or Institutional Hazing in violation of this Policy to report the conduct directly to Public Safety at 610-660-1111, or by using the Hazing Report Form found at [https://sites.sju.edu/hazing/online-hazing-report/](https://sites.sju.edu/hazing/online-hazing-report/). The Hazing Report Form allows for both anonymous and personally identifiable reports.

Members of the community who are seeking additional information regarding this Policy are welcome to contact the Office of Public Safety and Security, Office of Community Standards, Office of Student Leadership and Activities, Campus Recreation and Club Sports, or Athletics. Please note that, in some situations, individuals in those offices will be required to report the conduct.

**VIII: Enforcement of this Policy**

Any violation of this Policy by a student or Student Organization shall be deemed a violation of the *Student Handbook* and the University’s Community Standards. All allegations of Hazing, Aggravated Hazing, Organizational Hazing, or Institutional Hazing involving a student or Student Organization shall be addressed consistent with the Community Standards process, found in the *Student Handbook*.

Any violation of this Policy by an employee or volunteer who is associated with a Student Organization shall be deemed a violation of the “Code of Conduct” and “Responsibilities Toward Students” as set forth in the Staff and Administrative Handbook and Faculty Handbook, respectively. All allegations of Hazing, Aggravated Hazing,
Organizational Hazing or Institutional Hazing involving an employee or volunteer who is associated with a Student Organization shall be addressed by the division or department head, in consultation with the Chief Human Resources Officer. Any violation of this Policy by a University contractor will be addressed in accordance with the provisions of the applicable contract.

IX: Sanctions

Anyone found responsible for violating this Policy may face disciplinary action. Individual students found responsible for violating this Policy may be placed on probation, suspended and/or dismissed, or issued any other sanction(s) found in the Student Handbook. Student Organizations may be placed on probation or deferred suspension, lose privileges, lose University recognition, and/or issued any other sanction(s) found in the Student Handbook. Student Organizations may also face sanctions by University departments under which they function. For fraternity and sorority chapters, this includes sanctions that may be imposed by national/international organizations. Employees found responsible for violating this Policy may be subject to corrective or disciplinary action, up to and including termination. Any violation of this Policy by a University contractor will be addressed in accordance with the provisions of the applicable contract and policies applicable to contractors.

Anyone who engages in conduct in violation of this Policy may also face criminal charges under Pennsylvania state law, including but not limited to charges and sanctions associated with a criminal misdemeanor (for Hazing) or felony (for Aggravated Hazing), and monetary fines (for Organizational Hazing or Institutional Hazing) and forfeiture of property (for Organizational Hazing).

X: Institutional Bi-Annual Report

The University will maintain a report of all violations of this Policy (or of Federal or State laws related to hazing) that are reported to and adjudicated by the University. For purposes of that report, the University will include “violations” only, meaning those instances where an individual student(s), a Student Organization(s), or a person associated with a Student Organization was found responsible for violating this Policy (or found guilty of violating Federal or State laws related to hazing and reported to the University). The University will update the report bi-annually on January 1 and August 1 of each year and will post the updated report here https://sites.sju.edu/hazing/.

POLICY ON ASSEMBLY AND EXPRESSION

This Policy was approved by the College Council on March 13, 1969 and by the General Assembly on May 13, 1969. The policy was revised and implemented as interim on September 1, 2017; and was approved and implemented as final by the University Council on February 20, 2020 and by the President on February 27, 2020.

Saint Joseph’s University endorses a lifelong commitment to thinking critically, making ethical decisions, pursuing social justice, and finding God in all things. As an institution of higher education, rooted in the Jesuit tradition, the University supports and encourages a healthy pluralism of ideas, an exchange of respectful dialogue, and a call to be open to differing viewpoints. Accordingly, the University permits members of the University community to assemble and express views on campus subject to this policy, consistent with its mission and commitment to protecting campus community members and the environment in which that mission is experienced (e.g., campus buildings, grounds and facilities).
Assembly and/or expression by members of the University community may take the form of gathering in organized groups or displaying fixed exhibits, such as chalking; lighting; temporary erected structures; and flags, crosses, signs/banners (virtual or actual), or other items placed in the ground. These forms of expression—regardless of the content or viewpoints expressed—are permitted on campus so long as they are orderly, lawful, do not disrupt or interfere with the regular operations or authorized activities of the University, and comply with the requirements of this policy and all other policies within the Student Handbook, Faculty Handbook, Administrator/Staff Handbook, and Emergency and Crisis Management Plan.

Persons who are not members of the University community (i.e., persons who are not University students, faculty, administrators, or staff) do not share this ability to engage in assembly or expression on campus. Their presence on campus is contingent on their compliance with the University’s policies and procedures, and they must leave the campus if directed to do so at any time for any reason by any authorized official of the University. Failure to accept the directions of authorized University officials may render nonmembers of the University liable to action by local law enforcement.

1. **Assemblies**

Students, faculty, administrators, and staff of the University may assemble peacefully on campus (SJU owned or controlled property excluding public walkways and roadways) for the purpose of engaging in expressive activity provided that they do not disrupt or interfere with the regular operations or authorized activities of the University or with the ability of other members of the community to engage in and benefit from the programs and services of the University. The University will endeavor to protect from disruption and interference the appropriate exercise of this ability to assemble.

Assemblies are subject to the following requirements regarding the time, place, and manner in which they occur:

- **Time**
  
  Indoor assemblies must occur within the hours of normal operations for the facility or space in which they occur (if applicable). Buildings will not be kept open beyond regular hours to accommodate assemblies. Assemblies are prohibited during major University events that are closely tied to the institutional mission (e.g., final exams, Commencement, Admitted Students Day, and Orientation). Assemblies cannot extend past 12 a.m. or a time determined by an authorized University official, whichever is earlier.

- **Place**
  
  Assemblies may not take place in any space that has been previously reserved or scheduled by other members of the University community or guests. It is not permissible to occupy or assemble in University offices for purposes of engaging in expressive activities. Assemblies may not impede the free flow of pedestrian or vehicular traffic, block thoroughfares, or obstruct campus building/office/room entry or exit points. The University makes the final determination on the most appropriate venue for assemblies.

- **Manner**
  
  As a Catholic Jesuit institution, the manner in which University community members engage in civil discourse – regardless of content or viewpoints being expressed – is held to a high standard. University community members are encouraged to engage in critical thought and social action, and are expected to do so in a civil manner that
honors the inherent dignity of all people, including those who hold opposing or different views. Therefore, assemblies may not take place in a manner that endangers the University community; violates the law, the University Community Standards, or University handbooks; defames any individual; constitutes a genuine threat or harassment; may incite violence; and/or interferes with or disrupts the functioning of the University. While participating in an assembly, University community members are prohibited from possessing or utilizing objects and/or apparel that could present a threat to the health or safety of the campus community including, but not limited to, weapons including firearms, pepper spray, mace, torches, helmets, or protective armor or gear or similar items that could cause injury or harm to others, whether intentionally or unintentionally. Additionally, assemblies may not utilize amplified sound in a manner that interferes with classes or other events in progress. Furthermore, individuals engaged in an assembly may not claim to speak for or otherwise represent the position of the University, unless officially sanctioned by the Vice President for Student Life (for students), the Provost (for all faculty), or the Chief Human Resources Officer (for administrators and staff). Sanctioning occurs as part of the Notification process in section d (below).

d. Notifications

Individuals or groups intending to organize an assembly are required to submit the Assembly and Fixed Exhibit Form to the following representatives no later than five business days before the assembly:

- For students: Vice President for Student Life
- For faculty: Provost
- For administrators/staff: Chief Human Resources Officer

Upon receiving written notification, a University representative will discuss with organizers appropriate support and resources to reduce risk and protect participants’ ability to assemble. Individuals or groups who submit the Assembly and Fixed Exhibit form no later than five business days before the assembly will receive a response no later than 24 hours prior to the planned assembly. Notifications received fewer than five business days before the assembly may be reviewed subject to staff availability; however, support and resources may be limited. As discussed in the next paragraph, there is a process for an extraordinary assembly.

If the occasion for an extraordinary assembly (when organizers cannot submit an Assembly and Fixed Exhibit Form five business days prior to the assembly) should arise, the regular operations and special functions of the University must be respected. In this circumstance, the individuals or groups intending to organize an assembly are required to notify the following representatives prior to the assembly:

- For students: Vice President for Student Life
- For faculty: Provost
- For administrators/staff: Chief Human Resources Officer

2. Fixed Exhibits

University community members who wish to install fixed exhibits which are not part of the academic enterprise such as faculty or student art exhibits, must coordinate with the following representatives, in consultation with any other stakeholders deemed necessary by the University: Special Events, Public Safety and Security, and Facilities. Students, faculty, administrators, or staff or officially recognized University organizations wishing to install a fixed exhibit must submit the Assembly and Fixed Exhibit Form to the following
representatives at least five business days before the proposed installation of the exhibit:

- For students: Vice President for Student Life
- For faculty: Provost
- For administrators/staff: Chief Human Resources Officer

Following submission of this written request, the sponsoring party may be required to meet with a University representative to discuss expectations, responsibilities, and logistical considerations (time, place, and manner), which must be mutually understood and accepted before any fixed exhibit will be permitted by the University. Requests will be considered without regard to content or viewpoint; however, the University will not permit any exhibit to be installed that: endangers the University community; violates the law, the University Community Standards, or University handbooks; defames any individual; constitutes a genuine threat or harassment; may incite violence; and/or interferes with or disrupts the functioning of the University. Individuals or groups who submit the Assembly and Fixed Exhibit Form no later than five business days before the requested installation date of the fixed exhibit will receive a response no later than 24 hours prior to their requested date of installation.

Fixed exhibits may only remain displayed for no more than three consecutive days and may not be displayed during University breaks. The sponsoring party is responsible for any installation and removal costs, as well as any damage to University property resulting from the exhibit. The University is not responsible for any damage to any fixed exhibit.

3. Accountability

Assemblies and fixed exhibits that violate this or other policies of the Student Handbook, Faculty Handbook, or Administrator/Staff Handbook may be interrupted, stopped, or removed at the direction of the following representatives or their designees:

- For students: Vice President for Student Life
- For faculty: Provost
- For administrators/staff: Chief Human Resources Officer
- For all: The highest ranking member of the Office of Public Safety & Security on the scene

A decision by any of the above representatives or their designees to interrupt or stop an assembly or remove a fixed exhibit is final.

Interference with or disruption of the regular operations or authorized activities of the University will not be tolerated. The use of force or threats of violence are especially reprehensible in a community dedicated to the freedom of personal development, and the University would be promoting injustice if some of its members were allowed to intimidate or use force against other members. The immediate remedy for use of force or threats of violence will be dispersal.

If an assembled group does not voluntarily disperse when warned that its behavior is unacceptable, the Vice President for Student Life (for students), the Provost (for faculty), or the Chief Human Resources Officer (for administrators/staff) or a delegate may request the Office of Public Safety & Security and local law enforcement take action to restore order to the University. Similarly, any member of the Office of Public Safety & Security may take any action that they deem necessary to restore order, including by referring the matter to local law enforcement.
Upon report of any possible violation of this policy or any other policy in the Student Handbook, Faculty Handbook, or Administrator/Staff Handbook that occurs during an assembly or in connection with a fixed exhibit, the participants, organizers, or sponsors may be subject to the relevant disciplinary processes.

Note:

All members of the community are free to support candidates or take positions on issues and to invite speakers to the campus for these purposes. Any procedures required by the University before such speakers are invited shall be designed only to ensure that facilities are properly scheduled and adequately prepared, and that these events are conducted in a manner appropriate to the academic setting. Institutional control of campus facilities shall not be used as a device of censorship. In the event of disagreement, the University Judicial Board shall have jurisdiction (Source: SJU Faculty Handbook).

RESPONDING TO BIAS ACTIVITY PROTOCOL

Introduction

The Saint Joseph’s University mission affirms our rigorous, learner-centered education to prepare students for personal excellence, professional success, and engaged citizenship. The University is committed to being a diverse and inclusive community, strengthened intellectually and socially by the range of knowledge, opinions, beliefs, political perspectives, identities, and backgrounds of its members. Bias based conduct ("Bias Activity") targeting protected characteristics or beliefs creates barriers to inclusion, access, and trust, and affects not only the targeted individual or group, but often adversely affects an entire group or community.

Given the potential negative and/or hurtful impact that such conduct has on members of the University community and to reinforce the climate necessary to achieve and maintain a diverse and inclusive community, the University has developed the following protocol. This protocol supplements existing University policies and procedures and coordinates University resources in response to complaints of Bias Activity.

Definitions

The term 'Bias Activity' includes the following:

- **Bias Activity:** is conduct, verbal or written speech, images, or expression that demonstrate conscious or implicit bias, and which a reasonable person could reasonably experience as hurtful, or targets an individual or group because of that individual or group's actual or perceived "sex/gender, race, age of 40 or over, color, religion, national origin, ethnic origin, sexual orientation, gender identity, disability, genetic information, pregnancy, marital status, military and military veteran status, and any other status protected by law" (categories from SJU Non-Discrimination Statement). The expression of an idea or point of view may be offensive or inflammatory to some, but may not be determined to be Bias Activity. Whether something is Bias Activity is determined through a process based on a combination of the subjective feelings of the recipient/target of that activity and the objective "reasonable person" standard.

