William Peace University Code of Conduct
2026-27

The Community Code of Conduct is a statement of policies and does not constitute a contract, expressed or implied, between students and the University. Nothing contained in the Community Code of Conduct should be construed as creating a promise or a binding contract with the University for any purpose.

The University reserves the right to make any necessary changes in the calendar, regulations, policies, or any other section of this Code of Conduct. Students are expected to abide, and adhere, to the updated version of the Code of Conduct, which is available at peace.edu.

William Peace University Honor Code

"On my honor as a William Peace University student, I will not lie, cheat or steal; nor will I condone the actions of those who do."

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Definitions:

a. The term "the University" refers to William Peace University.
b. The term "student" includes all persons who have accepted admission to, enrolled at, are taking courses at, and/or have a continuing relationship with the University, including those who attend full- or part-time at the undergraduate, School of Professional Studies, or non-matriculated level.
c. The term "faculty member" refers to any person employed by the University to conduct instructional activities.
d. The term "University official" includes any person employed by the University who is designated as an official or who holds administrative or professional supervisory responsibilities.
e. The term "member of the University community" refers to any person employed by, volunteering for, or attending the University as a student, faculty member, administrator, staff member, intern, or volunteer.
f. The term "University property" includes all land, buildings, facilities, and other property in the possession of, owned or controlled, whether leased or rented, by the University.
g. The term "organization" refers to any number of persons who have complied with the formal requirements for University registration, or who are members of University sponsored-groups.
h. The term "Student Accountability Conference Facilitator" refers to any persons authorized by the Student Conduct Administrator or a delegated representative to determine whether a student has violated the *Community Code of Conduct* and to impose sanctions.
i. The term "Student Conduct Administrator" refers to the Director of Residence Life and Housing in the Office of Residence Life and Housing, who represents the University by managing the daily operations of the student conduct system and assigns sanctions to students found in violation of the *Community Code of Conduct*.
j. The term "Chief Conduct Officer" refers to the Assistant Vice President of Student Life, who authorizes the Student Conduct Administrator to organize a student conduct program, assures the essential fairness of the process, and assigns sanctions to students found in violation of the *Community Code of Conduct*.
k. The term "Appeal Facilitator" refers to any person or persons authorized by the Chief Conduct Officer and/or Student Conduct Administrator to consider a review or appeal of the decisions of a Student Accountability Conference Facilitator.
l. The term "Complainant" refers to any member of the University community, visitors, or guests who file a complaint against any student for misconduct by contacting the Office of Student Life, the Office of Residence Life and Housing, or Public Safety.
m. The term "illegal drug" is defined as a substance defined and regulated under the provisions of the Federal Controlled Substances Act, and includes but is not limited to: CNS depressants, CNS stimulants, hallucinogens, or other illegal drugs such as PCP, cocaine or crack.
n. The term "use of drug" includes: the misuse of prescription or over-the-counter medication; the possession of drug paraphernalia; and/or the use, possession, manufacture, sale or distribution of any one or more illegal drugs while on or off University property.
o. The term "will" is used in the imperative sense.
p. The term "may" is used in the permissive sense.
q. The term "policy" is defined as the written rules of the University found in, but not limited to, the *Community Code of Conduct*.

r. The term “day” refers to a regular business day when university offices are open.
s. The term “position of trust” refers to a student job or leadership position in which a student has been entrusted with special responsibilities or information within an office, community, team, or organization.
t. The term “Good Conduct Standing” refers to the status in which a student is fully eligible to participate in university activities and privileges.

Part 1: Introduction

Peace Conduct Agreement

I agree to uphold the principles of honor set forth by this community in the Peace mission statement, the Academic Integrity Policy and *Community Code of Conduct*, to defend these principles against abuse or misuse, and to abide by the regulations of Peace.

Philosophy

The student conduct program within the Office of Residence Life and Housing is committed to an educational and developmental process that balances the needs of the individual student with the needs of the Peace community. We strive to create a space that allows students to share their experiences and the Office of Residence Life and Housing to better support our students, and to help them build self-accountability, through a student centered/belonging approach. In order to accomplish this, there are three philosophical tenets of the student conduct program.

I. Prevention – The student conduct program educates students about appropriate standards of conduct within a university community through programming and dialogue before issues occur. The program seeks to reduce incidents by educating students about healthy decision-making, constructive discourse, and bystander intervention.
II. Intervention – The student conduct program identifies the personal, educational, and social influences that result in misconduct on campus and intervenes through diverse mechanisms of resolution that place emphasis on repairing harm, personal decision making, community commitments, and student learning.
III. Harm Reduction and Retention – The student conduct program reduces and repairs harm to the community caused by misconduct after an incident has occurred. The program creates opportunities for students to learn from their experiences and affect positive change in decision-making. By taking an active role in designing conduct outcomes, the program offers students an opportunity to remain a part of the Peace community.

The Peace community is committed to fostering a campus environment that is conducive to academic inquiry, a productive campus life, and thoughtful study and discourse. A community exists on the basis of shared values and principles. At Peace, student members of the community are expected to uphold and abide by certain standards of conduct that form the basis of the *Community Code of Conduct*. These standards are embodied within a set of core values that include **Commitment to Community, Excellence with Integrity and Inclusion & Respect.**

Ultimately, each member of the Peace community is expected to assume responsibility for their conduct and to assume reasonable responsibility for the behavior of others. The student conduct program at Peace exists to protect the interests of the community and to challenge students to embody the values of Peace. The program and outcomes are intended to challenge and shape students’ moral and ethical decision-making and to help them bring their behavior into accord with the community expectations. When a student is unable to conform their behavior to community expectations, the

student accountability process may determine that they should no longer share in the privilege of participating in this community.

Students should be aware that the student accountability process is quite different from criminal and civil court proceedings. Procedures and rights in student accountability procedures are conducted with fairness to all; however, they do not include the same protections of due process afforded by the courts. Fair process, within these procedures, assures written notice and a conference before an objective and unbiased decision-maker. No student will be found in violation of University policy without information showing that more likely than not a policy violation occurred and any sanctions will be proportionate to the severity of the violation and to the cumulative conduct history of the student.

Part 2: Jurisdiction over Student Conduct

Peace distributes the *Community Code of Conduct* on the Peace website. Visit http://www.peace.edu and navigate to *Community Code of Conduct* under Student Consumer Information. A hard copy can be made available upon request from the Office of Student Life or the Office of Residence Life and Housing. Students are charged with the responsibility of having read, and agreeing to abide by, the provisions of the *Community Code of Conduct* and the authority of the student conduct program.

The *Community Code of Conduct* and the student conduct program apply to the conduct of individual students and University-affiliated student organizations. Because the *Community Code of Conduct* is based on shared values, it sets a range of expectations for Peace students no matter where or when their conduct may take place; therefore, the *Community Code of Conduct* applies to behaviors that take place on the campus, at University-sponsored events and may also apply off-campus when the administration determines in its discretion that the off-campus conduct affects a substantial University interest. A substantial university interest is defined to include:

I. Any action that constitutes criminal offense as defined by federal or state law. This includes, but is not limited to, single or repeat violations of any local, state or federal law;
II. Any situation where it appears that the student may present a danger or threat to the health or safety of themselves or others;
III. Any situation that significantly impinges upon the rights, property, or achievements of self or others or significantly breaches the peace and/or causes social disorder; and/or
IV. Any situation that is detrimental to the educational or other interests of the University.

The *Community Code of Conduct* may be applied to conduct that takes place from the time a person begins enrollment as a student and continues until the student withdraws or graduates, including periods during semester breaks and between semesters. Further, the *Community Code of Conduct* applies to guests of community members whose hosts may be held accountable for the misconduct of their guests.

Visitors to and guests of Peace are also protected by the *Community Code of Conduct* and may initiate grievances for violations of the *Community Code of Conduct* committed against them by members of the Peace community.

There is no time limit on reporting violations of the *Community Code of Conduct* as long as the offending student is still enrolled at Peace; however, the longer someone waits to report an offense, the harder it becomes for Peace officials to obtain information and witness statements and to decide regarding alleged violations. Though anonymous complaints are permitted, doing so may limit the University's

ability to investigate and respond to a complaint. Those who are aware of misconduct are encouraged to report it as quickly as possible to the Office of Residence Life and Housing, Office of Student Life and/or to the Office of Public Safety.

Part 3: Violations of the Law

Alleged violations of federal, state and local laws are incorporated as offenses under the *Community Code of Conduct*. When an offense occurs over which the University has jurisdiction, the student accountability process will usually go forward notwithstanding any criminal complaint that may arise from the same incident. Should a student withdraw from the university when a criminal complaint is made, the University may pursue investigation and resolution of campus conduct matters, regardless of the fact that the student has withdrawn.