- **Discrimination or Harassment:** is conduct in violation of the University's Interim Policy Prohibiting Discrimination, Harassment and Retaliation. Discrimination is
any unlawful distinction, preference, or detriment to individuals as compared to others in the terms or conditions of their employment or education on the basis of a protected category status. **Harassment** is verbal, written, or physical conduct directed toward an individual due to that person’s protected category status that has the purpose or effect of unreasonably interfering with the individual’s work or academic performance or otherwise creating an intimidating, hostile, or offensive working or learning environment. Further definitions on Discrimination and Harassment, including Sexual Harassment, can be found within the *Interim Policy Prohibiting Discrimination, Harassment and Retaliation* ([www.sju.edu/PPDHR](http://www.sju.edu/PPDHR)) and the *Interim Grievance Policy for Addressing Formal Complaints of Sexual Harassment Under Title IX of the Educational Amendments of 1972* ([www.sju.edu/titleixpolicy](http://www.sju.edu/titleixpolicy)). Both Discrimination and Harassment fall under the broader category of Bias Activity.

**Hate Crimes:** is a criminal offense against a person or property motivated in whole or in part by an offender’s bias against a race, religion, disability, sexual orientation, ethnicity, gender, or gender identity. Hate crimes are illegal and subject to prosecution. It is important to note that all hate crimes are bias incidents, but not all bias incidents are hate crimes. The University tracks and shares reportable hate crimes in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act. For more information see: [https://www2.ed.gov/admins/lead/safety/campus.html#handbook](https://www2.ed.gov/admins/lead/safety/campus.html#handbook). Hate Crime(s) fall under the broader category of Bias Activity.

**Reporting Bias Activity**

Reporting Bias Activity allows the University to address reported conduct of concern promptly, to strengthen our support for those in the community targeted or impacted by these incidents, to gauge emerging patterns and climate, and to inform educational and training activities.

In the case of an immediate threat or emergency, call the Office of Public Safety and Security at 610-660-1111 or activate a blue light or red emergency call phone on campus, or call local law enforcement at 911.

For non-emergency incidents of Bias Activity, to share additional information about a previously reported incident of Bias Activity, or to make a third-party report of Bias Activity, use the online Bias Activity Reporting Form ([https://sites.sju.edu/oid/bias](https://sites.sju.edu/oid/bias)) or contact:

**Office of Public Safety and Security**
610-660-1111

**Lexi Morrison**
Director of Title IX & Equity Compliance
Title IX Coordinator
Bias Activity Review Group Coordinator
Campion Student Center, Room 243E
5600 City Avenue
Philadelphia, PA 19131
titleix@sju.edu | 610-660-1145

Both anonymous and non-anonymous reports of Bias Activity may be made through the online Bias Activity Reporting Form ([https://sites.sju.edu/oid/bias](https://sites.sju.edu/oid/bias)). Anonymous reports
should be as specific as possible as anonymity may affect the University’s capacity to investigate, respond to, or follow up regarding reports of Bias Activity.

Students, faculty, and staff may report a hate crime to the proper police agency. The Office of Public Safety and Security can assist with such reporting.

**Responding to a Report of Bias Activity**

Upon receipt of a report of Bias Activity, the Office of Public Safety and Security will immediately conduct a preliminary assessment of the information reported to determine if any imminent danger or harm is present, and will act accordingly.

All reports of Bias Activity will be reviewed by the Bias Activity Review Group. This review will be initiated by the Director, Office of Title IX, Equity, and Compliance (Bias Activity Review Group Coordinator), with the goal of reviewing the incident within one business day. In addition to the Bias Activity Review Group Coordinator, the Bias Activity Review Group includes the Chief Inclusion & Diversity Officer, the Director of Public Safety and Security, the Chief Human Resources Officer, and depending on the circumstances, other member(s) of the Student Life staff, the appropriate Dean (for faculty), and others as appropriate.

During this review, the Bias Activity Review Group will initiate efforts to identify the appropriate individual(s) to provide ongoing support to those involved, as well as explore avenues to minimize future harmful impact (e.g. contact or area restrictions, academic/class adjustments, temporary housing relocation, Public Safety and Security escorts) and provide ongoing support and education for the community. Ongoing support will be monitored in order to ensure continued adequacy and that no one person or department is over-tasked with providing the support.

When warranted, the Behavioral Intervention Team ([https://sites.sju.edu/bit/](https://sites.sju.edu/bit/)) or the Critical Incident Response Team ([https://sites.sju.edu/emergency/critical-incident-response-team-cirt-mission/](https://sites.sju.edu/emergency/critical-incident-response-team-cirt-mission/)) will be convened.

The Bias Activity Review Group will review the information reported and determine the avenue for investigation and resolution, in accordance with the applicable University policy (*Interim Policy Prohibiting Discrimination, Harassment and Retaliation for Harassment and Discrimination or the Community Standards for Bias Activity*). Additionally, the Director of Public Safety and Security will determine if the reported conduct constitutes a Hate Crime. If desired, students, faculty, and staff may report a hate crime to the proper police agency. The Office of Public Safety and Security can assist with such reporting.

**Processes for Addressing Reports of Bias Activity**

Reports of Bias Activity by student respondents will be addressed by the Office of Community Standards, through an Alternative Resolution or a Community Standards Hearing.

Alternative Resolutions are utilized to address reports in the absence of formal charges for violations of policy, including through conflict resolution, facilitated dialogues, and/or mediation. Alternative Resolutions are generally not appropriate for more impactful cases, and must be agreed to by the involved parties.

If not resolved through an Alternative Resolution, the respondent will be charged with the Community Standards violation “Engaging in Bias Activity,” along with other appropriate
violation(s) of the University’s Community Standards. The alleged violation(s) will be addressed through a Community Standards Board Hearing (three-member panel of faculty/administrators/staff and students) or a Peer Review Board Hearing (three-member panel of students), depending on the nature and impact of the reported conduct, and absent extenuating circumstances when the alleged violation(s) will be addressed through an Administrative Hearing, as recommended by the Bias Activity Review Group.

All Board Members and Administrative Hearing Officers are trained to understand the values of Saint Joseph’s University, the impact of Bias Activity on individuals and the community, and the process for conducting fair hearings. The goal is to adjudicate the Bias Activity as quickly as possible, while maintaining the integrity of the process. The involved parties will be kept informed of the timeframe as the case moves forward.

**Processes for Addressing Reports of Discrimination or Harassment**

Reports of Discrimination or Harassment by student respondents will be addressed by the Office of Community Standards, through an Alternative Resolution or a Community Standards Hearing.

Alternative Resolutions are utilized to address reports in the absence of formal charges for violations of policy, including through conflict resolution, facilitated dialogues, and/or mediation. Alternative Resolutions are generally not appropriate for more impactful cases, and must be agreed to by the involved parties.

If not resolved through an Alternative Resolution, the respondent will be charged with a violation of the *Interim Policy Prohibiting Discrimination, Harassment and Retaliation*, along with other appropriate violation(s) of the University’s Community Standards. The alleged violation(s) will be addressed through a Community Standards Board Hearing (three-member panel of faculty/administrators/staff and students), absent extenuating circumstances when the alleged violation(s) will be addressed through an Administrative Hearing, as recommended by the Bias Activity Review Group.

All Board Members and Administrative Hearing Officers are trained to understand the values of Saint Joseph’s University, the impact of Discrimination and Harassment on individuals and the community, and the process for conducting fair hearings. The goal is to adjudicate the Discrimination or Harassment as quickly as possible, while maintaining the integrity of the process. The involved parties will be kept informed of the timeframe as the case moves forward.

**Communication of Outcome of Community Standards Hearing**

The outcome of the Community Standards process will be communicated in compliance with the University’s policy on student records. For more information regarding access to student record information by respondents and complainants (including the ability to review process documents, the notification of outcomes, and the opportunity to appeal an outcome), please reference the *Community Standards - Access to Student Record Information* document found at [https://sites.sju.edu/communitystandards/access-to-student-record-information/](https://sites.sju.edu/communitystandards/access-to-student-record-information/).

Information regarding the Community Standards process and the *Interim Policy Prohibiting Discrimination, Harassment and Retaliation* may be found in the Student Handbook ([https://sites.sju.edu/communitystandards/student-handbook/](https://sites.sju.edu/communitystandards/student-handbook/)).
Processes for Addressing Reports with Non-Student Respondents

Reports of Discrimination or Harassment by employee respondents shall be addressed through the process outlined in the Interim Policy Prohibiting Discrimination, Harassment and Retaliation.

Reports of Bias Activity by employee respondents shall be addressed consistent with the policies and procedures made available in the respective Administrator/Staff or Faculty Handbook.

Reports of Discrimination, Harassment, or Bias Activity by non-members of the SJU community, shall be referred to the local police department.

BULLYING POLICY

Bullying behavior creates feelings of defenselessness, fear, and injustice and undermines a person’s dignity. The University strictly prohibits bullying. Bullying is severe, pervasive, or persistent actions of a person (or group of persons) directed towards another person or group of persons in a severe, pervasive, or persistent manner, which are intended to hurt, intimidate, degrade, humiliate, and/or undermine. Bullying is also engaging in any course of conduct that is likely to seriously annoy or alarm another person (or group of persons) in a severe, pervasive, or persistent manner. Bullying can take many forms, including, but not limited to, verbal (teasing, directly threatening, name-calling), social (spreading rumors, intentionally isolating), and physical (hitting, punching, shoving). Bullying can be in person, through actions, and/or through electronic communication. Bullying creates a risk to the health or safety of the University community. Anyone found to engage in bullying behavior may be subject to disciplinary action.

CAMPUS POSTING POLICY

The purpose of this policy is to manage the promotion of student events and programs on campus in a way that ensures the appropriate use of available space, prevents damage to University property, and maintains an aesthetically pleasing campus environment. This policy includes, but is not limited to: flyers, handouts, table tents, posters, banners (referred to, collectively, as “Postings” for purposes of this policy). See below for Chalking policy.

Postings by students and student organizations must be approved by the Office of Student Leadership and Activities prior to use on campus.

This policy stands in complement to the Policy on Assembly and Expression, which includes requirements and parameters for the assembly and/or expression by members of the University community. Students and student organizations wishing to install fixed exhibits must reference the Policy on Assembly and Expression for more information.

Posting on University property is a privilege, and therefore, the University reserves the right to regulate Postings. Students or student organizations violating this policy may be referred to the Office of Community Standards for disciplinary action and/or have their Postings removed. Students or student organizations may be charged the costs for setup, cleaning, or damage caused by Postings. Any questions regarding this policy may be directed to the Office of Student Leadership and Activities (sla@sju.edu / Campion Suite 313).

Please note: Postings regarding off campus housing and student employment opportunities are not approved by the Office of Student Leadership and Activities. Individuals wishing to
post off campus housing opportunities should visit https://offcampushousing.sju.edu/ for more information. Individuals wishing to post student employment opportunities should visit https://sites.sju.edu/careers/employers/ for more information. If you have questions regarding approval for a Posting, please contact the Office of Student Leadership & Activities.

General Posting Guidelines

- All Postings must be approved by the Office of Student Leadership and Activities prior to use. Students wishing to seek approval should visit the Office of Student Leadership and Activities in Campion Suite 313 during normal business hours.

- The duplication or copying of Postings should not be completed until the original has received a stamp signifying that it has been approved by the Office of Student Leadership and Activities.

- Postings must clearly state the organization and/or sponsor.

- Postings are not permitted on walls, windows, elevators, or doors; as is the use of anything that can damage the posting area.

- No more than two (2) of the same Posting may be displayed per bulletin board.

- Postings which promote conduct in violation of the University’s Community Standards, or are otherwise offensive or inconsistent with the principles and values of Saint Joseph’s University will not be granted approval. No Postings are allowed to advertise drink specials, events where the primary purpose is drinking, or other activities that appear to promote irresponsible or illegal alcohol or drug use.

- Any Postings to be displayed in the residence halls must also be approved by the Residential Area Manager or the Office of Residence Life.

Further Guidelines for Chalking

- Chalking on campus is permitted by recognized student organizations to promote university-sponsored events or programs. Chalking on campus is also permitted by University Student Senate candidates.

- Students and/or student organizations wishing to chalk on campus must submit the Chalking Request Form at least two business days before the proposed use. The request must include the desired text, design, and location of the chalking.

- Chalking is only permitted on the following walkways: between the Campion Student Center & Mandeville Hall, the Campion Student Center & Hagan Arena, the Science Center & Post Learning Commons, Barbelin Hall & the Post Learning Commons, and Cardinal Avenue & Merion Hall. Chalking is not permitted on any building.

- Only water-soluble chalk can be used on campus. Other methods of Chalking (with paints, markers, etc...) are not permitted.

- In consideration of others, the chalking over another Posting is not permitted.
- Students or student organizations may be charged the costs for setup, cleaning, or damage caused by Chalking. Any questions regarding this policy may be directed to the Office of Student Leadership and Activities (sla@sju.edu / Campion Suite 313).

CLOSED CIRCUIT TELEVISION (CCTV) SYSTEM
The University’s purpose in installing and using cameras in certain locations of the University is twofold: security and deterrence. Absent legal process, information obtained through the use of these cameras will be viewed only by authorized University personnel and will be used internally by the University primarily, but not solely, for these purposes.

COMMERCIAL SOLICITATION ON CAMPUS
Approved by College Council February 21, 1974
Saint Joseph’s University, as a private institution, may determine what persons and the circumstances under which they are permitted on campus for solicitation purposes. As a convenience to members of the University community, Saint Joseph’s University accords the opportunity for invitation of representatives of commercial enterprises to campus for the purpose of discussing products and services of interest.

CONFIDENTIALITY OF STUDENT RECORDS
The University policy with respect to the confidentiality of student records conforms with the relevant state and federal regulations.

The Family Educational Rights and Privacy Act (FERPA) grants eligible students the right to inspect and review certain education records, and safeguards the student against improper or unauthorized disclosure of such education records or personally identifiable information contained therein.

A detailed statement of Saint Joseph’s policy, including a description of education records kept, those eligible for disclosure, and the administrative offices responsible for them, a procedure for initiating inspection and review, and a procedure for challenging information in such records, including the right to a hearing, is available at:

https://sites.sju.edu/registrar/resources/ferpa/.

Discipline Records: Inter-Institutional Communication

The University may disseminate student disciplinary information to officials at other schools without prior consent if (1) prior misconduct poses a significant risk to others and (2) officials at the other institution have a “legitimate educational interest” in the behavior of the student. Community Standards violations and sanctions shall not be made part of the student’s permanent academic record, but shall become part of the student’s educational record. Student discipline records not relating to expulsion from the University are kept for seven years after the conclusion of the semester last attended by the student. Student discipline records relating to expulsion from the University are kept permanently. Case notes shall not be made a part of the student’s educational record, and will be destroyed upon the conclusion of the appeal period. Records are maintained by the Office of Community Standards and are generally confidential except in the case of a subpoena, student consent (including background checks), or as provided above, and/or outlined in the Community Standards section of this handbook.

Students have a right to file complaints concerning alleged failures by the University to comply with the requirements of FERPA and the implementing regulations. Complaints
should be addressed to the Family Compliance Office, U.S. Department of Education, 400 Maryland Avenue, S.W., Washington D.C. 20202-4605. Questions regarding FERPA may be directed to the Registrar’s Office (https://sites.sju.edu/registrar/).

**INTERIM POLICY PROHIBITING DISCRIMINATION, HARASSMENT AND RETALIATION**

As a Catholic, Jesuit University, Saint Joseph’s is committed to the just and respectful treatment of students, faculty, and staff. To this end, Saint Joseph’s prohibits unlawful discrimination against, and harassment of, its employees, students, or applicants for employment or admission on the basis of any characteristic protected by state or federal law. The prohibition extends to discrimination, harassment and retaliation by third parties visiting campus or participating in University-sponsored activities.

Additionally, Title IX of the Educational Amendments of 1972 prohibits any person in the United States from being discriminated against on the basis of sex in seeking access to any educational program or activity receiving federal financial assistance.

Any student who believes they or another member of the SJU community have been a victim of harassment, discrimination, or retaliation is encouraged to report this occurrence to the University.

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Associate Provost for Diversity, Equity & Inclusion  
University Professor  
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**Lexi Morrison**  
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Title IX Coordinator  
Campion Student Center, Room 243E  
5600 City Avenue  
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**Thomas Sheibley**  
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Director of Campus Ministry  
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Senior Associate Athletic Director for Student Experience  
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Click here for the University’s **Interim Policy Prohibiting Discrimination, Harassment and Retaliation** and **Interim Title IX Grievance Policy**.

Information about campus and community resources can be found at [https://sites.sju.edu/support/](https://sites.sju.edu/support/). Confidential resources are available through Counseling and Psychological Services (CAPS) at 610-660-1090. The Rape Education Prevention and Program (REPP) can also be contacted as a confidential resource at 610-733-9650. If immediate services are needed after hours you may contact Public Safety & Security at 610-660-1111 or REPP, Rape Education and Prevention Program at 610-733-9650.

**DRONE POLICY FOR STUDENT USE**

The use of drones, quadcopters, and other small airborne objects is not permitted on University property, unless approved for co-curricular and/or academic use. Students wishing to operate a drone on University property must submit the [Student Drone Use Request Form](#) at least two business days before the proposed use. Students violating this policy may be referred to the Office of Community Standards. A violation of this policy may also be considered a violation of applicable law.

**DRUG POLICY**

**I. INTRODUCTION**

In accordance with the Drug Free Schools and Communities Act Amendments of 1989, and as a Catholic, Jesuit institution, the Saint Joseph's University alcohol and drug policies reinforce the University's commitment to maintaining an environment that is dedicated to the physical, emotional, spiritual, and psychological development of all persons. This Drug Policy is guided by the care and concern for the individual person and the welfare of others. The Alcohol Policy can be found here ([Alcohol Policy](#)).

Any University student found in violation of this Policy may be subject to University disciplinary sanctions, including, but not limited to: Warning, Program Attendance or Facilitation, Writing Assignment, Discretionary Sanctions, Loss of Privileges, Counseling Assessments/Educational Meetings, Fines, Restitution, Administrative Relocation in University Housing, Disciplinary Probation, Deferred Suspension, Removal from University Residence, Suspension, Expulsion, Revocation of Admission and/or Degree, Withholding Degree.

**II. STANDARDS OF CONDUCT**

The use, possession, or distribution of illegal narcotics or other controlled substances except as expressly permitted by federal, state and/or local law, as well as the misuse of prescription drugs is prohibited and shall be referred to the Community Standards process. Drug paraphernalia may indicate illegal drug use, and possession may result in disciplinary action.

Use or possession of marijuana, including medical marijuana is strictly prohibited on campus. Any such use or possession is a violation of the Community Standards.

**Examples of drug violations include, but are not limited to:**

1. illegal or improper use, possession, cultivation, distribution, manufacture, or sale of any drug(s), including prescribed medications
2. illegal or improper use of solvents, aerosols, or propellants

3. administration or employment of drugs or intoxicants causing another person to become impaired without their knowledge

III. HELP SEEKER STATEMENT

The welfare of each person in the Saint Joseph’s University community is paramount, and SJU encourages students to act as bystanders and offer help and assistance to others in need. Because the University understands that fear of disciplinary action may deter requests for emergency assistance, this statement was created to alleviate such concerns and reduce hesitation by SJU students to seek help. Students are expected to immediately report conduct or activity which poses a danger to the community or its members. For example, all students are expected to seek appropriate assistance for themselves or others in situations where help is needed to ensure proper care of a person who is significantly intoxicated or under the influence of drugs. Students should not hesitate to seek help because of fear of disciplinary action.

In most circumstances, the help seeker and the student in need will not be charged with a policy violation through the University’s Community Standards process. In good faith reports regarding sexual harassment, hazing, or retaliation of the aforementioned, witness(es) and complainant(s)/victim(s) will not be charged with policy violations through the University’s Community Standards process for personal use of alcohol or drugs which are disclosed in the report.

Although students may be required to meet with a University official regarding the incident, Saint Joseph’s University will support and encourage this behavior by treating it as a health and safety matter, not as a disciplinary incident. In rare circumstances, such as cases of repeated, flagrant, or serious violations of the Community Standards (e.g., bodily harm, sexual misconduct, physical or verbal abuse or harassment, distribution of drugs, hazing, theft) or violations that caused the harm to another person requiring emergency response, conduct may be considered more than a health and safety matter.

IV. HEALTH RISKS

Marijuana interferes with speech, memory, and learning, and makes tasks that require a clear mind difficult, meaningless, or unsafe. Marijuana also slows reactions and interferes with coordination. Marijuana’s dangers increase in combination with alcohol. Marijuana smoking poses a serious threat to the user’s lungs and heart and to the immune and reproductive systems. Edibles are another form of marijuana use. Marijuana edibles must first be digested before they are absorbed by the body, which may lead to a delay in feeling the effects of the drug and puts the individual at higher risk for overconsumption.

Opioids including heroin, codeine, oxycodone and fentanyl, cause the body to have diminished pain reactions, and can cause physical dependence. Opioids are respiratory depressants and their use can be associated with coma and death.

Depressants including barbiturates, sedatives, and anti-anxiety drugs, depress not only the activity of the brain, causing an effect on the heart and respiration, but also muscle tissues. Short-term physical effects include drowsiness, slurred speech, irritability, stupor, and impaired judgment, memory, and attention. Long-term effects include disrupted sleep, psychosis, respiratory depression, and coma, and neuropsychological and structural brain damage. Withdrawal can produce extreme anxiety, insomnia, convulsions, and death.
Hallucinogens such as LSD (d-lysergic acid diethylamide), disrupt the brain chemicals that enable us to make sense out of our environment. LSD and other hallucinogens are potent and extremely unpredictable drugs that produce fast acting and unexpected effects. The most common acute reactions are panic revolving around severe anxiety and intense fear of losing control and psychotic reactions involving severe breaks with reality and persistent hallucinations and delusions. Psychotic reactions have been known to last weeks or months and often require hospitalization. Delayed effects, or flashbacks, can occur even when use has ceased.

Inhalants such as cleaning fluids, solvents, aerosols and airplane glue, act on the central nervous system much like such volatile anesthetics as ether and chloroform and they produce bizarre perceptual and hallucinatory actions. Short-term physical effects include sneezing, lack of coordination, loss of appetite, rapid heartbeat and seizures. Psychological effects include confusion, disorientation, loss of inhibitions, and impulsive behavior that may lead to injuries and accidents. Long-term health risks include nosebleeds, loss of consciousness, hepatitis, liver failure, kidney failure, respiratory depression, blood abnormalities, irregular heartbeat, and possible suffocation.

Cocaine/crack use includes among its immediate effects dilated pupils and elevated blood pressure, heart rate, respiratory rate, and body temperature, followed by depression. Crack, or freebase rock cocaine, causes physical dependence quickly, and can cause delirium, hallucinations, blurred vision, severe chest pain, muscle spasms, convulsions, and death.

Amphetamines and amphetamine-like stimulants such as diet pills, methamphetamine or speed, and some ADHD medications (Ritalin, Adderall, Concerta) can cause increased heart rate, blood pressure, and metabolism, as well as increased energy, nervousness, and insomnia. High dose usage is associated with rapid breathing, loss of coordination, aggressive or violent behavior, panic, paranoia, psychosis, addiction and heart failure.

V. DRUG RESOURCES

To reflect its commitment to alcohol and drug awareness, the University calls upon key individuals and departments to educate the University community on the dangers of alcohol abuse and drug use:

• The Office of Student Outreach and Support coordinates alcohol and drug education and programming as well as materials to assist students with issues concerning alcohol and drug usage.

• Members of the Division of Student Life and the Office of Public Safety & Security assist in implementing and enforcing the policy.

• The Advisory Council on Alcohol, Drugs, and Student Health assists the Vice President for Student Life/Associate Provost by making recommendations for an overall vision and plan for the wellness, alcohol, and drug education needs of Saint Joseph’s University.

The University makes available to all students Counseling and Psychological Services; a counseling office staffed principally by licensed mental health professionals. A staff psychologist with a particular focus on substance abuse issues is included. For students engaged in counseling at the center, the services of a qualified psychiatrist are also available. The University strongly urges its students to take advantage of these services.
Campus Resources:
• Office of Student Outreach and Support - 610-660-3462
• Student Health Center - 610-660-1175
• Counseling and Psychological Services (CAPS) - 610-660-1090
• Narcotics Anonymous (on-campus) - 610-660-3462 [contact the Office of Student Outreach and Support for more information]

Local Resources:
• Narcotics Anonymous (off-campus) - https://www.na.org

The Drug-Free Schools and Communities Act Biennial Review provides more detailed information about Saint Joseph's University alcohol and drug programs (https://sites.sju.edu/wade/drug-alcohol-abuse-prevention-program-biennial-review/).

VI. LEGAL STATUTES

Students are expected to comply with applicable laws regarding the unlawful use, possession or sale of illicit drugs and alcohol. Students may be subject to both institution and criminal sanctions as provided by federal, state, and local law.

Pennsylvania State Penalties

The Controlled Substance, Drug, Device and Cosmetic Act, 35 P.S. § 780-101 et seq. Prohibits the manufacture, distribution, sale or acquisition by misrepresentation or forgery of controlled substances except in accordance with the Act, as well as the knowing possession of controlled substances unlawfully acquired. Penalties for first-time violators of the Act range from 30 days imprisonment, a $500 fine or both for possession or distribution of a small amount of marijuana or hashish, not for sale, to 15 years imprisonment or a $250,000 fine or both for the manufacture or delivery of a Schedule I or II narcotic.

18 Pa. C.S.A. §§ 6314, 6317. A person over eighteen years of age who is convicted for violating The Controlled Substance, Drug, Device and Cosmetic Act, shall be sentenced to a minimum of a least one year total confinement if the delivery or possession with intent to deliver of the controlled substance was to a minor. If the offense is committed within 1,000 feet of the real property on which a university is located, the person shall be sentenced to an additional minimum sentence of at least 2 years total confinement.

The Pharmacy Act of 1961, 63 P.S. § 390-8. It is unlawful to procure or attempt to procure drugs by fraud, deceit, misrepresentation or subterfuge or by forgery or alteration of a prescription. The first offense is a misdemeanor, with a maximum penalty of one year imprisonment, a $5,000 fine, or both. For each subsequent offense, the maximum penalty is three years imprisonment, a $15,000 fine, or both.