When criminal charges are pending, the University may be delayed from conducting its own investigation and moving forward with a campus hearing. The University in consultation with legal counsel and local authorities will determine a period of time that will be considered a reasonable delay. However, for the good order and safety of the community, the University will move forward with its own investigation to determine if a student is responsible for a policy violation.

Part 4: Special Provisions

I. Attempted Violations

In most instances, Peace will treat attempts to commit any of the violations listed in the *Community Code of Conduct* as if those attempts had been completed.

II. Misconduct Online

Students are cautioned that behavior conducted online, such as harassment or cyberbullying, can subject them to University conduct action. Students must also be aware that blogs, social media sites, and web page entries on sites such as Facebook, Instagram, Snapchat, MySpace, Twitter, TikTok and other similar online postings are in the public sphere and are not private. These postings can subject a student to allegations of conduct violations if evidence of policy violations is posted online. The University does not regularly search for this information but may act if and when such information is brought to the attention of University officials.

III. University as Complainant

Peace reserves the right to initiate a complaint, to serve as complainant and to initiate conduct proceedings without a formal complaint by the victim of the alleged misconduct.

IV. False Reports

Peace will not tolerate intentional false reporting of incidents. It is a violation of the *Community Code of Conduct* to make an intentionally false report of any policy violation and it may also violate state criminal statutes and civil defamation laws.

V. Student Organization Violations

Registered Student Organizations will be held responsible for the behavior of their members when their actions evolve from or are in any way related to their association with or activities of the group. Registered Student Organization members who act together and violate any university rules or any applicable laws and regulations may be considered to have joint responsibility for such actions. Student organizations that condone or encourage behavior that

violates any university rules of any applicable laws and regulations may be reassigned joint responsibility for such actions. Student organizations are responsible for conduct that adversely affects Peace. Every Registered Student Organization has the duty to take all reasonable steps necessary to prevent violations of any university rules or any applicable laws and regulations.

Please note that the Student Organization Code of Conduct is separate from, yet will inform the Student Accountability Process. All violations of the Community Code of Conduct will go through the Student Accountability Process which can affect the "Good Standing" of a student leader.

VI. Parental and Departmental Notification

Peace reserves the right to notify the parents/guardians of dependent students regarding any conduct situation, particularly Level II Conduct Probation, loss of housing, suspension, and expulsion. Peace also reserves the right to designate which University employees have a legitimate need to know about individual conduct complaints pursuant to the Family Educational Rights and Privacy Act (FERPA) and will share information accordingly.

VII. Determination of Responsibility

The outcome of a student accountability process is part of the education record of the respondent and is protected from release under the Federal Education Rights and Privacy Act (FERPA), except under certain conditions. In accordance with FERPA, when a student is a respondent of a policy violation that would constitute a "crime of violence" or non-forcible sex offense, upon written request of the victim (or next of kin) the University will inform the alleged respondent in writing of the final results of the accountability process regardless of whether the University concludes that a violation was committed. Such release of information may only include the respondent's name, the violation committed and the sanctions assigned (if applicable). In cases of sex offenses, regardless of written request, the above information and rationale for the outcome will also be shared with all parties to the complaint. In cases where the University concludes that a student violated a policy that would constitute a "crime of violence" or non-forcible sex offense, the University may also release the above information publicly and/or to any third party. FERPA defines "crimes of violence" to include:

A. Arson
B. Assault offenses
C. Burglary
D. Criminal Homicide—manslaughter by negligence
E. Criminal Homicide—murder and non-negligent manslaughter
F. Destruction/damage/vandalism of property
G. Kidnapping/abduction
H. Robbery
I. Forcible sex acts

VIII. Rationales

Students should be encouraged to explain what happened, including context, defenses, mitigating circumstances, intent, impact, and their perspective, without fearing that doing so automatically establishes responsibility.

Part 5: Student Conduct Authority

I. Authority

The Assistant Vice President of Student Life is vested with the authority of the Chief Conduct Officer. The Chief Conduct Officer authorizes the Student Conduct Administrator to oversee and manage the student conduct program. The Chief Conduct Officer and/or Student Conduct Administrator may appoint administrative accountability conference facilitators and appeal conference facilitators as deemed necessary in order to efficiently and effectively supervise the student accountability process. In the event the Assistant Vice President of Student Life is unable to serve in this role, a campus administrator will be designated to serve in the role during the absence. In many cases the Director of Residence Life & Housing will temporarily serve as both the Chief Conduct Officer and Student Conduct Administrator.

The Director of Residence Life and Housing is designated as the Student Conduct Administrator. The Student Conduct Administrator or designee will assume responsibility for the investigation of an allegation of misconduct to determine if the complaint has merit. Depending on the nature of the complaint, an investigation may be limited to a review of written reports or may extend to full interviews and collection of evidence. No complaint will be forwarded to the student accountability process unless there is reasonable cause to believe a policy has been violated. Reasonable cause is defined as some credible information to support each element of the offense, even if that information is merely a credible witness or a victim's statement. A complaint unsupported by any information will not be forwarded to the student accountability process. If a minor allegation can be addressed by mutual consent of the parties involved, on a basis acceptable to the parties involved and the Student Conduct Administrator, such disposition will be final and there will be no subsequent proceedings. If the complaint cannot be addressed in a manner mutually acceptable, or for incidents that are not minor, the Student Conduct Administrator will refer the complaint to the Student Accountability Conference Facilitator. The decision of where to refer the complaint is at the sole discretion of the Student Conduct Administrator, who may take into consideration the preferences of the parties to the complaint.

II. Interpretation and Revision

Any question of interpretation of the *Community Code of Conduct* will be referred to the Student Conduct Administrator whose interpretation is final. The Chief Conduct Officer or Student Conduct Administrator may make any necessary modification to procedure that does not materially jeopardize the fairness owed to any party. The *Community Code of Conduct* will be reviewed and updated annually under the direction of the Student Conduct Administrator.

Part 6: Student Accountability Process

Part of the education component of the accountability process is learning how-to live-in harmony with community members and within a system of standards established by and for the community. Students are accountable to students and other community members for these standards through the procedures outlined below. This system is not a legal process but, rather, a student accountability system. Principles of equity govern all such bodies. All students who violate these standards will be held accountable for their behavior through a process that protects the rights of both the complainant and the respondent.

I. Complaints

Any member of the University community, visitors, or guests may file a complaint against any student for misconduct by contacting the Office of Student Life, the Office of Residence Life and Housing, or Public Safety. Complaints will be presented to the Student Conduct Administrator

(or designee) and/or to the Title IX Coordinator/Deputy Coordinator when appropriate. Additionally, these administrators may act on notice of a potential violation whether a formal complaint is made or not. All complaints can be submitted by a victim or a third party, and should be submitted as soon as possible after the offending event occurs. The University has the right to pursue a complaint or notice of misconduct on its own behalf and to serve as complainant in the subsequent student accountability process. Based upon an initial complaint, the Student Conduct Administrator (or designee) will determine if reasonable cause exists to move the case forward or further investigation is needed. Third parties who were not witness to the alleged misconduct should be aware that lack of corroboration may limit the University's ability to address the alleged misconduct. There is no time limit on reporting violations of the *Community Code of Conduct* as long as the offending student is still enrolled at Peace. However, the longer someone waits to report an offense, the harder it becomes for Peace officials to obtain information and witness statements and to decide regarding alleged violations.

II. Methods of Resolution

Once a complaint has been received the Student Conduct Administrator (or designee) may utilize a variety of methods of resolution. It is at the discretion of the Student Conduct Administrator to determine which method of resolution is appropriate for the alleged violation. These include, but are not limited to, informal accountability meetings with administrators, restorative conferences, and student accountability conferences. Students wishing to explore alternative dispute resolution methods are encouraged to discuss these options with the Student Conduct Administrator (or designee).

A. Informal Accountability Meeting

The purpose of these meetings is to resolve a minor incident/situation that does not necessarily constitute a violation of the *Community Code of Conduct* but may violate other University/Departmental policy. This form of resolution is an educational conversation aimed at preventing a violation of the *Community Code of Conduct* or addressing minor policy violations. This form of process may be approved by the Student Conduct Administrator and may be facilitated by various university representatives designated by the Student Conduct Administrator.

B. Restorative Conference

Restorative Conferences are a process in which the respondent accepts responsibility for one or more alleged violations. The respondent agrees to meet with the complainant and affected parties. During this process, the respondent discusses the incident, accepts responsibility, and listens to the impact of their actions on affected parties. The group participating in the conference develops steps that the respondent will take to repair harm to affected individuals and the community.