The Vehicle Code, 75 Pa. C.S.A. § 3802 et seq. A person is prohibited from driving, operating, or being in actual physical control of the movement of a vehicle while under the influence of alcohol or a controlled substance, or both, if the driver is thereby rendered incapable of safely driving, operating or being in actual physical control of the movement of the vehicle or if the alcohol concentration in the individual’s blood or breath exceeds the stated limits. Penalties for first-time violators of the Act range from probation and a $300 fine or both to a maximum of six months imprisonment, a $5,000 fine or both. Penalties for subsequent violations increase to a maximum of five years imprisonment, a $10,000 fine, or both. In addition to the above penalties, the court has discretion to order any or all of the following: highway safety training, drug or alcohol treatment, community service, use of an ignition interlock device and/or suspension of operating privileges.
Drugs—Federal Penalties and Sanctions: Illegal Possession or Trafficking of a Controlled Substance

21 U.S.C.A. §844 (a). For a first conviction, any person who violates this subsection may be sentenced to a term of imprisonment of not more than one year and a fine of $1,000, or both. After one prior conviction for any drug, narcotic or chemical offense, a term of imprisonment of at least 15 days, not to exceed 2 years and a fine of at least $2,500. After two or more prior convictions under this subchapter, a term of imprisonment of at least 90 days, not to exceed 3 years, and a fine of at least $5,000.

A person convicted for the possession of a mixture or substance which contains cocaine base shall be imprisoned for at least 5 years and not more than 20 years, and a fine of a minimum of $1,000, if: (i) the conviction is a first conviction and the amount of the mixture or substance exceeds 5 grams; (ii) after a second conviction and the amount of mixture or substance exceeds 3 grams, and; (iii) after a third or subsequent conviction and the amount of mixture or substance exceeds 1 gram.

Any person convicted under this subsection for the possession of flunitrazepam (Rohypnol) shall be imprisoned for not more than 3 years, and a fine of at least $5,000.

21 U.S.C.A. §§ 853 (a)(2) Property subject to criminal forfeiture. Any person convicted of a violation of this subchapter punishable by imprisonment for more than one year shall forfeit any personal property used, or intended to be used to facilitate the commission of a controlled substance.

21 U.S.C.A. § 881 (a) (4) (7) Subject Property. Forfeiture of all conveyances, including vehicles, boats, aircraft which are used, or are intended for use, to transport, or to aid in the transportation, sale, receipt, possession, or concealment of all controlled substances or raw materials, products and equipment of any kind which are used, or intended for use, in manufacturing, compounding, processing, delivering, importing, or exporting any controlled substance or listed chemical.

21 U.S.C.A. § 862 Drug Possession. Any person who is convicted under State or Federal law involving the possession of a controlled substance shall be ineligible for any or all Federal benefits, such as student loans, grants, contracts and professional and commercial licenses, for up to 1 year. Upon a second or subsequent conviction for such an offense, a person shall be ineligible for all Federal benefits for up to 5 years.

Drug Trafficking. Any person who is convicted under State or Federal law involving the distribution of controlled substances shall be ineligible for any and all Federal benefits, such as student loans, grants, contracts and professional and commercial licenses, for up to 5 years. Upon a second or subsequent conviction for such an offense, a person shall be ineligible for all Federal benefits for up to 10 years; and upon a third or subsequent conviction, be permanently ineligible for all Federal benefits.

18 U.S.C.A. § 922 (g). It is unlawful for any person who is an unlawful user or addicted to any controlled substance to possess, receive or transport any firearm or ammunition.
EMAIL: STATEMENT ON THE EXPECTED STUDENT USE OF SJU EMAIL ACCOUNT
When students are admitted to Saint Joseph’s University, an SJU electronic mailbox (email) account is created for them. All electronic communication from the University is directed exclusively to the SJU email account. Students are expected to access their University email account on a regular basis, however, daily access is recommended to stay abreast of important, time-sensitive information. University departments and faculty routinely will use e-mail to communicate important campus, academic program and course information.

Information on how to access the network and email is regularly distributed to new students by our Information Technology Department. If you encounter problems accessing your email, contact the Technology Service Center at 610-660-2920 or techhelp@sju.edu.

EQUAL OPPORTUNITY/NON-DISCRIMINATION STATEMENT
Saint Joseph’s University is committed to a policy of equal opportunity in every aspect of its operations. The University values diversity and seeks talented students, faculty, and staff from a variety of backgrounds. Accordingly, the University does not discriminate on the basis of sex/gender, race, age of 40 or over, color, religion, national origin, ethnic origin, sexual orientation, gender identity, disability, genetic information, pregnancy, marital status, and any other status protected by law in the administration of its admission, educational, financial aid, employment, athletic, or recreational policies or programs.

Questions or concerns regarding the University’s equal opportunity policies and programs should be directed to the University’s Equal Opportunity Officer, 610-660-3313.

FACILITY USAGE POLICY
Saint Joseph’s University has a Facility Usage Policy which provides guidance and procedures designed to assist event organizers in planning events on campus. This policy can be found at https://www.sju.edu/conferenceservices/.

FIREARMS POLICY
The carrying, or presence, of a firearm is not permitted on University property, including, but not limited to, one’s vehicle, office, residence or locker, except when the firearm is carried by a deputized law enforcement officer and/or agent who is conducting official business on University property.

The University policy concerning the prohibition against the carrying, and presence, of firearms on campus, is intended to conform to applicable statutes of the Commonwealth of Pennsylvania. Such statutes define firearms as any pistol, revolver, shotgun, or any weapon which is capable of firing a projectile.

GRIEVANCE PROCEDURES UNDER THE AMERICANS WITH DISABILITIES ACT (ADA)
While the Office of Student Disability Services will do all that it can to accommodate qualified students, there may be times when a disagreement will occur between the student and the University. The student has a right to file a grievance for allegations of discrimination under Section 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act (ADA) and the University policies regarding students with disabilities.
This is the university’s grievance procedure mandated under the Americans with Disabilities Act of 1990 (the ADA) and Section 504 of the Rehabilitation Act of 1973 (the Rehabilitation Act). The ADA and the Rehabilitation Act prohibit the University from excluding people from participation in its educational programs or activities based on their disability, from denying them the benefits of such programs or activities, and from discriminating against such individuals. The ADA and Rehabilitation Act also require a process for grievances relating to disability-based discrimination.

Any student who believes that they have been discriminated against on the basis of their disability or has been denied access or accommodations required by law may make a complaint under this procedure.

Issues that may be the subject of a grievance include, but are not limited to, a denial of a requested accommodation, the inadequacy of an accommodation, the inaccessibility of a program or activity due to disability, and discrimination or harassment based on a disability.

**Informal Complaint Procedure:**

If a student decides to make an informal complaint, they should meet with the Director of the Office of Student Disability Services. The Director will attempt to resolve the issue with the appropriate parties involved. If the complaint is not resolved at this level, the student may choose to file a formal grievance.

**Formal Grievance Procedure:**

Any student can initiate a formal complaint of discrimination by following the procedure outlined below.

1. The grievance shall be filed in writing, and shall contain:
   - The name, address and phone number of the person filing the grievance (the complainant);
   - The name(s) of the alleged offender
   - The date(s) and location the action(s) occurred;
   - A brief description of the alleged discriminatory actions.

   **PLEASE NOTE:** Saint Joseph’s University will make appropriate arrangements to ensure that persons with disabilities are provided reasonable accommodations, if needed, to participate in this Grievance Procedure. The Director of the Office of Student Disability Services (or designee) will be responsible for such arrangements.

2. Provide the written complaint promptly to the appropriate resolution officer identified below.

<table>
<thead>
<tr>
<th>Resolution Officer</th>
<th>Alleged Offender</th>
</tr>
</thead>
<tbody>
<tr>
<td>Appropriate Academic Dean</td>
<td>Faculty Member</td>
</tr>
<tr>
<td>Appropriate Assistant Vice President</td>
<td>Staff, Administration or Professional</td>
</tr>
<tr>
<td>(please consult with the Director of the Office of Student Disability Services for assistance in identifying the appropriate Assistant Vice President)</td>
<td>Student</td>
</tr>
</tbody>
</table>
The Resolution Officer may designate a representative to conduct the investigation, who will then report the findings to the resolution officer. The designee shall have the same powers to conduct the investigation as the Resolution Officer. The Resolution Officer will attempt to resolve the grievance to the parties’ mutual satisfaction.

3. The complaint will be investigated using the following guidelines:

- The investigation shall be completed as expeditiously as possible.
- Federal/State laws and University Policy will be reviewed with the parties involved as appropriate.
- The Resolution Officer will act as an impartial fact finder in the matter. The alleged offender will have an opportunity to respond in writing to the allegations and forward the response to the resolution officer.
- Both parties will be interviewed by the Resolution Officer or the designee. Both parties may provide witnesses’ names (with permission) and pertinent information regarding the matter. The Resolution Officer/designee may interview witnesses as deemed necessary. The Resolution Officer will have authority to interview members of the University community, and secure any relevant physical evidence (such as notes, e-mails, pictures, grades, etc.)
- All members of the University community are expected to cooperate fully in an investigation of discrimination.
- Saint Joseph’s University will endeavor to maintain confidentiality; however, it cannot conduct an effective investigation without revealing certain information to witnesses or persons accused of discrimination. Saint Joseph’s University retains the right to inform persons it deems to have need to know and to utilize information obtained during the investigation for legitimate University purposes.

4. The resolution officer will render a formal written decision to the parties involved following the conclusion of the investigation. The complainant will be informed in writing of the action recommended.

Appeals Process:

If in the opinion of the student or alleged offender, the grievance procedure was not followed, or did not resolve the issue to their satisfaction, an appeal of the decision must be submitted in writing to the Title IX Coordinator who may consult with other appropriate entities on campus, such as the Associate Provost for Diversity, Equity & Inclusion.

Please Note:

Third-Party Discrimination

Any student who is subjected to discrimination by a third party (i.e. a non-member of the Saint Joseph’s University community, e.g. vendors, salespeople or potential business associates), should report the incident promptly in accordance with the above procedures. The matter will be investigated in a manner similar to that set forth above.

Non-Retaliation:

Grievances filed under this policy will not result in adverse action against the complainant, and other person(s) who may participate in the investigation process.

Anyone who believes that they have been retaliated against for filing a grievance, should report the matter, in writing, to the appropriate Resolution Officer. The complaint will then be investigated by the Resolution Officer and appropriate action will be taken.
Confidentiality:

All information submitted to the Office of Student Disability Services is kept confidential and not released without the student’s permission. Indication of a disability or the use of accommodations while at Saint Joseph’s University is not listed on the official transcript or diploma. Please note that any communication with other Saint Joseph’s University personnel (i.e. faculty members, residence life staff, health services, etc.) is strictly on an “as needed to know” basis and for the educational purposes of the student. Documentation will be kept for a period of 5 years after a student either graduates or leaves the University. After such time, records will be destroyed.

HOVERBOARD POLICY FOR STUDENT USE

The use, possession, or storage of hoverboards, self-balancing scooters, hands-free segways, and similar devices is not permitted on University property, including, but not limited to, one’s vehicle, office, residence or locker. The use, possession, or storage of such items creates a risk to the health or safety of the University community. Students violating this policy may be referred to the Office of Community Standards.

OFFICE OF INFORMATION TECHNOLOGY POLICIES AND PROCEDURES

The Office of Information Technology (OIT) maintains policies and procedures governing the use of University technology resources. As appropriate, reported violations of these policies by students may be subject to the University’s Community Standards process. Applicable policies, including the Policy Governing the Use of Information Resources, are available online at: https://sju.teamdynamix.com/TDClient/Requests/ServiceCatalog?CategoryID=3637.

IDENTIFICATION CARD POLICY

Identification cards will be issued to all eligible members of the Saint Joseph’s community. The card must be carried at all times on campus, and produced upon the request of a University employee. Identification cards are non-transferable and subject to confiscation, and disciplinary sanctions if used by any person other than the person to whom it was issued. If a card is lost or stolen, the Office of Public Safety & Security should be contacted immediately. A replacement card will be issued for a fee.

In order to be eligible to obtain a Saint Joseph’s University student identification card and the subsequent building access related to the card, a student must meet one or more of the following criteria:

- Student is active and registered for a current or future semester
- Student has an active on-campus housing agreement
- Student is in pending graduation status

INTELLECTUAL PROPERTY POLICY

This policy was approved by the University Council on April 16, 2009 and by the President on April 29, 2009; revised by University Council on February 20, 2020 and approved by the President on February 27, 2020.

Preamble

Saint Joseph’s University (the “University”) is dedicated to a love of learning and to the highest intellectual and professional achievement. It is the policy of the University to carry out its scholarly work in an open and free atmosphere and to publish results freely whenever
possible. Research done primarily in anticipation of profit is not the most important aim of the University. Nevertheless, the University recognizes that patentable inventions and copyrightable works sometimes arise in the course of research and other activities conducted with University support by its employees, contractors, students and other personnel. It is the responsibility of University personnel to disclose the creation of such intellectual property.

Policy Objectives
The principal objectives of this Policy are:
• to encourage creative intellectual effort by faculty, staff, students, contractors, and others associated with the University;
• to establish principles for determining the interests of the University, inventors, creators of copyrighted works and sponsors with regard to inventions, discoveries and other intellectual property;
• to develop procedures by which the significance of inventions, discoveries or other intellectual property may be determined and brought to the point of commercial utilization;
• to provide the means for placing in the public realm the results of research, while safeguarding the interests of the University;
• to recognize the right of the inventor and/or creator to financial benefits from an invention, discovery or other work; and
• to respect the intellectual property rights of others.

Who is covered: University Personnel
For purposes of this Policy, University personnel refers to all University faculty members, staff, and other persons employed by the University, both full and part-time; visiting faculty and researchers; and any other persons, including students, who create or discover intellectual property using University resources such as space, facilities, equipment, staff or funds, as more fully defined in this Policy.

What is covered: Intellectual Property
All intellectual property produced at the University by personnel (defined above) is covered by this Policy. Intellectual property shall consist of, for example and without limitation: inventions, creative works, patentable subject matter, copyrightable materials, know-how, electronic or paper documents, software (including source code and object code), multimedia or audiovisual materials, artwork and photographs. For purposes of this policy, intellectual property is divided into two categories.

• “Patentable intellectual property” shall include, without limitation, all inventions, discoveries, know-how (despite the fact that these may not benefit from patent protection) and discoveries or other material that is patentable under US law (whether or not produced in the US), as well as all software that is excluded from “copyrightable material” (whether or not patentable under US law).
• “Copyrightable intellectual property” shall include, without limitation, all creative works, electronic or paper documents, software (including source code and object code), multimedia or audiovisual materials, artwork and photographs, and any other materials that may be copyrightable under US law (whether or not produced in the US). Copyrightable material shall include educational or research software, but shall not include software other than educational or research software.

Patentable Intellectual Property
Responsibility for Disclosure of Patentable Intellectual Property
University personnel who alone or in association with others create patentable subject matter with any use of University resources are responsible for disclosing the patentable subject matter to the University. Such disclosure shall be made when it can be reasonably concluded
that a patentable subject matter has been created, and sufficiently in advance of any publications, presentation, or other public disclosure to allow time for possible action that protects rights to the intellectual property for the creator and the University.

**Determination of Rights to Patentable Subject Matter**
Except as set forth below, the creator of patentable intellectual property shall retain his/her rights, and the University shall not assert ownership rights. The University will assert ownership rights to patentable intellectual property developed only under any of the following circumstances:

- Development was funded by an externally sponsored research program that allocates rights to the University.
- Development required extraordinary or substantially more uses of University resources (e.g., facilities, equipment, funding) than would normally be provided for the creator's employment duties.
- The creator was assigned, directed, or specifically funded by the University to develop the material.
- Material was developed by administrators or other non-faculty employees in the course of employment duties and constitutes work for hire under federal copyright law.

**Copyrightable Intellectual Property**

**Responsibility for Disclosure of Copyrightable Intellectual Property**
In contrast to historical business practice, the tradition of academic institutions is to give faculty members the right to retain ownership of their copyrightable products. This policy protects that traditional right and faculty members are not obligated to disclose the creation of copyrightable material, even when the product might have commercial value, unless the material was developed under one of the qualifying conditions listed in the next section in which case the creator is responsible for timely disclosure. However, faculty members are encouraged to disclose any copyrightable material that has commercial value to the extent that they may wish assistance in copyright protection and marketing in exchange for profit sharing with the University.

**Determination of Rights to Copyrightable Intellectual Property**
Except as set forth below, the creator of copyrightable intellectual property shall retain his/her rights, and the University shall not assert ownership rights. However, creators will be expected to grant non-exclusive, royalty-free, perpetual licenses to the University to use, display, copy, distribute and prepare derivative works from copyrightable material that is developed for University courses or curriculum, so that the University may continue use of such material for educational purposes. The University will assert ownership rights to copyrightable intellectual property developed only under any of the following circumstances.

- Development was funded as part of an externally sponsored research program or by any agreement which allocates rights to the University.
- The material was developed with extraordinary or substantially more use of University resources than would normally be provided for the creator’s employment duties. This might occur as disproportionate use of staff time, networks, equipment, or direct funding. On-line courses (described below) shall presumptively be included in this category.
- The creator was assigned, directed, or specifically funded by the University to develop the material, and the University has negotiated an understanding or formal contract with the creator.
- Material was developed by administrators or other non-faculty employees in the course of employment duties and constitutes work for hire under federal copyright law.
Intellectual Property Developed Under Sponsored Research Agreements
Ownership of copyrightable and patentable intellectual property developed pursuant to an agreement with any sponsor will be governed by the provisions of that agreement.

On-line Courses
The University will generally assert ownership to on-line or distance education courses because of the substantial use of University resources. However, the faculty member who develops such a course shall receive a stipend to do so, and may obtain a license to continue using the course at another educational institution with the University’s approval, [which shall not be unreasonably withheld], upon leaving the University’s employment.

Waiver or Return of Rights
The University may in its sole discretion waive, transfer, or license to the creator its rights in any intellectual property when such action does not conflict with obligations to the federal government or other interested parties. This could occur for example, if the costs for protecting and developing the intellectual property are not likely to be matched by anticipated income. If at any time the University shall terminate its effort to seek protection of intellectual property, or to discontinue commercial development, the inventor shall, upon filing a request with the University and completing appropriate transfer of rights, be free at his or her expense to seek a patent or copyright, and/or develop, license, and otherwise use the material, subject to the University’s rights to reimbursement of incurred costs and sharing of future royalties in amounts to be negotiated between the University and the creator on a case by case basis.

Administration of Intellectual Property
The Office of Research Services will be responsible for day-to-day management of all University intellectual property issues, and shall be empowered to negotiate the University’s rights under this Policy with the Provost’s approval. Intellectual property disclosable hereunder shall be disclosed to the Office of Research Services, which will be responsible for timely review of all disclosures. This Office will complete a review of the patentability and marketability of the intellectual property and prepare a recommendation for the Provost regarding the protection and commercialization of the intellectual property. The Office shall be responsible, working with creators, for obtaining patent, copyright, or other protection of intellectual property owned by the University hereunder, and for marketing and licensing of all such intellectual property rights. The Office shall also set up and manage individual expense and income accounts for intellectual property that is vested in the University under this Policy. University personnel who wish to pursue the commercialization of their independently developed and owned intellectual property through the University may offer such intellectual property to the University by disclosing the intellectual property to the Office of Research Services. The Office will evaluate the commercial potential of the intellectual property and make a recommendation to the Provost regarding the acceptance of the intellectual property. Acceptance of such intellectual property by the University will be made at the sole discretion of the University and will require creator(s) to accept all provisions of this Policy, including the assignment of rights and income distributions.

Income Distribution
Costs and Net Royalty Income
Unless otherwise agreed, Net Royalty Income shall mean gross royalties in the form of cash or cash proceeds, less commercialization costs, including but not limited to billed costs for protection of intellectual property, marketing, legal fees and other licensing costs.
Distribution of Net Royalty Income
With respect to intellectual property owned by the University under this Policy, Net Royalty Income shall be distributed (usually annually) as follows:

- 40% Creator(s) (personal)
- 20% Creator’s Department or equivalent unit (for support of research and other creative activity)
- 20% Creator’s School (Dean’s fund for support of research and other creative activity)
- 20% University (President/Provost funds for discretionary support of research and other creative activity)

In the event of joint creators, the payments made to the creator(s) under the above schedule shall be divided equally among the creators, except as may be otherwise agreed to by the creators and approved by the Provost.

In the event the University receives other than monetary consideration in connection with any license, such as equity, such consideration shall be considered Gross Royalties and shall be apportioned according to the above schedule. Any equity received by the University may be held by the University until such time that the University decides to liquidate such equity. The University has the sole right to determine the disposition of intellectual property in which it has equity. Payments for research or contributions of equipment shall not be considered Gross Royalty Income but shall be the sole property of the University. The University may postpone the distribution of Net Royalty Income when future expenses relating to the applicable technology, such as patent prosecution costs, or an infringement suit, are reasonably anticipated.

Conflict Resolution
Administration of this Policy shall be the responsibility of the Office of Research Services. Questions should be directed to the Office of Research Services regarding the application, interpretation or implementation of the Policy, or regarding disagreement among creators concerning assignment of rights or sharing of royalties. Disagreement with any determination made by that Office may be directed to the Provost of the University or his/her designee for a final determination.

Use of Saint Joseph’s Name, Mark, or Insignia
The University owns all trademarks and service marks related to goods and services distributed by the University. Faculty members, staff and students may use the Saint Joseph’s University name to identify themselves.

The Saint Joseph’s University name, seal, and logo may not be used in any of the following ways without prior University approval:
- In conjunction with any private or commercial enterprise
- In connection with any advertisement or endorsement of any product or service
- By any individual or group promoting itself

Use of the University name, seal or logo on letterhead, business cards or other materials is standardized and regulated by the Office of University Communications.
Any questions regarding the use of the University name, seal, or logo in circumstances other than the ones listed above should be referred to the Office of University Communications.

Student Works
The term “students” under this Policy includes all full-time and part-time undergraduate, graduate, certificate and visiting students. The University makes no claim of copyrightable intellectual property ownership in student work created as part of their academic activities that do not utilize substantial University resources and are not created while an employee of the University. These protected works include, but are not limited to, papers, presentations,
portfolios, theses, dissertations, journal articles, scholarly books, publications, literary works, music compositions, photographs, film and video projects, graphic design, and other artistic works.

The Policy’s protection of student copyrightable intellectual property ownership is subject to the following exceptions:
• Intellectual property that is created in the scope of employment by the University.
• Intellectual property that is internally or externally sponsored at the University.
• Development required substantial use of University resources (e.g., facilities, equipment, funding).
• Student intellectual property, created in collaboration with University employees, is subject to the same limitations of ownership as the University employee. Before commencement of collaborative endeavors with University employees, students should file a written agreement outlining their rights of ownership.

Changes to this Policy
The University reserves the right to change this Policy from time to time. Proposed changes will follow the normal University governance review process. However, whatever Intellectual Property Policy was signed by the individual(s) will remain the terms to which they are bound.

LIABILITY DISCLAIMER
Saint Joseph’s University assumes no responsibility for the loss, destruction or theft of students’ personal possessions. Students are encouraged to inventory their personal possessions periodically, affix their names on all personal possessions, and/or record and maintain in a safe place, the serial numbers or other identifying markers of, personal possessions. Moreover, students are encouraged to obtain personal property insurance for their personal possessions, because the University’s insurance program covers only University property and does not extend to the personal property of students. Students participating in University activities, including athletics and all other activities, or using University facilities or equipment, do so at their own risk. The University provides reasonable supervision for these activities, but assumes no responsibility, and hereby disclaims responsibility, for accident, loss, injury, illness or death resulting from such activity.

MISSING ON CAMPUS STUDENT POLICY
The purpose of this policy is to convey the procedures of the University’s response to reports of “on-campus” missing students, as required by the Higher Education Opportunity Act of 2008. This policy applies to all students and in particular to those residing in campus housing, including off-campus apartment units leased by the University for students.

If a member of the University community or a parent has reason to believe that a student who resides in on-campus housing is missing, they must immediately contact the Office of Public Safety & Security at 610-660-1111.

The Missing Student notification will generate a Public Safety & Security Incident Report and subsequent investigation.

Investigation efforts will include, but are not limited to, checking the student’s residence, class schedule, swipe access history, meal plan usage, location of private vehicle; speaking with friends and acquaintances; and calling the student’s cell phone number.
Once an investigation has been conducted, should the Office of Public Safety & Security determine that the student is missing and has been missing for a period of 24 hours or more, the appointed University representative will contact Philadelphia or Lower Merion Police as well as the individual that has been designated as the student’s confidential missing person contact within 24 hours of the determination that the student is missing. Additionally, the Vice President for Student Life will be notified. For non-emancipated students less than 18 years of age, a custodial parent or guardian will be notified by the University within 24 hours of the determination that the student is missing, in addition to any emergency or confidential contacts listed. Regardless of a student’s age, and regardless of whether a student registered a confidential contact person, the University will notify Philadelphia or Lower Merion Police within 24 hours of the determination that the student is missing, unless the local law enforcement agency was the entity that made the determination that the student is missing.

Each student has the option to register a confidential contact person(s) to be notified within 24 hours of a determination by the Office of Public Safety & Security or local law enforcement that the student is missing. Students have the option to register or revise this confidential contact(s) at any point in the academic year. Registration is available via The Nest and the information collected will only be accessible to authorized University officials. The confidential contact person(s) may not be disclosed except to law enforcement personnel in furtherance of a missing person investigation. If, during the initial stages of the investigation, it has been determined that the student is “involuntarily missing,” i.e., abducted, kidnapped, or endangered, the appropriate law enforcement agency will be contacted immediately. Upon these exigent circumstances, it will not be necessary to wait for 24 hours to make the required aforementioned notifications.

PHOTO AND VIDEO RELEASE

By enrolling as a student at Saint Joseph’s University (“University”), I:

a.) grant to the University permission to reproduce my name, likeness, identity, voice, photographic image, videographic image and oral or recorded statements in any publication of the University intended for research, educational, promotional, fund-raising or other related use, including webpages and web-based publications, associated with the University.

b.) waive and release, on behalf of myself and my heirs and assigns, the University and its officers, trustees, agents and employees, from any claim or liability relating to the use of my name, likeness, identity, voice, photographic image, videographic image and oral or recorded statements.

c.) affirm that I understand that the University will rely on this consent and release in producing, broadcasting, and distributing materials containing my name, likeness, identity, voice, photographic image, videographic image or oral or recorded statements, and that I will receive no money, benefit, credit or remuneration of any kind from the University related to this consent and release or the materials covered by this consent and release.
POLICY ON POLITICAL ACTIVITIES ON CAMPUS
This Statement, originally entitled "Policy on Political Activities on Campus by Members of the University Community", was approved by the College Council on October 12, 1972, and by the President provisionally on October 24, 1972, and finally on November 10, 1972. Amendments were approved by University Council on February 21, 2019 and by the President on March 8, 2019.