All cases are reviewed to determine if a restorative conference is appropriate. Additionally, either the complainant or the respondent may request that a case be considered for a restorative conference. If determined to be an appropriate means of resolution, the Student Conduct Administrator and/or designee offer a status sanction to the respondent. This status sanction is typically of a lesser degree than the standard sanction for the violation and is contingent upon successful completion of the restorative conference.

If the sanction is accepted by the respondent, the student conduct administrator will appoint a facilitator. The facilitator will meet with the respondent and complainant/victim separately for an intake meeting. The purpose of this meeting is to prepare each party for the restorative conference process and normalize expectations regarding potential outcomes. After the intake meetings, the facilitator will hold the restorative conference where the respondent, victim/complainant, and other affected parties meet. Based upon this conversation a restorative agreement is developed by the parties involved. This agreement is final and binding upon the respondent. This agreement may not adjust the status sanction of the respondent. If the facilitator feels that the restorative process is not effective, the facilitator may cancel the meeting and refer the case for traditional adjudication.

C. Student Accountability Conference

Student Accountability Conferences serve as the formal resolution for violations of the *Community Code of Conduct.* During a Student Accountability Conference, a student meets with a representative of Student Life who will serve as the conference facilitator. The facilitator will have a conversation with the student to discuss the incident, asking the student to respond to questions about the incident and alleged violation(s). The student may present witnesses and evidence as outlined in the witness and evidence section of the procedures. Based upon this conversation and evidence presented, the facilitator will determine if it is more likely than not that the student violated university policy. Determination of Responsibility letter will be delivered to the student by University-issued email, or other approved means if warranted. The Student Accountability Conference process is as follows:

III. Student Accountability Conference Process

The following sections describe Peace's Student Accountability Conference processes. No student may be found to have violated the *Community Code of Conduct* solely as a result of the student's failure to attend an accountability conference, except in a complaint involving failure to comply with the University process including conduct. In instances where the respondent fails to appear, the accountability conference will proceed as scheduled and the information in support of the complaint will be presented to, and considered by, the Student Conduct Administrator, or Facilitator overseeing the conference.

If the facilitator, through the investigation and accountability conference process, receives information that additional violations may have occurred, the facilitator may cancel or suspend the current accountability conference and refer the incident back to the Student Conduct Administrator. The Student Conduct Administrator will then decide which method of resolution to utilize for all alleged violations (new and ongoing).

A. Notice of Student Accountability Conference

Once a determination is made that reasonable cause exists for the Chief Conduct Officer, Student Conduct Administrator, and/or designee to refer a complaint for a Student Accountability Conference, notice will be given to the respondent. Notice will be in writing; University-issued email is the primary means of communication used by the University and the student conduct process. The Student Conduct Administrator (or designee) may at their discretion deliver notice by one or more of the following methods: in person by the Student Conduct Administrator (or designee); mailed to the local or permanent address of the student as indicated in official University records; or emailed to the student's University-issued email account. Once sent, the notice is assumed to have been received. The letter of notice will:

1. Include the alleged violation and notification of where to locate the *Community Code of Conduct* and university procedures for resolution of the complaint; and
2. Designate a time, date, and location of the accountability conference and name of the conference facilitator; or direct the respondent to contact the Student Conduct Administrator (or designee) within a specified period of time. The student accountability conference will, generally, be no less than 3 days from the date of delivery of the notice. The conduct process may be accelerated if deemed appropriate by the Chief Conduct Officer or Student Conduct Administrator.

B. Student Accountability Conference Procedure

1. If the respondent fails to attend the accountability conference, a decision may be rendered in the student's absence based on the information provided to the conference facilitator.
2. The student will attend the accountability conference. It is the responsibility of the student to ensure that the student's advisor and witnesses, if applicable, attend the conference. If a witness cannot attend the conference, the witness may submit a written statement as outlined in the witnesses' section of this document. Witnesses will wait outside the conference until the conference facilitator determines that it is the appropriate time to hear the witness's statement.
3. The conference facilitator will welcome advisors who meet the advisor criteria into the conference. The conference facilitator will identify the role of the advisor to the respondent and their advisor.
4. The conference facilitator will review the general procedures for the conference and answer any questions the respondent may have.
5. The conference facilitator will discuss the incident with the student and ask questions regarding the incident and alleged violations.
6. The respondent will provide truthful and full responses to the conference facilitator's questions.
7. The respondent may present evidence to the conference facilitator. Determinations as to the relevance of the evidence are at the discretion of the conference facilitator.
8. When appropriate the conference facilitator will then interview witnesses. The conference facilitator will allow one witness at a time. The conference facilitator will outline the process and procedures for witness testimony to the witness, respondent, and the respondent's advisor, if applicable. Respondents may not directly question witnesses. Rather, they may pose questions through the conference facilitator. A more detailed explanation is available in the witnesses' section of this document.
9. The conference facilitator will then ask any additional questions that they have of the respondent.
10. The conference facilitator may take written notes throughout the process/investigation. Video/Voice Recorders or Electronic Devices are prohibited unless deemed necessary by the Chief Conduct Officer, Student Conduct Administrator, and/or University Legal Counsel.
11. The conference facilitator will review the appeal procedure as outlined in Part 6 Section 3 Subsection D.
12. The conference facilitator will then end the conference by explaining that a formal letter of responsibility will come to the student via email or other approved means. Decisions are not final until sent to a student via email or other approved means.
13. If it is in the best interest of the student conduct process, the conference facilitator may seek additional clarification; verify statements, and interview witnesses outside the confines of

the conference. The conference facilitator should provide a summary of new information to the student and allow a written response within a specified period.

14. Minor or technical deviations that do not materially affect the fairness of the process or the student's opportunity to participate will not constitute grounds for reversal or appeal. Deviations will be authorized by the Chief Conduct Officer and/or Student Conduct Administrator.

C. Determination of Responsibility

A Determination of Responsibility is made after a formal Student Accountability Conference has concluded. Decisions are based on greater weight of evidence & credibility of statements that were provided throughout the process. The student conduct process strives to make decisions that are reasonable, fair, and consistent. The decision will be in writing; University-issued email is the primary means of communication used by the University and the student conduct process. The Student Conduct Administrator (or designee) may at their discretion deliver notice by one or more of the following methods: in person by the Student Conduct Administrator (or designee); mailed to the local or permanent address of the student as indicated in official University records; or emailed to the student's University-issued email account. Once sent, the determination is assumed to have been received. The Determination of Responsibility will:

1. Include the responsible and/or non-responsible violation(s) including sanctions (if applicable);
2. Notification of where to locate the *Community Code of Conduct* for sanction and appeal information;
3. The deadline for an appeal will generally be no less than 5 business days from the date of delivery of the determination letter.

D. Appeal Process

Respondents and complainants may petition for an appeal of a decision or assigned sanction(s) within five (5) business days of issuance of a Determination of Responsibility letter, although this deadline may be extended by the Chief Conduct Officer during extenuating circumstances. All requests for an appeal must be submitted with a completed Appeal Form and delivered to the appropriate administrator; as indicated in the Determination of Responsibility. If the indicated administrator determines that a complaint warrants an appeal review, an appeal meeting will be scheduled by the indicated administrator or designee. The Appeal Facilitator has the authority to modify, lower, maintain, or increase the original decision. Only one appeal is allowed; therefore, the decision of the Appeal Facilitator is considered final and no further appeals will be considered. After the appeal decision, students may request a meeting with the Chief Conduct Officer or Vice President of Student Life if they wish to provide additional information on the process or receive clarification.

The student/respondent has the ability to request a different Appeal Facilitator prior to an Appeal Meeting. Requests must be approved by the Chief Conduct Officer and/or Student Conduct Administrator and must be submitted at least three (3) business days prior to the scheduled Appeal Meeting

An Appeal Form will be sent in your determination email, or can be sent to you via email from the Office of Residence Life and housing, and can be submitted for the following:

1. A review of only the sanctions outlined in the Determination of Responsibility letter.

2. A review of both the determination of responsibility and sanctions outlined in the Determination of Responsibility letter.

Typical reasons for an appeal are severity of sanctions issued, to consider new information which was unavailable at the time of the original accountability conference, to assess whether a material deviation from written procedures resulted in an unfair outcome of the accountability conference, or conflict/bias that may have affected the outcome.

E. Accelerated Accountability Conference

As previously stated, the Chief Conduct Officer has the authority to approve/grant an accelerated conduct process. The accelerated process is used only when prompt resolution is reasonably necessary because of an immediate safety, operational, or community concern, An Accelerated Accountability Conference is a formal Student Accountability Conference that is scheduled no less than 12 hours from the time of delivery of the notification letter. This process must be approved by the Chief Conduct Officer or Vice President of Student Life. The remainder of the process follows the Student Accountability Conference procedure outlined above. Accelerated Accountability Conferences are used when a student has committed an act including, but not limited to:

1. Participated in an act that endangers self or others;
2. Participated in an act that warrants an interim suspension;
3. Receiving a felony charge (or a felony charge is eminent) issued by federal/state/local authorities;
4. Excessive Repeat Violations that could result in the following:
   a) University Housing Suspension
   b) University Housing Expulsion
   c) University Suspension
   d) University Expulsion

IV. Advisors

Students are permitted to have an advisor present during their accountability conference. The advisor may be a Peace faculty, staff, or student. The advisor may not be a witness, legal counsel, and/or parent/guardian. In the rare instance where civil or criminal court proceedings are currently pending against the student or at the discretion of the Student Conduct Administrator or designee, legal counsel may serve as an advisor. If the student brings an advisor who is ineligible to serve in that role, the accountability conference will proceed as normal without the advisor. To ensure the integrity of the student accountability process, the role of an advisor is to provide personal and emotional support for the student. Advisors who are permitted to attend a hearing may not speak during an accountability conference. However, if legal counsel is permitted as outlined above, legal counsel may advise the student not to answer questions which may harm the student's pending civil or criminal proceedings.

Accessibility and Communication Accommodations

The University is committed to providing reasonable accommodations to qualified students with disabilities to ensure equitable participation in the student accountability process. Students who require accommodations due to a disability, including speech, language, hearing, communication, or other disabilities, should contact the Office of Housing and Residence Life or the Office of Disability Services.

Approved accommodations may include, but are not limited to, the use of assistive technology, communication devices, additional time to respond to questions, written responses, scheduled breaks, or the assistance of an interpreter or communication facilitator. Any approved accommodation will be implemented in a manner that provides meaningful access to the process while preserving the integrity and fairness of the student accountability proceedings.

An approved communication accommodation or advisor is allowed to enable effective communication and does not serve as an advocate or representative for the student unless approved by the University as a reasonable accommodation.

V. Witnesses

Students are permitted to present witnesses during Student Accountability Conferences. Students are responsible for ensuring that witnesses are aware of the time, date and location of to attend the conference. If a witness cannot attend a specific conference time and date, they may submit a written witness statement to the conference facilitator.

Witnesses who attend Student Accountability Conferences will be instructed to wait outside the conference until the conference facilitator determines that it is an appropriate time for the witness to provide their statement. The respondent, complainant (if applicable), and their respective advisors may not speak directly to the witness. In order to preserve the integrity of the witness statement and decorum, the conference facilitator will pose all questions to the witness. After the conference facilitator finishes their questions to the witness, the conference facilitator will ask the respondent if the respondent wishes the conference facilitator to ask specific questions of the witness. The conference facilitator will determine relevance and specific phrasing of each question. It is a violation of the *Community Code of Conduct* for witnesses to knowingly provide partial, inaccurate, misleading, or false information during any investigation or Student Accountability Conference.

VI. Evidence

During Student Accountability Conferences, students may present evidence in support of their determination of responsibility. The conference facilitator will be responsible for determining to the best of their judgment whether evidence is relevant and permissible. The university does not hire experts to evaluate the authenticity or validity of evidence. In order to provide a fair and reasonable accountability process, conference facilitators will exercise reasonable judgment in evaluating evidence and may consult with others within reason.

VII. Special Provision for Virtual/Teleconferences

Students who are members of the university community who are unable to attend in-person conferences may request that a Virtual Accountability process be implemented. Virtual Student Accountability Conferences will be held via formats such as Google Meet or Microsoft Teams with the University serving as host and the student accessing the virtual conference with their University assigned Google Account. If a student does not have reasonable access to an internet connection a telephone conference may be requested. If a telephone conference is approved the conference facilitator will ask for reasonable identifying information to verify the student's identity at the beginning of the conference such as Peace ID#, Address of Record or other information only the student should know. Students wishing to utilize the virtual or telephone conference provision must contact the Chief Conduct Officer, Student Conduct Administrator or

assigned Conference Facilitator no less than 48 hours prior to their scheduled accountability conference. The Student Conduct Administrator will then review the student's request for a virtual or telephone conference and work with the student and conference facilitator to set up the conference.

VIII. Special Procedures and Provision for Cases of Alleged Sexual Misconduct

Please refer to the Peace Title IX Policy Section II:
https://peace.edu/wp-content/uploads/PEACE-Title-IX-FINAL-Policy-August-24-r1.pdf

Part 7: Conduct Sanctions

Purpose of Sanctions: Sanctions are intended to promote accountability, encourage learning and personal growth, repair harm when appropriate, and protect the safety and well-being of the University community. The University recognizes that students may make mistakes and that accountability should, whenever possible, support a student's continued success while addressing the impact of their behavior. When determining sanctions, the University considers the nature and severity of the behavior, the impact on others and the community, prior conduct history, acceptance of responsibility, opportunities to repair harm, and any aggravating or mitigating circumstances. Whenever appropriate, sanctions will emphasize education, restoration, and skill development. More restrictive sanctions may be imposed when necessary to protect the community or in cases involving repeated or egregious misconduct.

I. Interim Suspension

Interim suspension, under the *Community Code of Conduct*, may be imposed by the Chief Conduct Officer (or designee) when necessary to protect the health and safety of a student or of the community; preserve University property; pursue an investigation and/or hearing; prevent disruption of, or interference with, the normal operations of the University. Interim suspension will be used for short periods of time, pending a formal Student Accountability Conference for a violation of the *Community Code of Conduct*.

During an interim suspension, a student will be denied access to University housing and/or University campuses. As determined appropriate by the Chief Conduct Officer or the Student Conduct Administrator, this restriction includes classes and/or all other University activities or privileges for which the student might otherwise be eligible. The student will be required to turn in all forms of University access (keys, access card, etc.) At the discretion of the Student Conduct Administrator and with the approval of, and in collaboration with, the Vice President for Academic Affairs (or designee), alternative coursework options may be pursued to ensure as minimal an impact as possible on the respondent.

II. General Sanctions

Peace sanctions are divided into three categories: education, status, and restrictive sanction. Educational and restorative outcomes are the University's preferred response when they can reasonably address the behavior, its impact, and the student's overall learning. Status or restrictive sanctions may accompany or replace educational outcomes when warranted by the seriousness of the behavior, risk to the community, prior conduct history, or repeated misconduct. Sanctions are determined based upon the severity of the violation, past conduct history, and any aggravating or mitigating factors. Sanctions are intended to promote accountability, encourage learning and personal growth, repair harm when appropriate, and protect the safety and well-being of the University community. The University recognizes that

students may make mistakes and that accountability should, whenever possible, support a student's continued success while addressing the impact of their behavior.

When determining sanctions, the University considers the nature and severity of the behavior, the impact on others and the community, prior conduct history, acceptance of responsibility, opportunities to repair harm, and any aggravating or mitigating circumstances. Whenever appropriate, sanctions will emphasize education, restoration, and skill development. More restrictive sanctions may be imposed when necessary to protect the community or in cases involving repeated or egregious misconduct. One or more of following sanctions may be imposed upon any student for any single violation of the *Community Code of Conduct*:

A. *Educational and Restorative Sanctions*: Educational and restorative sanctions are designed to enhance the educational outcomes of the student accountability process. Educational and restorative sanctions frequently serve to repair harm to individuals or communities, provide additional education on a given subject, or aid students in considering their educational and personal goals and priorities.
    1. **Educational Program:** Requirement to attend, present and/or participate in a program related to the violation. It may also be a requirement to sponsor or assist with a program for others on campus to aid them in learning about a specific topic or issue related to the violation for which the student or organization was found responsible. Audiences may be restricted.
    2. **Community/University Service Requirements:** For a student or organization to complete a specific supervised Community/University service.
    3. **Behavioral Requirement:** This includes required activities such as a reflection of impact, or substance use assessment.
    4. **Research Projects:** This includes required activities such as, but not limited to, writing reflection papers, research observation, creating educational materials and bulletin boards, etc.