As an institution of higher education, rooted in the Jesuit tradition, Saint Joseph’s University encourages open and free discussion of political ideas by members of the University community. To accomplish this academic end and also to preserve its status as a tax-exempt organization under Title 26, Section 501(c)(3), of the U.S. Code, the University is required in all instances to maintain a position of strict neutrality concerning political activities. The following principles therefore follow:

1. All members of the academic community are free to engage in political activities so long as these activities do not interfere with their obligations as teachers, administrators, or students; infringe upon the rights of other members of the University community; or violate this policy or any other policy in the Student Handbook, Faculty Handbook, or Administrator/Staff Handbook.

2. Although all members have a right to participate in the political process, they may do so only as individuals or through organizations recognized by the University, but never as representatives of the University. No contributions may be solicited in the name of or collected by the University for political purposes. Campus-based organizations seeking such contributions must include in their solicitations a statement to the effect that these donations are not for the use of the University and are not tax-deductible as gifts to the University. In addition, the seal or logo of the University may not be used on any literature or advertisements used for political purposes. The name of the University may be used only for purposes of identification of members of the University community.

3. All members of the community are free to support candidates or take positions on issues and to invite speakers to the campus for these purposes. Any procedures required by the University before such speakers are invited shall be designed only to ensure that facilities are properly scheduled and adequately prepared, and that these events are conducted in a manner

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6 Under the Internal Revenue Code, all section 501(c)(3) organizations are absolutely prohibited from directly or indirectly participating in, or intervening in, any political campaign on behalf of (or in opposition to) any candidate for elective public office. Contributions to political campaign funds or public statements of position (verbal or written) made on behalf of the organization in favor of or in opposition to any candidate for public office clearly violate the prohibition against political campaign activity. Violating this prohibition may result in denial or revocation of tax-exempt status and the imposition of certain excise taxes.

Certain activities or expenditures may not be prohibited depending on the facts and circumstances. For example, certain voter education activities (including presenting public forums and publishing voter education guides) conducted in a non-partisan manner do not constitute prohibited political campaign activity. In addition, other activities intended to encourage people to participate in the electoral process, such as voter registration and get-out-the-vote drives, would not be prohibited political campaign activity if conducted in a non-partisan manner.

On the other hand, voter education or registration activities with evidence of bias that (a) would favor one candidate over another; (b) oppose a candidate in some manner; or (c) have the effect of favoring a candidate or group of candidates, will constitute prohibited participation or intervention.
appropriate to the academic setting. Institutional control of campus facilities shall not be used as a device of censorship. In the event of disagreement, the University Judicial Board shall have jurisdiction (Source: SJU Faculty Handbook). Students should review the Student Sponsorship of Speakers and Performers on Campus for information regarding inviting speakers.

4. Students are entitled to an atmosphere conducive to learning and to evenhanded treatment in all aspects of the teacher-student relationship. Faculty members may not refuse to enroll or to teach students on the grounds of the students' beliefs or of the possible uses to which they may put the knowledge to be gained in a course. Students should not be forced by the authority inherent in the instructional role to make particular personal choices about political action or their own part in society. Classroom evaluation of students and the award of credit must be based on professionally judged academic performance alone and not on matters, such as political activism or personal beliefs, irrelevant to that performance.

5. The University, as an institution, cannot authorize the use of its facilities, funds, or property for any activities involving political figures or issues other than those required to provide a forum for discussion of political ideas on campus. No candidates for public office or their representatives are to receive any funds belonging to the University, nor shall any member of the University community use for political purposes the University's mailing lists, bulk mailing privilege, interoffice mail system, or printing facilities. Use of lecture rooms shall be at the regular rate.

6. The University cannot provide office facilities to any political organization whose primary purpose is either the election of candidates to public office or the influencing of public opinion beyond the limits of the campus. Office space may be granted only to those political organizations composed entirely of members of the University community.

7. Any admission fees charged for political speakers in excess of the cost of University facilities must be turned over in their entirety to the University.

8. The University shall promulgate guidance regarding these principles to further support the University’s goals of encouraging discussion of political ideas and preserving its status as a tax-exempt organization.

**RESOURCES FOR PREGNANT STUDENTS**

Saint Joseph's University does not discriminate against any student because of pregnancy or related medical conditions. Faculty must excuse class absences and accept late assignments due to medical conditions relating to pregnancy for as long as deemed medically necessary by a student’s doctor. A pregnant student must be given the opportunity to make up missed work. Once a student knows that they are pregnant, they should contact the University.

**Contact Information for the Title IX Coordinator:**

**Lexi Morrison**
Director of Title IX & Equity Compliance
Title IX Coordinator
Campion Student Center, Room 243E
5600 City Avenue
Philadelphia, PA 19131
[titleix@sju.edu](mailto:titleix@sju.edu) | 610-660-1145
TEMPORARY OR MEDICAL SEPARATION FROM THE UNIVERSITY—UNDERGRADUATE DAY STUDENTS

At Saint Joseph’s University, there are many ways for students to temporarily separate from the University:

1. Leave of Absence (LOA) - medical or non-medical
2. Withdrawal from all Classes - medical or non-medical
3. Term Away - medical or non-medical (Undergraduate Day students only)

Please click here for more information on the process to apply for a Temporary Separation from the university, as well as the process to request a return.

Students who have questions regarding their options, or the Temporary Separation process, should contact:

Office of Student Success
610-660-2956 | success@sju.edu | https://sites.sju.edu/sos/tempsep/

INTERIM SEXUAL MISCONDUCT POLICY: Policy Regarding Sexual Assault, Sexual Harassment, Sexual Exploitation, Domestic Violence, Dating Violence, or Stalking

Title IX of the Educational Amendments of 1972 prohibits any person in the United States from being discriminated against on the basis of sex in seeking access to any educational program or activity receiving federal financial assistance. Click here for the University’s Interim Sexual Misconduct Policy and Interim Title IX Grievance Policy.

Any student who believes they or another member of the SJU community have been a victim of sexual harassment, discrimination, dating violence, domestic violence or stalking, or has been sexually assaulted is encouraged to report this occurrence to the University.

Contact Information for the Title IX Coordinator:

Lexi Morrison
Director of Title IX & Equity Compliance
Title IX Coordinator
Campion Student Center, Room 243E
5600 City Avenue
Philadelphia, PA 19131
titleix@sju.edu | 610-660-1145

Contact Information for Deputy Title IX Coordinators:

Thomas Sheibley
Deputy Title IX Coordinator
Director of Campus Ministry
Wolftington Hall
5600 City Avenue
Philadelphia, PA 19131
tsheible@sju.edu | 610-660-3125
SMOKING POLICY

Background and Purpose

It is the intent of this policy to promote a healthier environment for all members of the Saint Joseph’s University community, and to protect the health of non-smokers. Medical evidence clearly shows that smoking is harmful to the health of smokers and non-smokers alike. It is also an irritant to many non-smokers and can worsen allergy conditions. In sufficient concentrations, secondhand smoke may be harmful to those with chronic heart or lung disease. In addition, there is evidence that long term exposure to secondhand smoke may seriously threaten the health of non-smokers.

Definition

The definition of smoking includes the inhaling, exhaling, burning or carrying any lighted cigarette, cigar, pipe or other such device which contains tobacco or other smoke producing products, including, but not limited to, electronic cigarettes.

Policy

Saint Joseph’s University considers the needs and concerns of smokers, and non-smokers alike, in providing a healthful campus environment. All Saint Joseph’s University students, faculty, staff, contractors and guests are expected to comply with these regulations:

• Smoking is ONLY permitted in the outdoor locations with a sign that designates a smoking area. These areas are located far enough away from doorways, open windows and ventilation systems to prevent smoke from entering University buildings and facilities. Smokers are responsible to dispose of waste in proper receptacles.

• All University buildings, including academic, administrative, athletic facilities and residence areas are smoke free.

• Smoking is not permitted:
- in University vehicles, including buses and vans;
- on any athletic or intramural field including the spectator viewing areas in the immediate vicinity of the fields.

- No employee or contractor may smoke while they are in the conduct of their job (aside from break periods in designated smoking areas) whether they work inside or outdoors.

- The advertisement, sale or promotion of tobacco products on campus and the sponsoring of campus events by tobacco companies or tobacco-promoting organizations is not permitted.

**Responsibility and Enforcement**

Notice of this policy is to be provided to all students, faculty, staff and contractors through established communication channels. This policy relies on the thoughtfulness and consideration of smokers and non-smokers. All members of the university community and guests of the University are responsible for observing this policy. The Environmental Safety Office has overall responsibility for the implementation and enforcement of this policy. Concerns regarding the policy should be referred to that office in Moore Hall at 610-660-3037. Enforcement concerns for faculty and staff should be referred to Human Resources and for students to the Office of Community Standards.

**INTERIM POLICY ON SPORTS WAGERING**

I. **Purpose**
The purpose of this policy is to establish Saint Joseph’s University policy regarding sports wagering that reflects the values of the University and adheres to applicable National Collegiate Athletic Association (“NCAA”) bylaws and rules, Commonwealth of Pennsylvania law, and federal law.

II. **Scope**
This policy applies to all Saint Joseph’s University students, faculty, staff and members of the Board of Trustees. This policy also applies to all independent contractors and their employees who provide direct on-campus services to the Saint Joseph’s University Department of Athletics, its athletic teams and/or student-athletes (“contractors”), including but not limited to athletic trainers, physicians, sports psychologists, game officials, equipment and apparel providers, and individuals providing maintenance and other services in athletics facilities.

III. **Definitions**
**Wager**: Any agreement in which an individual or entity agrees to give up any item of value (e.g., cash, shirt, dinner) in exchange for the possibility of gaining another item of value.

**Sports Wager**: Placing, accepting, or soliciting a wager of any type with any individual or organization on any intercollegiate, amateur, or professional team or contest in any sport in which the NCAA conducts a championship (including football, even though the NCAA technically does not conduct the College Football Playoff). Types of sports wagering include, but are not limited to, the use of a bookmaker or parlay card; Internet sports wagering; auctions in which bids are placed on teams, individuals or contests; and pools or fantasy leagues in which an entry fee is required and there is an opportunity to win a prize.

**Examples of Sports Wagering include, but are not limited to:**
- Betting on a round of golf with a friend, loser buys dinner
- Playing Super Bowl squares, but only if there is an entry free and prize
Playing in an NFL Fantasy Football league, but only if there is an entry fee and prize
Entering a March Madness pool, but only if there is an entry fee and a prize
Placing an illegal bet with a bookie on a hockey game
Entering contests or placing bets through internet or online service providers such as Fan-Duel or DraftKings
Note that horse racing is NOT considered sports wagering

Nonpublic Information: Information that could influence the outcome of an athletic event, such as student-athlete availability, physical or mental health, academic eligibility status, or any other factor that only those in proximity with a student-athlete or team or with special access to such information as part of their employee, contractor or Trustee duties could ascertain.

IV. Policy Statement
The Saint Joseph’s University policy regarding sports wagering varies based on the role of the member of the Saint Joseph’s University community, as set forth below:

- **Attempt to Influence the Outcome of a Sporting Event.** Federal law (18 USC sec. 224) (and NCAA rules for those governed by such rules) prohibit any individual from participating in an attempt to influence the outcome of a sporting event, such as through “point shaving” or “fixing” games.

- **NCAA Prohibition on Any Sports Wagering.** NCAA rules prohibit the specific individuals listed in this paragraph from engaging in any form of sports wagering in any amount. The specific individuals prohibited from all sports wagering are:
  (a) student-athletes;
  (b) staff members (including coaches) who work in the Department of Athletics;
  (c) the following Saint Joseph’s faculty, staff and others who, although not members of the Department of Athletics, have responsibilities within or over the Department of Athletics: the President, the Faculty Athletics Representative, and staff who work in Educational Support for Student-Athletes; and
  (d) Contractors and their employees who provide direct on-campus services to the Saint Joseph’s Department of Athletics, such as Main Line Health.

- **Prohibition on Sports Wagering on Behalf of an Individual Who is Prohibited from Sports Wagering:** Per NCAA rules and Pennsylvania state law, all students, faculty, staff, members of the Board of Trustees and contractors are prohibited from sports wagering on behalf of any individual who is personally prohibited from sports wagering as set forth above. **Example:** A student-athlete provides a fellow student with $50 and asks him/her to place a bet on the 76ers to win the NBA Championship. The student-athlete would be in violation of this policy, the NCAA rules and Pennsylvania law, and the student would be in violation of this policy and Pennsylvania law.

- **Use of Nonpublic Information Relevant to Sports Wagering:** Per Pennsylvania state law, and the NCAA Rules to the extent set forth above, individuals who have access to nonpublic information concerning a Saint Joseph’s University student-athlete or team are prohibited from engaging in sports wagering on any event or individual performance in the sport or league in
which that athlete or team are involved, and from communicating that non-public information to individuals involved in or associated with any type of sports wagering activities.

- **Prohibition against Sports Wagering on Saint Joseph’s Department of Athletics Events:** Saint Joseph’s University is an institution built on community, in which we encourage all members to support one other in achieving personal, academic and spiritual growth. Allowing Saint Joseph’s University students, faculty, staff, contractors and members of the Board of Trustees to gamble on the performance of University student-athletes or staff members runs contrary to the sense of community that is so critical to the University. **As such, students, faculty, staff, contractors and members of the Board of Trustees are not permitted to place an otherwise legal sports wager on any team, contest or event, or individual affiliated with the Saint Joseph’s University Department of Athletics.**

- **Permissive Sports Wagering:** Unless otherwise prohibited by this policy, students, faculty, staff, members of the Board of Trustees and employees of contractors who do not provide direct on-campus services to the Department of Athletics may participate in legal sports wagering. Note that the rules and regulations governing sports wagering vary by state, including the minimum age (21 in Pennsylvania), the location of legal sports wagering (including whether online sports wagering is permissible), the legality of “prop betting,” and the legality of placing a sports wager on an in-state college or university team.

V. **Reporting**

Students, faculty, staff, contractors and members of the Board of Trustees at Saint Joseph’s University are required to report any attempt by a third-party to solicit nonpublic information or to encourage or solicit conduct that violates this policy. Reports shall be made to the following: Director of Athletics or the Vice President of Student Life (for students); the Chief Human Resources Officer (for staff); or a Department Chair or Dean (for faculty).

VI. **Violations of the Policy**

Any individual who violates this policy will be subject to disciplinary action in accordance with the applicable University procedures that implements sanctions for students, faculty, and staff. Independent contractors will be deemed to have committed material breach and any pending contract(s) will be terminated. In addition to University disciplinary action, individuals subject to NCAA rules will be subject to additional sanctions in accordance with NCAA rules.

VII. **Gambling Addiction Resources**

Multiple resources are available if you or someone you know is engaging in problem gambling. Additional information is available at: [https://gamingcontrolboard.pa.gov/?p=48](https://gamingcontrolboard.pa.gov/?p=48).

**STUDENT HEALTH CENTER POLICIES**

The Student Health Center provides acute illness and injury care and wellness care to students on an appointment basis. Please call the health center at 610-660-1175 to schedule an appointment. Well visits may be discontinued at the discretion of the health center at any time.

Visit [https://sites.sju.edu/studenthealthcenter/](https://sites.sju.edu/studenthealthcenter/) for a complete list of health center services, staffing, and information about confidentiality and privacy.
STATEMENT ON STUDENT GROUPS AND ORGANIZATIONS
Approved by College Council, December 21, 1972 (amended January 14, 2019)

During the college experience, students develop a variety of interests and concerns which find expression through a diversity of volunteer student associations on campus. While the University aims to provide student associations with the freedom to operate independently, the University does work to ensure the orderly conduct of student organizational affairs, and to provide that its personnel, physical and budgetary resources are allocated in support of those extracurricular student endeavors which extend opportunities for wider intellectual and social development.

The Office of Student Leadership and Activities is charged with responsibility for developing and implementing specific policies and procedures, for granting and withdrawing organizational status for student groups (https://sites.sju.edu/sla/student-organization-university-policies/), for the conducting of orderly student organizational affairs, for allocating University resources in support of organizational activity and for adjudicating intra- and inter-organizational disputes. Such policy and procedure must be in accordance with the aims and the objectives of the University.

POLICY ON STUDENT SPONSORSHIP OF SPEAKERS AND PERFORMERS ON CAMPUS
Approved by College Council January 25, 1976. The Policy was revised and implemented as Interim on September 11, 2017 and Approved by University Council on May 16, 2019.

Saint Joseph’s University endorses a lifelong commitment to thinking critically, making ethical decisions, pursuing social justice, and finding God in all things. As an institution of higher education, rooted in the Jesuit tradition, Saint Joseph’s University is committed to the exploration and discussion of issues which are of interest to members of the University community. Accordingly, one way in which the University’s mission (https://www.sju.edu/mission-statement) can be supported is by creating opportunities for officially recognized University student organizations (https://sites.sju.edu/sla/student-organization-university-policies/) and only such organizations to invite persons of their choice to speak or perform on campus, subject to this policy.

Prior to confirming sponsorship of an outside speaker or performer on campus, an officially recognized University student organization 1) must (except under extraordinary circumstances) provide at least three (3) weeks’ notice (Student Sponsorship of Speakers and Performers on Campus Form) to the Office of Student Leadership and Activities and 2) must coordinate with the appropriate University representatives (i.e., Student Life, Special Events, Public Safety and Security, Facilities, Student Leadership and Activities), in consultation with any other stakeholders deemed necessary by the University. The officially recognized University student organization must follow any policies and procedures established by the University for the orderly scheduling of facilities and adequate preparation for the event. The officially recognized University student organization must also comply with the Policy on Political Activities on Campus.

The topic(s) addressed by any sponsored speaker or performer must be germane to the aims of the sponsoring officially recognized University student organization. The University encourages the presence of speakers and performers on campus representing a broad range of viewpoints, which sometimes may include those whose views may not agree with the stated aims of the University. Student organization sponsorship of guest speakers or performers
does not imply University approval or endorsement of the views expressed by the speakers, performers, or student organizations.

The University through the Vice President for Student Life reserves the right to reject a speaker or performer from conducting an event on campus if there is strong evidence that the event either 1) poses a threat to the safety of any member(s) of the University community; 2) will disrupt the regular operations and activities of the University; or 3) would violate the law. If the University denies a student organization from hosting a speaker or performer on campus, the University must provide the student organization an official, written documentation that explicitly states the reason(s) for rejection.

If the University rejects a student organization-sponsored speaker or performer from conducting an event on campus, the sponsoring organization may appeal the decision with the Office of the Provost within ten (10) business days of notification of the rejection. The appeal must include a written petition justifying why the speaker or performer should be allowed on campus. The petition should be no longer than two (2) pages long. Appeals will be considered by a Provost appointed panel of three (3) University community members, at least one of whom is a student and one of whom is a faculty or staff member. Panel members shall disqualify themselves from serving on an appeal panel if they believe in good faith that they cannot be objective in the matter. It is within the panel’s sole discretion to determine whether they can resolve the appeal without any additional meetings or fact-finding. The appeals process must conclude within ten (10) business days of the student organization's submission of the official appeal. The panel’s decision on the appeal will be final and supersedes any previous decision on the same event. Moreover, the panel’s decision cannot be re-appealed. If a student organization unsuccessfully appeals the original decision, the University must provide an official written rationale for the appeal decision.

The University also reserves the right to make the final decision on the venue, and on whether Saint Joseph’s University security measures must be provided at the student organization sponsor’s expense. The sponsoring party is responsible for any and all costs associated with the speaker or performer/event, including costs for insurance and/or security that the University deems necessary.

Any officially recognized University student organization sponsoring an event is responsible for the conduct of the speakers and performers at the event. The opportunity to provide time for questions and comments is highly encouraged.

The University through the Vice President for Student Life reserves the right to make decisions related to the logistics of the event, including but not limited to, if and when tickets are required for admission, whether the event is limited to the University community and when donations may be solicited from attendees. Any proceeds from ticket sales or donations in excess of costs and overhead may be retained by the sponsoring official University student organization for use within the stated aims of that officially recognized University student organization and the parameters of the University’s budget policies.

Upon report of any possible violation of this policy, individuals and/or groups may be subject to the relevant University Community Standards processes in the Student Handbook.
STUDENT VEHICLE POLICY

The Student Vehicle Policy at Saint Joseph's University authorizes parking opportunities for graduate, PLS and HDC students as well as third- and fourth-year undergraduates who obtain permits from the Office of Public Safety and Security. **First-year and second-year residential students are prohibited from bringing cars to campus or parking on neighboring residential streets.** The student operator of any vehicle that is found parked on a neighboring residential street without a valid City of Philadelphia parking permit is considered in violation of the Student Vehicle Policy and will be referred to the Office of Community Standards.

In **limited instances**, the University may **extend an accommodation and issue parking permits to first- or second-year students.** These instances include:

1. First- and second-year students commuting from their permanent home.

2. First- and second-year students who have exceptional circumstances, such as state-issued handicapped plates or placards for a personal disability, or extreme family hardships as determined by the Office of Public Safety and Security. Employment is not considered a hardship.

3. Certain second-year residential students living in the Townhouses, Merion Gardens, Lannon Hall, and Rashford Hall may be issued parking permits specific to these lots. If the number of second-year residential students applying for parking permits exceeds the number of available parking spots, provisional eligibility and permits for those lots will be awarded by lottery.

**Once purchased / issued, University Parking Permits cannot be lent/borrowed, sold or exchanged between the permit holder (student and/or University employee) and any other person.**

Violations of this policy are subject to tickets and fines issued by Saint Joseph’s University Public Safety officers and will also be forwarded to the Office of Community Standards.

In addition, section 9-2804 of the Code of City of Philadelphia requires that all “students either provide the college or university with the model, make, and license number of any vehicles owned, operated or controlled by such student, and a copy of a current registration and valid insurance certificate for each such vehicle, or certify in writing that the student does not own, operate or control a vehicle.

Additional parking information can be found at [https://sites.sju.edu/security/parking](https://sites.sju.edu/security/parking).
TEMPORARY TRANSPORTATION SERVICES
Temporary Transportation Services are provided by Public Safety & Security to all Saint Joseph University students who submit appropriate documentation to support the need for transportation between their on-campus residences and their classroom buildings, as well as off-campus residences within the service zone of Public Safety & Security and on-campus buildings.

Request for Temporary Transportation Services:

1. Student contacts the Director of Student Disability Services (sds@sju.edu or 610-660-1774).

2. Student submits documentation to the Office of Student Disability Services regarding the injury or disability. The documentation should state the duration of the need for the Temporary Transportation Services and also provide current cell phone number for the student.

3. The Office of Student Disability Services completes the Request For Temporary Transportation Services form and sends to Public Safety & Security.

4. The student is instructed to contact Public Safety & Security 30 minutes prior to transport from residence to campus and 15 minutes prior to transport between campus buildings.

5. A hard copy of the request and the medical documentation is kept in the Office of Student Disability Services according to the retention policy.

INTERIM GRIEVANCE POLICY FOR ADDRESSING FORMAL COMPLAINTS OF SEXUAL HARASSMENT UNDER TITLE IX OF THE EDUCATIONAL AMENDMENTS OF 1972
Title IX of the Educational Amendments of 1972 prohibits any person in the United States from being discriminated against on the basis of sex in seeking access to any educational program or activity receiving federal financial assistance. Click here for the Interim Grievance Policy for Addressing Formal Complaints of Sexual Harassment Under Title IX of the Educational Amendments of 1972.

Any student who believes they or another member of the SJU community have been a victim of sexual harassment, discrimination, dating violence, domestic violence or stalking, or has been sexually assaulted is encouraged to report this occurrence to the University.

Contact Information for the Title IX Coordinator:

Lexi Morrison
Director of Title IX & Equity Compliance
Title IX Coordinator
Campion Student Center, Room 243E
5600 City Avenue
Philadelphia, PA 19131
titleix@sju.edu | 610-660-1145
Contact Information for Deputy Title IX Coordinators:

**Thomas Sheibley**  
Deputy Title IX Coordinator  
Director of Campus Ministry  
Wolfington Hall  
5600 City Avenue  
Philadelphia, PA 19131  
tsheible@sju.edu | 610-660-3125

**Renie Shields**  
Deputy Title IX Coordinator  
Senior Associate Athletic Director for Student Experience  
Barry Hall  
5600 City Avenue  
Philadelphia, PA 19131  
shields@sju.edu | 610-660-2584

**Taba Pickard**  
Deputy Title IX Coordinator  
Director, Employee Relations and Engagement  
215 City Avenue  
Philadelphia, PA 19131  
tpickard@sju.edu | 610-660-3313

Information about campus and community resources can be found at [https://sites.sju.edu/support/](https://sites.sju.edu/support/). Confidential resources are available through Counseling and Psychological Services (CAPS) at 610-660-1090. The Rape Education Prevention and Program (REPP) can also be contacted as a confidential resource at 610-733-9650. If immediate services are needed after hours you may contact Public Safety & Security at 610-660-1111 or REPP, Rape Education and Prevention Program at 610-733-9650.

**USE OF THE SAINT JOSEPH’S BRAND AND GUIDANCE ON CO-BRANDING**

Decisions about Saint Joseph's University brand – including internal and external usage of the University's name, logo and affiliated marks, the combining of various SJU logos, and any potential co-branding with other organizations or causes – rests with the Office of Marketing and Communications (MarComm) in consultation with other offices. Please consult with MarComm before using institutional logo(s), making arrangements to put other entities' logos on SJU-branded materials, or granting other organizations permission to use our logo. Importantly, the use of copyrighted and/or trademarked material in merchandise, advertising or promotions without express written permission is not permitted for official University communications and programs, and may be illegal and result in significant fines and penalties. For more information, contact Ryan Starr in the Office of Marketing and Communications at rstarr@sju.edu.
RESIDENTIAL LIVING POLICIES AND PROCEDURES
The development of a successful residential community depends on all members working to make the community a pleasant, fair, and enjoyable place to live. To ensure an environment that supports a diverse community of students, the Office of Residence Life has developed policies, procedures and expectations governing residential living at Saint Joseph’s University. While some policies are included below, a comprehensive review of residential policies, expectations, and procedures can be found on the Residence Life website (https://sites.sju.edu/housing/housing-policies/).