B. Restrictive Sanctions: Restrictive sanctions modify a student's privileges within the campus community. These sanctions are typically not the primary sanctions used by the university. However, repeated or serious violations may warrant one or more restrictive sanctions.
    5. **Banning/Trespass:** The student's privilege to be present at or utilize certain buildings, facilities, classrooms, etc. are restricted. Temporary exceptions to banning/trespass for university related business may be granted by the Office of Public Safety and/or Student Conduct Administrator or designee.
    6. **Eligibility Restriction:** The student is deemed "not in disciplinary good standing" with the University for a specified period of time. Specific limitations or exceptions may be granted by the Student Conduct Administrator and terms of this conduct sanction may include, but are not limited to, the following:
        a) Ineligibility to hold any office in any student organization recognized by the University or hold an elected or appointed office at the University; or
        b) Ineligibility to represent the University to anyone outside the University community in any way including: participating in the study abroad program, attending conferences, or representing the University at an official function, event or intercollegiate competition as a player, manager or student coach, etc.

10. **Loss of Privileges:** The student will be denied specified privileges for a designated period of time.
11. **Confiscation of Prohibited Property:** Items whose presence is in violation of University policy may be confiscated and may become the property of the University. Prohibited items may be returned to the owner at the discretion of the Student Conduct Administrator or Director of Public Safety.
12. **Restriction of Visitation Privileges:** An individual or individuals residing in University provided housing may be restricted from having guests. The parameters of the restriction will be specified.

C. University Housing Sanctions: University housing sanctions are imposed when a student's behavior also violates the terms and condition of their university housing agreement.
13. **University Housing Warning:** A University Housing Warning is a formal notice that a student has been found responsible for violating University or Housing policies. The warning serves as notice that future violations may result in additional sanctions including University Housing Probation, or University Housing Reassignment..
14. **University Housing Probation:** University Housing Probation is a formal status assigned when a student is found responsible for violating multiple University or Housing policies. During the probationary period, the student is expected to comply with all University and Housing policies and any assigned requirements. Further violations may result in additional sanctions, up to and including removal from University Housing.
15. **University Housing Reassignment:** The student is reassigned to another University provided housing facility. Residence Life personnel will decide on the reassignment details.
16. **University Housing Suspension:** The student is removed from University provided housing for a specified period of time after which the student is eligible to return. During this time the student's privilege to live in, or visit, any University provided housing structure is revoked. Conditions for re-entry to University provided housing may be specified. Under this sanction, a student is required to vacate University provided housing within 24 hours of notification of the action, though this deadline may be extended upon application to, and at the discretion of, the Director of Office of Residence Life and Housing (or designee). The parents, guardians, or financial sponsors of students who are dependents as defined by FERPA will be notified of this status. This sanction may be enforced with a trespass action if deemed necessary.
17. **University Housing Expulsion:** The student's privilege to live in, or visit, any University provided housing structure is revoked indefinitely. Under this sanction, a student is required to vacate University provided housing within 24 hours of notification of the action, though this deadline may be extended upon application to, and at the discretion of, the Director of Office of Residence Life and Housing (or designee). The parents, guardians, or financial sponsors of students who are dependents as defined by FERPA will be notified of this status. This sanction may be enforced with a trespass action if deemed necessary. Students who are dismissed, suspended, or administratively withdrawn from the University and/or University housing as a result of disciplinary action, academic integrity violations, or violations of local, state, or federal law remain responsible for all applicable charges on their student account, including disciplinary

fines, housing or contractual obligations, and any other charges assessed in accordance with University policies.

D. Financial/accountability measures
18. **Restitution:** Compensation for damage caused to the University or any person's property. This is not a fine but, rather, a repayment for destroyed, damaged, consumed, or stolen property.
19. **Fines:** Previously established fines may be imposed.

E. *Supportive Measures*
20. ***Referrals:*** *Counseling referral or individualized educational intervention*

The University recognizes that separation from the institution may create financial hardship and is committed to supporting students in understanding their financial obligations and available options. Students will be encouraged to meet with the appropriate University offices, including Student Financial Services, to review their account, discuss payment options when available, understand the impact of their separation on financial aid or other funding, and receive guidance regarding any applicable appeal or re-enrollment processes.

When permitted by University policy and applicable law, the University may consider reasonable payment arrangements or other appropriate resolutions based on a student's individual circumstances. Nothing in this policy guarantees a reduction or waiver of financial obligations but reflects the University's commitment to supporting students in resolving outstanding balances and, when appropriate, facilitating a successful return to the University.

C. Other Sanctions: Additional or alternate sanctions may be created and designed as deemed appropriate to the offense with the approval of the Chief Conduct Officer, the Student Conduct Administrator, or designee.

D. Status Sanctions: Status sanctions are an indication of the student's relationship with the university. Though it is not necessary that a first sanction begins with a warning. Sanctions are determined based upon the nature of the offense after reviewing aggravating and mitigating factors. As well, status sanctions do not always need to escalate; at the discretion of the conference facilitator, a student may remain at the same status however duration may increase. Certain status sanctions involve parental notification.

1. **Warning:** A written notice will be sent to the student(s) who violated University policies and/or rules. It specifies that inappropriate and unacceptable actions have occurred and that more severe conduct action will result should the student be involved in other violations while the student is enrolled at the University.
2. **Level I Conduct Probation:** A written reprimand that expires after a specified time (typically 3 months- 1 year) outlined by the Student Conduct Administrator or accountability conference facilitator. A notice will be sent to the student who violated University policies and/or rules. It specifies that serious or repeated inappropriate and unacceptable actions have occurred and that more accountability action will result should the student be involved in other violations while the student is enrolled at the University.

3. **Level II Conduct Probation (Final Probation):** A written reprimand that remains in effect for up to 2 years of the student's academic career. A notice will be sent to the student who violated University policies and/or rules. It specifies that repeated or severely inappropriate and unacceptable actions have occurred and that future violations will likely result in more severe accountability sanctions. The parents, guardians, or financial sponsors of students who are dependents as defined by FERPA will be notified of this status. Good Conduct Standing with the university **may** be removed for up to 2 calendar years; a specified time will be outlined by the Student Conduct Administrator or accountability conference facilitator.
4. **University Suspension:** Suspension may be appropriate when: a student's continued presence presents a significant safety risk; the behavior substantially disrupts University operations; prior interventions have not been effective; or the seriousness of the violation warrants temporary separation. The student is separated from the University for a specified period of time, and upon the satisfaction of specific conditions, after which the student is eligible to return. Separation includes physical & electronic removal from the University. The Chief Conduct Officer or Student Conduct Administrator will notify the Office of Information Technology (IT) once an appeal has ended or the appeal period has elapsed. IT will then remove electronic access and accounts will be deactivated. The student is required to vacate University housing and/or campus within 24 hours of notification of the action, though this deadline may be extended upon application to, and at the discretion of, the Director of Residence Life and Housing or designee. The student is banned / trespassed from campus and all university affiliated properties / events for the duration of their suspension. Temporary exceptions to banning/trespass for university related business may be granted by the Office of Public Safety and/or Student Conduct Administrator or designee. The parents, guardians, or financial sponsors of students who are dependents as defined by FERPA will be notified of this status. Students who are dismissed, suspended or administratively withdrawn from the University and/or from University housing for disciplinary reasons, academic integrity or violations of local, state, or federal law will be held responsible for the total balance on their student account to include any disciplinary fines, and any other charges that are applied to their account.
5. **University Expulsion:** The student is permanently separated from the University. Separation includes physical & electronic removal from the University. The Chief Conduct Officer or Student Conduct Administrator will notify the Office of Information Technology (IT) once an appeal has ended or the appeal period has elapsed. IT will then remove electronic access and accounts will be deactivated. The student is required to vacate University housing and/or campus within 24 hours of notification of the action, though this deadline may be extended upon application to, and at the discretion of, the Director of Residence Life and Housing or designee. Students are banned / trespassed from campus and all university affiliated properties / events. Temporary exceptions to banning/trespass for university related business may be granted by the Office of Public Safety and/or Student Conduct Administrator or designee. The parents, guardians, or financial sponsors of students who are dependents as defined by FERPA will be notified of this status. Students who are dismissed, suspended or administratively withdrawn from the University and/or from University housing for disciplinary reasons, academic integrity or violations of local,

state, or federal law will be held responsible for the total balance on their student account to include any disciplinary fines, and any other charges that are applied to their account.

III. Failure to Follow Through on Accountability Sanctions

All students, as members of the University community, are expected to comply with assigned accountability sanctions within the time frame specified by the student accountability conference facilitator. Failure to follow through on assigned sanctions by the date specified, whether by refusal, neglect or any other reason, may result in additional violations of the *Community Code of Conduct* or in a conduct hold being placed on a student's account.