Residential students are responsible for familiarizing themselves with these expectations, and students in violation of these policies, procedures, and regulations may be subject to residential fines and/or disciplinary action under the Community Standards. Questions concerning these policies and expectations should be directed to any member of the Residence Life staff. These policies may be amended during the course of the academic year as needed, and students will be notified of any additional changes. Please also refer to the Housing Agreement for specific terms of the housing agreement.

First and Second Year Residency Requirement

Residential living is a valuable part of a student’s social and educational experience; therefore, first and second year students are required to live in University housing. In cases of extraordinary financial or medical need, requests for exemptions to this requirement will be reviewed on a case-by-case basis. Students granted an exemption must live with a parent or legal guardian. Requests for an exemption must be submitted in writing to the Housing Review Committee, c/o the Office of Residence Life, with included supporting documentation. Written requests for an exemption must be received no later than April 1, prior to the start of the fall semester. Requests for an exemption for the spring semester must be received no later than December 1. Late requests will only be reviewed in extraordinary circumstances.

Housing Assignments

Housing assignments and placements are the exclusive responsibility of the Office of Residence Life. Residence Life reserves the right to change or modify housing assignments and fill housing vacancies as necessary for reasons of health, safety, discipline, or consolidation purposes. Students may not change assignments without authorization. Attempts to manipulate the housing assignment process may result in disciplinary action.

Cancellation of Housing Agreement

If you have already signed your housing agreement and later find yourself in a situation that requires it to be considered for cancellation, you should submit your request, in writing, to the Housing Review Committee c/o the Office of Residence Life. Written requests for an agreement release must be received no later than April 1, prior to the start of the fall semester. Requests for an agreement release for the spring semester must be received no later than December 1. Late requests will only be reviewed in extraordinary circumstances. Students granted a release may be charged a $650 Release Fee. The University reserves the right to cancel a housing agreement and remove a student from residence for failure to meet financial obligations to the University.
Vandalism and Damage Billing

The cost of any repairs as a result of normal wear will be covered by the University. Repairs that are required because of vandalism will be billed to the individual responsible for the damage. In the event that the individual at fault is not identified, the building, suite, floor, or hall will share the cost of repairing the damage. In order to reduce general damage charges, all students are encouraged to confront peers who damage University property and report any incidents. Students will receive an e-mail when their student account is billed for any damage. Students are encouraged to contact their Residential Area Manager with questions regarding any damage charge. Additional instructions for an appeal process may be included in the notification email.

Community Behavior

Living in community requires sensitivity toward and respect for the needs of others. SJU is an educational institution comprised of people from all backgrounds and belief systems, with differing expectations for community living. To protect the right of each student to a pleasant and fair living environment, civil behavior is expected by all community members. Students are encouraged to respectfully confront inappropriate or disruptive behavior and to seek out the assistance of student and professional Residence Life staff members.

Postings in Public Facing Areas: To aid in the development of a civil, respectful, and inclusive environment within the residence halls, students are prohibited from posting personal dry erase boards, bulletin boards, or message boards on their external facing doors, outside their residence hall or apartment rooms, or in public-facing windows. Additionally, due to the University’s tax-exempt status, students are prohibited from posting items in support of a political candidate, political party or PAC on these same public-facing areas.

Academic Atmosphere/Quiet Hours

University residences are centers for a complete living/learning experience. To facilitate this process, the residence hall environment must be a place where students have the opportunity to excel academically. Therefore, it is important to establish specific times when students can be assured of having a quiet study atmosphere. In consideration of those who wish to sleep or study, all students are expected to maintain a quiet environment between 10:00 p.m. and 9:00 a.m. Sunday through Thursday and between midnight and 9:00 a.m. on Friday and Saturday. During quiet hours, there should be no excessive noise (such as a stereo that can be heard in the hallway) in rooms, suites, or hallways. During exams, 24 hour quiet hours are in effect. Consideration hours are in effect within the residence halls 24 hours a day. Students are encouraged to speak directly with their neighbors about any noise concerns.

Disruptive Behavior

The University reserves the right to reassign or revoke on campus housing or take other necessary action, without a formal hearing, for those students whose behavior is considered disruptive or potentially detrimental to the well-being of the individual, roommates, and/or others in the residential community.

Alcohol Policy in Residence Halls

Members of the residence hall community must abide by the University’s alcohol policy. The misuse of alcohol often has a negative impact on individuals and entire communities. Through education and enforcement, the Office of Residence Life seeks to encourage resident students’ adherence to the law and to University policy. The Office of Residence Life further
expects students over the age of 21 who choose to drink alcohol to do so responsibly and with no disruption to the residential community. In accordance with the law and with the University’s alcohol policy, the following regulations apply to possession and/or use of alcohol in the residence halls:

- Residents who are 21 or older may possess a limited and reasonable quantity of alcoholic beverages for their own personal consumption. Amounts over this may be confiscated by University personnel.

- Residents who are 21 or older may not possess an open alcohol container or consume alcohol in the presence of anyone under 21. This includes roommates and guests.

- Residents 21 years old or older who share a living environment with an underage student(s) may not store alcohol in common area locations such as kitchens or living rooms.

- Possession of alcohol containers by persons under age 21 is prohibited.

- Non-SJU guests of underage residents are not permitted to possess alcohol in residence halls.

- Alcohol containers cannot be displayed or used as decoration.

- Regardless of age, resident students and guests are prohibited from possessing or using drinking game paraphernalia.

* Please note that resident students are encouraged to reference the University Alcohol Policy for a full discussion of behavioral expectations.

**Drug Paraphernalia**

For the health and well-being of the community, drug paraphernalia (including but not limited to bongs, pipes, hookahs, drug vaporizers, rolling papers, filter tubes, etc.) of any kind is prohibited in the residence halls. Any student found in violation of this policy will be subject to disciplinary action.

**Fire Safety Precaution**

Fire safety is everyone’s responsibility. Carelessness affects not only one student’s safety, but, that of every resident of the building. All residents should actively avoid creating fire hazards. Resident students are not permitted to:

- Possess or use hoverboards, self-balancing scooters, hands-free segways, and similar devices.

- Smoke anywhere in University residential buildings. This includes the use of electronic cigarettes.

- Possess or use candles, incense or oil lamps.

- Possess a non-university issued mattress.

- Cover exterior of room door with flammable decorations.
- Use non-fire retardant window coverings.
- Hang items from fire sprinkler heads, pipes, heat detectors, or smoke detectors.
- Cover or tamper with smoke detectors.
- Hang items from lights or ceilings.
- Hang lights out of windows or over top of window coverings.
- Hang or post paper, posters, decorations, or signs on externally facing windows.
- Use Medusa lamps with plastic shades, halogen lamps, holiday/decorative lamps, (rope lighting), or electrical decorations that are not UL approved.
- Overload electrical outlets (MUST use surge protectors).
- Run electrical cords under carpets or furniture.
- Bring in live Christmas trees.
- Put anything in front of, on top of, or against heating vents or radiators.
- Store excessive trash, paper, or flammable items (paint, fuel, propane tanks, etc.).
- Have explosive devices (fireworks, firearms and weapons).
- Use open flames or heating elements inside/outside the buildings, including gas and barbecue grills.
- Use toaster ovens, hot plates, sandwich makers, waffle irons, traditional coffee makers with exposed heat plates, or “George Foreman” type cooking apparatuses (not applicable in Campus Apartments).

This list is not all inclusive. Additional items may be added as deemed necessary by University personnel or as outlined in the University’s Housing Agreement. Violating the aforementioned is considered a violation of the Community Standards and can carry heavy fines ranging from $50 to $200. Students should immediately report any observed fire hazard to Public Safety or Residence Life Staff.

Fire Safety Regulations

Alarms: The University holds routine fire safety drills in accordance with Pennsylvania State Law, and all residents are expected to participate. Some fire drills are fully supervised by residential staff and involve accessing individual student spaces. Students may not disregard a fire alarm or refuse to evacuate a building in which an alarm is sounding, regardless of its nature (drill, false alarm, or actual alert). Residents who fail to evacuate a building in a voluntary and timely manner will be subject to disciplinary action and possible change or removal of University housing. Initiating a false fire alarm is a clear violation of Community Standards and can be sanctioned with a fine up to $500.

Equipment: Tampering with or misuse of fire safety equipment (extinguishers, smoke detectors, alarms, sprinklers, exit signs) is considered to be exceptionally dangerous behavior
in a residential community. Such behavior represents a serious violation of the Community Standards and can result in fines up to $200 in addition to any resulting costs for necessary repairs/inspection of equipment.

**Indoor Athletic Activities**

To avoid personal injury and/or damage to the halls and the sensitive sprinkler systems, playing of athletic games is prohibited within the residence halls.

**Solicitation**

Any group which is not affiliated with the University and seeks to solicit in residence halls must be approved by the Director of Residence Life. Any campus organization or residence hall group wishing to sell items for fund raising purposes must also have the approval of the Office of Residence Life. Students may not use their residence hall rooms as a principal place of business. Any student who suspects that an individual or a group is soliciting illegally should contact a Residence Life staff member immediately and/or contact Public Safety and Security at 610-660-1111. Students should refer to the University’s policy regarding commercial solicitation on campus.

**Posting Policy**

Any flyers or advertisements to be hung in the residence halls must be approved by the Residential Area Manager or the Office of Residence Life and must bear the Student Leadership and Activities stamp per the University’s Campus Posting Guidelines. Advertisements must be posted by the Resident Assistant staff on bulletin boards and cannot be posted on windows, doors, elevators, etc. If an individual or a group posts information improperly, the advertisement will be removed and the individual or group will be charged to repair any damage to the building surfaces. Flyers advertising alcohol or flyers that are in any way offensive will not be permitted.

**Pet Policy**

Due to health concerns associated with animals living in the residence halls, the only pets that are permitted for students are fish kept in tanks less than 10 gallons. Violation of this policy may result in a fine per student in addition to cleaning fees and any other costs associated with damages (i.e. pest control if necessary), for the first violation. A second infraction of this nature will result in an increased fine, and further disciplinary actions. Certified service animals and emotional support animals are not considered pets and may be permitted to live in the residence halls when accompanied by appropriate medical documentation and authorized by the Office of Student Disability Services.

**Residence Hall Security**

The Residence Life staff and Public Safety and Security work constantly to ensure the safety of all residents. The most secure facilities, however, are those in which residents exercise common sense and have a genuine concern for other residents.

For the safety and security of all residents and their personal property, Saint Joseph’s University stations an attendant at the front lobby desk of each residence center and apartment building. All students are required to carry their SJU identification card on their person and must manually swipe their card at the entrance and at the security desk of their residence hall. Only authorized individuals are permitted in the University’s residence halls. Students are expected to report any unauthorized persons to the Office of Public Safety and
Security (610-660-1111) and/or a Residence Life staff member. Desk staff may ask to inspect students’/guests’ bags, backpacks, parcels, etc. when entering residential buildings. It is expected that all residents and guests comply with this request. Students and guests may refuse a bag check; if a bag check is refused, the individual may be denied entry to the building. Public Safety officers and student Resident Assistants will make regular rounds through all residence halls. For security reasons, exterior and suite doors are designed to lock automatically upon closing. Residents may not prop open fire exit doors or hallway/suite doors and may not loan keys or swipe cards so that others may gain access to the buildings. These safety violations may result in disciplinary action and/or fines.

Guests

*Guests are currently not permitted in campus housing.* The University will continue to monitor federal, state, and local recommendations in evaluating the reinstatement of this privilege.*

Keeping our community as safe as possible is a priority. Guest privileges are suspended for at least the Fall 2020 semester. This impacts both external guests AND visitation among SJU students from building to building. Students within individual buildings can visit each other, provided they can physically distance and are mindful of wearing masks in all locations. Given physical-distancing requirements, overnight guests in residential facilities are not permitted.

Room Access/Search Policy

To assure individuals of reasonable privacy and to protect the well-being of the community, the Office of Residence Life has adopted the following procedures regarding access/search of University rooms occupied by students:

**Room Access:** In all emergency situations which could affect the health and welfare of an individual or the community, or if there is a reasonable suspicion of a violation of University policy, federal or state law, rooms may be entered by Security and/or Residence Life staff. Rooms may be entered for maintenance, repairs or safety inspections. Staff members will announce themselves before entry. Discovery of any prohibited items by University personnel while conducting maintenance or safety inspections may be cause for disciplinary action. Any illegal substance or material will be turned over to Public Safety or to the police.

**Room Searches:** If there is a reasonable suspicion of illegal activity, rooms may be searched by a team of Security and Residence Life supervisors. Searches must be requested by the Director of Public Safety and Security or the Director of Residence Life (or their designees). These searches must be authorized by the Vice President for Student Life or designee. A reasonable attempt shall be made to notify the student of the search and/or to have the student present for the search.

Personal Medical and Property Insurance

The University cannot and does not assume responsibility for personal accident, injury, or illness sustained by residents, guest or visitors nor for any damage, theft, fire or loss of any property belonging to residents, guests, visitors or others. The University does not provide or endorse the sale of any insurance products; however, we recommend that students secure adequate insurance through their parents’ medical policy, and/or homeowners insurance policies or similar products.