IX. Petition for Reinstatement of Good Conduct Standing

A student who has had their Good Conduct Standing with the university removed as a result of the student accountability process may petition the Chief Conduct Officer or Student Conduct Administrator for reinstatement of their Good Conduct Standing. In order to be eligible to petition for the reinstatement of Good Conduct Standing the student must have completed at minimum half the duration in which their Good Conduct Standing had been removed and not have been found responsible or have any pending additional violations of the *Community Code of Conduct.* The student must complete a Petition for Reinstatement of Good Conduct Standing Form and provide a personal statement of support for the reinstatement of their Good Conduct Standing. A Petition for Reinstatement of Good Conduct Standing can be obtained from the Office of Residence Life and Housing or Student Life.

Part 8: Disciplinary Records and Family Educational Rights and Privacy Act

Documents that are created and maintained as part of the student accountability process are subject to the protections of the Family Education Rights and Privacy Act, 20 U.S.C. § 1232g. Student Conduct records are maintained by the Office of Residence Life & Housing in accordance with the university records retention policy.

Student conduct records are maintained by the University for seven (7) years after the completion of the student accountability process. Other than University suspension and expulsion, accountability sanctions will not be made a part of the student's permanent university record. During this time, students may visually inspect the record by contacting the Student Conduct administrator who will arrange an opportunity for the student to inspect the record. For the complete Records and Right to Know Policy please see the Records and Right to Know section of the Student Handbook.

The Family Educational Rights and Privacy Act (FERPA)

The Family Educational Rights and Privacy Act of 1974 (FERPA) is a federal law that protects the privacy of a student's education records. FERPA permits students (1) to inspect and review their education records, (2) to seek to amend their records, and (3) to limit disclosure of information from their education records without prior written consent except in certain circumstances. Peace will notify students annually of their rights under FERPA.

Student Inspection

A student may, upon request, inspect and review information contained in their education records. Students wishing to inspect their education record should submit a written request to the Registrar's Office specifying the records they would like to inspect. The Registrar's Office will make the records available for inspection within 45 days of submission of the request and will notify you of the time and

place where the records may be inspected. If circumstances effectively prevent the student from exercising the right to inspect and review the records on campus, the University will make other arrangements for the student to inspect and review the requested records.

Requests for Amendment
A student may request amendment of their education records if the student believes the content to be inaccurate, misleading, or in violation of the student's rights of privacy. A student may submit to the office responsible for the record in question a written request for an amendment to their education record. The request will be reviewed, and the University shall decide whether to amend the record as requested within a reasonable time. Should the student be unsatisfied with the resolution, they may request a hearing to review the education record. If after the hearing the University does not implement the correction, the student may place a statement in their record commenting on the contested information.

Disclosure
The University will not provide access to or disclose any personally identifiable information from a student's education records, as defined by FERPA, without signed and dated written consent by the student except as permitted by law, at the University's discretion.

School Officials
One such exception permits disclosures to school officials of the University who have a legitimate educational interest. A school official has a legitimate educational interest if the official needs to review an education record in order to fulfill their professional responsibilities for the University. A school official is
1) a person employed by the University in an administrative, supervisory, academic or research, or support staff position;
2) a person, company, or organization with whom the University has contracted as its agent to provide a service in place of using University employees (such as attorney, auditor, or collection agent); 3) a person serving on the Board of Trustees; or 4) a student serving on an official committee, such as disciplinary or grievance committee, or assisting another school official in performing their tasks.

Directory Information
The University designates certain information that would not generally be considered harmful or an invasion of privacy if disclosed as "directory information." At its discretion, the University may disclose directory information about a student without the student's permission in accordance with FERPA. However, the University provides each student the option of restricting the availability of their directory information. The student should contact the Registrar's Office within 30 days of the beginning of the term if they would like to opt out of directory information. (The required form can be found at: https://www.peace.edu/wpcontent/uploads/DIRECTORY-INFORMATION-FORM.pdf) Any student who has chosen to restrict directory information will need to rescind their request or provide individualized written consent before any information will be released. While students may opt out of directory disclosure, school officials will continue to have access to the student's information in accordance with their legitimate educational interest. Directory information includes student name, addresses, telephone numbers, e-mail addresses, date and place of birth, hometown, most recent institution attended, major field of study, minor, concentration, dates of attendance, enrollment status, degrees, awards, honors received, photographic and digital images of the student taken and maintained by the University, participation in officially recognized activities and sports, and weight/height of members of athletic teams.

Disclosure to Parents/Guardians
The University may allow parents or legal guardians to have access to their child's education records, without the student's consent, if:
1. The disclosure is in connection with a health or safety emergency and knowledge of the information is necessary to protect the health or safety of the student or other individuals.
2. The student is under 21 years of age at the time of disclosure and has violated a Federal, State, or Local law, and the University determines that the student has committed a disciplinary violation.

Student Consent to Disclosure
Students may give signed, written consent to allow others access to information in their education record. Students should contact the Registrar's Office to give written consent, and will be required to specify the information that may be disclosed and the individuals to whom disclosure is authorized. Students may revoke this consent by contacting the Registrar's Office.

Limit to FERPA Protection of Education Records
FERPA's protection of Personally Identifiable information in a student's education record ends at the time of a student's death. Unless it has information to the contrary, seventy-five years after the date the records were first created, the University will presume that the student is deceased. If a student is enrolled at the time of death, the University will not release information from their education record for one year without the consent of the deceased student's next-of-kin.

The Right to File a Complaint
Students have the right to file a complaint with the U.S. Department of Education concerning alleged failures by the University to comply with the requirements of FERPA. The name and address of the Office that administers FERPA is:
Family Policy Compliance Office
U.S. Department of Education
400 Maryland Avenue, SW
Washington, DC 20202

Part 9: Student Right to Know and Campus Security Act of 1990
The Student Right to Know and Campus Security Act of 1990 is a federal mandate which requires all current students and employees be provided with information on policies and procedures involving campus security, the reporting of criminal action or other emergencies, and the enforcement authority of security personnel. This information must also include descriptions of programs for students and employees about campus security and crime prevention, as well as statistics on the occurrence of specific crimes. Notification of the annual report is made by the Peace Director of Public Safety and the full report is posted on the University website each October. Hard copies are available from the Public Safety Department on request.

Part 10: Community Code of Conduct

I. Core Values and Behavioral Expectation Policy

The University considers the behavior described in the following sections as inappropriate for the Peace community and in opposition to its core values. These expectations and rules apply to all students. Further additional behavioral expectations may be applied to a student based upon the professional ethics and guidelines of their field of study. The University encourages

community members to report to University officials all incidents that involve the following actions.

Provided below are examples of violations for each of the Core Values. These example violations are in themselves policies and/or standalone policies.

A. *Excellence with Integrity*: Peace students exemplify honesty, honor and a respect for the truth in all of their dealings. Behavior that violates this value includes, but is not limited to:
    1. Knowingly furnishing false, falsified, or forged information to any member of the University community such as falsification or misuse of documents, accounts, records, identification or financial instruments;
    2. Unauthorized possession, duplication or use of means of access to any University building (i.e. keys, cards, etc.);
    3. Action or inaction by someone in collusion with another or others to violate these rules;
    4. Violations of positions of trust within the community;
    5. Tampering with the election of any University-recognized student organization;
    6. Misuse or unauthorized use of University or organizational names and images.

B. *Commitment to Community*: Peace students will honor and value each other, their property and the community. Behavior that violates this value includes, but is not limited to:
    1. Inappropriate conduct which is disorderly, disruptive, obscene or indecent while on campus or at functions sponsored, or participated in, by the University;
    2. Conduct Unbecoming while on-campus, off-campus, or at functions sponsored, or participated in, by the University including, but not limited to:
        a. Any action that constitutes criminal offense as defined by federal or state law. This includes, but is not limited to, single or repeat violations of any local, state or federal law;
        b. Any situation where it appears that the student may present a danger or threat to the health or safety of themselves or others;
        c. Any situation that significantly impinges upon the rights, property, or achievements of self or others or significantly breaches the peace and/or causes social disorder; and/or
        d. Any situation that is detrimental to the educational interests of the University.
    3. Disruption of University operations including obstruction of teaching, research, administration, other University activities, or other authorized non-University activities which occur on campus;
    4. Obstruction of freedom of movement by community members or visitors;
    5. Failure to comply with the directives of University officials or law enforcement officers during the performance of their duties and/or failure to identify oneself to these persons when requested to do so;
    6. Smoking and/or Vaping in any building or in any undesignated areas; or any other violation of the smoking policy as outlined in the student handbook;
    7. Misuse of access privileges to University premises or unauthorized entry to or use of buildings, including trespassing; only the University may grant access; students may not grant or transfer access rights to another individual;

8. Remaining in or near a University building while behaving in a manner inconsistent with the intended purpose of that location, such as loitering, sleeping for excessive periods of time, hanging out of or climbing from/on/in windows, balconies, roofs, etc.;
9. Taking possession of property that is known to be or reasonably should have been known to be stolen;
10. Intentional and unauthorized taking of University property or the personal property of a member of the University community;
11. Intentional and unauthorized destruction of, defacement of, or damage to, University property or to the personal property of a member of the University community;
12. Violating the Peace Copyright Policy;
13. Violating the Peace Computer Policy;
14. Violation of the Solicitation Policy;
15. Violation of the Public Safety policies;
16. Violation of any policy that is outlined in Student Handbook;
17. Violation of any policy that is outlined in the Academic Catalogue;
18. Gambling as prohibited by law;
19. Possession, use, or distribution of explosives (including fireworks and ammunition), guns (including air, BB, paintball, Airsoft, pellet guns, and replicas), or other weapons or objects that could be construed as weapons such as arrows, axes, machetes, nun chucks, throwing stars, or knives with a blade of longer than four (4) inches;
20. Storing any item that falls within the category of a weapon in a vehicle parked on University property;
21. Improper use of alarmed doors for entry into or exit from a Peace building. Activating an alarmed door may result in a $75 fine;
22. Failing to report a lost Peace key or identification card;
23. Violation of the University Alcohol Policy;
24. Violation of the University Drug Policy;
25. Assisting in, inciting, or condoning the violation of University policies or local, state or federal laws;
26. Violation of local, state or federal laws (other than minor traffic violations);
27. Intentional failure of any organized group to exercise preventative measures relative to violations of the *Community Code of Conduct* by its members;
28. Knowingly condoning or remaining in the presence of a violation of these rules without:
    a. Leaving the area where the violation was occurring; or
    b. Intervening or confronting the violation in an effort to stop it; or
    c. Contacting the appropriate staff members to address the violation.
29. Violation of other published University policies or rules;
30. Intentionally or recklessly causing a fire which damages University or personal property or which caused injury to any member of the community;
31. Violation of local, state, federal or campus fire policies including, but not limited to:
    a. Failure to evacuate a University-controlled building during a fire alarm;
    b. Improper use of University fire safety equipment; or
    c. Tampering with or improperly engaging a fire alarm or fire detection/control equipment while on University property. Such action may result in restitution for any/all damages resulting from violation, in addition to University sanctions.

C. *Inclusion and Respect*: Peace students will show positive regard for each other, and will exemplify just and equitable treatment of all members of the community in their dealings and interactions. Behavior that violates this value includes, but is not limited to:
    1. Threatening, or causing, physical harm, written or verbal abuse or other conduct that threatens or endangers the health or safety of any person;
    2. Intimidation, defined as implied threats or acts that cause an unreasonable fear of harm in another;
    3. Discrimination, defined as any distinction, preference, advantage for or detriment to an individual compared to others that is based upon an individual's actual or perceived sex, gender, race, color, age, creed, national or ethnic origin, physical or mental disability, veteran status, pregnancy status, religion or sexual orientation that is sufficiently serious that it interferes with or limits a student's ability to participate in or benefit from the University's educational program or activities;
    4. Discriminatory Harassment, defined as detrimental action based on an individual's actual or perceived gender, race, color, age, creed, national or ethnic origin, physical or mental disability, veteran status, pregnancy status, religion, sexual orientation or other protected status that is unwelcome and unreasonably interferes with or limits a student's ability to participate in or benefit from the University's educational program or activities;
    5. Retaliatory Harassment, defined as any intentional, adverse action taken by a respondent or allied third party, absent legitimate nondiscriminatory purposes, that harms an individual as reprisal for filing or participating in a civil rights grievance proceeding;
    6. Bullying, or cyber bullying, defined as repeated and/or severe aggressive behavior likely to intimidate or intentionally hurt, control or diminish another person, physically or mentally that includes, but is not limited to: creating web pages with a negative focus; posting insults or lewd photos/videos/audio recordings on social networking sites; or spreading rumors with malicious intent;
    7. Violation of the Peace abusive affiliation policy (Part 14 of this document);
    8. Violence between those in an intimate relationship with one another;
    9. Stalking, defined as repetitive and/or menacing pursuit (physical or electronic), following harassment and/or interference with the peace and/or safety of a member of the community or any of the immediate family of a member of the community;
    10. Sexual misconduct including sexual harassment, non-consensual sexual contact, non-consensual sexual intercourse, or sexual exploitation (Part 12 of this document);
    11. Abuse or interference of, or failure to comply in, University processes including conduct; or
    12. Abuse of the campus conduct system including, but not limited to:
        a. Failure to appropriately respond to a letter of notice, or summons letter;
        b. Failure to attend meetings scheduled for conduct code administration purposes;
        c. Falsification, distortion, or misrepresentation of information;
        d. Failure to provide, destroying, or hiding information during an investigation of an alleged policy violation;
        e. Attempting to discourage an individual's proper participation in, or use of, the university conduct system;

f. Harassment (verbal or physical) and/or intimidation of a member of a campus conduct body prior to, during, and/or following a campus accountability proceeding;
g. Failure to comply with the sanction(s) imposed by the university accountability process; or
h. Influencing, or attempting to influence, another person to commit an abuse of the university conduct system.

D. *Residence Hall Policies*: Students and their guests are subject to the following residence hall policies as published in the Student Handbook:
1. Violation of University Guest Policy;
2. Violation of University Visitation Policy;
3. Violation of University Escort Guest/Visitor Policy;
4. Violation of Excessive Guest/Visitor Policy;
5. Violation of Cohabitation Policy;
6. Violation of Excessive Noise Policy;
7. Violation of Quiet Hours;
8. Violation of Check-Out Procedures;
9. Violation of Room Consolidation Procedures;
10. Placement of sound equipment or speakers in residence hall windows;
11. Violation of Sports in the Hallway Policy;
12. Possession of a Prohibited Item;
13. Possession or use of non-approved appliances,
14. Possession or use items determined to be a fire hazard;
15. Possession or use of an open-flame source or flammable liquid in the residence halls including, but not limited to, oil lamps, candles, incense, gasoline and lighter fluid;
16. Removal, Possession, and/or Improper use of furniture and/or other furnishings provided by the University;
17. Violation of Decorating and/or Sign Policy;
18. Covering more than one-third of the wall or door space of a residence hall room;
19. Engaging in acts of Vandalism & Property Damage;
20. Failing to place trash and/or recycling in designated containers;
21. Using a residence hall room for business purposes;
22. Engaging in unauthorized room switch;
23. Improper use and/or removal of University furniture including lounge and residence hall room furniture;
24. Violation of Pet Policy;
25. Violations of the Peace Housing License Agreement.
26. Violation of any Residence Life and Housing policies outlined in the Student Handbook.

Part 11: Alcohol and Drug Policy

To comply with the Drug Free Schools and Communities Act of 1989 and subsequent amendments, students and employees of Peace are informed that strictly enforced policies are in place which prohibits the unlawful or lawful possession, use or distribution of any illicit drugs, including alcohol, on University property or as part of any University-sponsored activity. In addition to the *Community Code of Conduct*, students and employees may also be subject to all applicable legal sanctions under

local, state and federal law for any offenses involving illicit drugs on University property or at University-sponsored activities.

The University affirms that illegal drug use is harmful and detrimental to the educational objectives of the university. The use of illegal drugs and the abuse of alcohol by students and employees could result in cognitive deficits, loss of productivity and other health risks. These risks include an increased incidence of accidents which may result in death or permanent injury. Free, confidential counseling for alcohol and other drug abuse issues is available to students through the Peace Wellness Center. Other referral resources may include assessment, individual counseling, educational programs, materials, and referral and case management through community agencies. Students exhibiting signs of excessive alcohol consumption will, at a Peace agent's discretion, be transported via Emergency Medical Services (EMS), and at the student's expense, for medical attention. Refusal to cooperate with EMS personnel may result in arrest for emergency detention in order to ensure the student's health and safety.

I. Policy on Parental Notification

Peace is concerned about students who improperly use alcohol and other drugs and the effects such use may have on their health, academic success, interpersonal relationships and, ultimately, their future. Peace reserves the right to notify the parents/guardians of dependent students regarding any conduct situation, particularly Level II Conduct Probation, loss of housing, suspension, and expulsion. Peace also reserves the right to designate which university employees have a legitimate need to know about individual conduct complaints pursuant to the Family Educational Rights and Privacy Act (FERPA) and will share information accordingly.

II. Alcohol Policy

The following sections describe Peace's policy regarding the sale, service, distribution, and consumption of alcoholic beverages on University property or at University-sponsored events in accordance with federal, state and local laws.

A. Basic Guidelines

Students who are 21 years of age or older are permitted to possess and consume alcohol only in designated areas while on University property, University leased or managed property or at University-sponsored events. "Designated Area" refers to Upperclassmen Housing Communities while in the student's assigned space and event spaces sponsored by the University where alcohol is being served. Students who are of legal drinking age may not share or provide alcohol to any students, employees or guests who are under 21 years of age. Those under the minimum legal drinking age of 21 years are not permitted to possess or consume alcohol anywhere on University property, University leased or managed property or at University-sponsored events.

The following is a list of Peace's alcohol policy violations:

1. *Possession or consumption of alcohol by a person under the age of 21:* possession is defined as being in physical possession or having reasonable access to alcohol;
2. *Possession/Display of empty alcohol containers by a person under the age of 21;*
3. *Furnishing, selling, or providing (including access) alcohol to a person under the age of 21;*
4. *Hosting a party where persons exceeds guest limits and/or excessive alcohol is present and/or persons under the age of 21 are consuming, have consumed alcohol or have reasonable access to alcohol;*
5. *Driving Under the Influence/Driving While Intoxicated;*

6. *Possessing, using, or serving from a common source of alcohol regardless of age*: common sources include punch bowls, kegs, beer balls, or equivalent which would constitute an excessive quantity as defined by the university below;
7. *Possessing excessive quantities of alcohol*: Peace believes that of age students should be allowed to consume in moderation. Students who are 21 years of age or older are permitted to possess one 750ml bottle of hard liquor, one 750ml bottle of wine, or twelve 12oz beers. This amount is per student who is at least 21 years of age and lives in the room/apartment/cottage. The amount is not increased based upon guests who are 21.
8. *Being intoxicated or showing physical or mental impairment following or resulting from alcohol use regardless of age*: a person is showing physical or mental impairment if the person is unable to coherently and respectfully answer questions, comply with the instructions of a university official, or is unable to walk unassisted;
9. *Participating in or being present during a drinking game or simulated drinking game regardless of age*; and
10. *Possession of alcohol including empty containers, regardless of the student's age, in any location other than a residence hall room, residence hall apartment, or university sponsored event where alcohol is specifically permitted.*

B. Sanctioning

Student Accountability Conference Facilitators have been trained to carefully weigh a variety of factors when determining sanctioning. Below are three lists of violation categories and common sanctions for each offense. The list below is a suggestion; each conference facilitator must consider a variety of aggravating and mitigating factors. Potential aggravating factors include but are not limited to: the presence of multiple violations; failing to cooperate with the instructions of a university official or law enforcement officer; disorderly conduct; being verbally abusive toward staff or students; quantity of alcohol; potential for injury to self or others; and past conduct history. Potential mitigating factors include but are not limited to: compliance with the instructions of staff; accepting responsibility during the accountability conference or the documentation of the incident; conducting oneself in an appropriate manner; student is able to articulate personal responsibility; student creates and follows a treatment plan prior to accountability conference; and assisting the staff addressing the incident.

Minor Violations of the Alcohol Policy including but not limited to; consumption/possession by a person under the age of 21; possession/display of an empty alcohol container; possessing excessive quantities of alcohol and/or Participating in or being present during a drinking game or simulated drinking game regardless of age:

1. First Offense—Possible sanctions include, but are not limited to:
    a. Status of Warning or Level I Conduct Probation.
    b. Participation in an alcohol education class.
    c. Authorship of a research/reflection essay/project.
    d. Other sanctions as determined by Conference Facilitator.
2. Second Offense— Possible sanctions include, but are not limited to:
    a. Status of Level I Conduct Probation
    b. Participation in an alcohol education class.
    c. Mandated referral to the University Wellness Center to complete a substance abuse assessment..
    d. Authorship of a research/reflection essay/project.

e. Other sanctions as determined by the Student Conduct Administrator (or designee).

3. Third and Subsequent Offenses—Possible sanctions include, but are not limited to:
   a. Status of Extended Level I Conduct Probation or Level II Conduct Probation.
   b. Mandated substance abuse assessment by an approved agency and required compliance with the assessing counselor's evaluation.
   c. Authorship of a research/reflection essay/project.
   d. Other sanctions as determined by the Student Conduct Administrator (or designee).
   e. Subsequent offenses may result in loss of housing, suspension, or expulsion from the university.

Serious violations of the university alcohol policy, including but not limited to: hosting a party where persons under the age of 21 are consuming or have consumed alcohol; furnishing, selling, or providing alcohol to a person under the age of 21; Being intoxicated or showing physical or mental impairment following or resulting from alcohol use regardless of age:

1. First Offense—Possible sanctions include, but are not limited to:
   a. Status of Level I Conduct Probation
   b. Participation in an alcohol education class.
   c. Mandated substance abuse assessment by an approved agency and required compliance with the assessing counselor's evaluation.
   d. Authorship of a research/reflection essay/project; and/or
   e. Other sanctions as determined by the Student Conduct Administrator (or designee).
2. Second and Subsequent Offenses—Possible sanctions include, but are not limited to:
   a. Status of Extended Level I Conduct Probation or Level II Conduct Probation.
   b. Mandated substance abuse assessment by an approved agency and required compliance with the assessing counselor's evaluation;
   c. Community service hours to be performed at a specific location as determined by the Student Conduct Administrator (or designee).
   d. Authorship of a research/reflection essay/project;
   e. Other sanctions as determined by the Student Conduct Administrator (or designee).
3. Third and Subsequent Offenses—Possible sanctions include, but are not limited to:
   a. Status of Extended Level I Conduct Probation or Level II Conduct Probation.
   b. Loss of University Housing Privileges.
   c. Suspension from the university.
   d. Other sanctions as determined by the Student Conduct Administrator (or designee).
   e. Subsequent offenses may result in Expulsion from the university

Major violations of the university alcohol policy, including but not limited to: driving under the influence where there is no injury or other aggravating factors.

1. First Offense—Possible sanctions include, but are not limited to:
   a. Status of Level II Conduct Probation
   b. Mandated substance abuse assessment by an approved agency and required compliance with the assessing counselor's evaluation;

c. Community service hours to be performed at a specific location as determined by the Student Conduct Administrator (or designee).
d. Authorship of a research/reflection essay.

2. Second and Subsequent Offenses— Possible sanctions include, but are not limited to:
   a. Suspension or expulsion from the University.
   b. Loss of University Housing Privileges.
   c. Other sanctions as determined by the Student Conduct Administrator (or designee).

III. Illegal Drug Policy

The following sections describe Peace's policy regarding the sale, manufacture, distribution, possession and use of illegal drugs on or off University property or at University-sponsored events in accordance with federal, state and local laws. This policy provides flexibility for the University in addressing drug-related offenses which occur on or off-campus. Moreover, it permits the University to address its fundamental mission of holistic education and the development of human potential. While recognizing that there is a need to address violations related to the use or possession of controlled substances, the University must address the education and well-being of all its students and employees. In addition to University imposed sanctions, students and employees are subject to all legal sanctions under federal, state and local law for any offenses involving illegal drugs on University property or at University activities.

A. Basic Guidelines

No Peace students are permitted to have any form of illegal or prescription drugs except as permitted under federal, state, or local law. Students with valid prescriptions are permitted to store or use as needed; however, all medications must remain in the prescription bottle with the student's identification clearly printed. Peace takes a strict stance on illegal drug use that takes place on or off campus.

The following is a list of Peace drug policy violations:

1. *Possession of Drug Paraphernalia, including but not limited to;*
   a. bongs, rolling paper, pipes, bats, grinder, vaporizer, scales, etc.
   b. any container that a reasonable person would believe is for the use or storage of illegal, synthetic drug, or unlawfully obtained prescription drug;
2. *Possession of Illegal Drug(s),* including but not limited to; any form of illegal drug, synthetic drug, or unlawfully obtained prescription drug;
3. *Use of Drug Paraphernalia;*
4. *Use of Illegal Drug(s);*
5. *Furnishing or providing (including access) drugs or drug paraphernalia;*
6. *Hosting a party where persons exceeds guest limits and/or drugs are present are/have been consumed/used;*
7. *Driving Under the Influence/Driving While Intoxicated:* Peace is concerned about students who violate state and local laws regarding drug use and the operation of motor vehicles. In accordance with state law, the University abides by the legal definition of intoxicated as "not having the normal use of mental or physical faculties by reason of introduction of alcohol, a controlled substance, a drug, a dangerous drug, a combination of two or more of those substances, or any other substance into the body."
8. *Showing physical or mental impairment following or resulting from drug use regardless of location:* a person is showing physical or mental impairment if the person is unable to coherently and

respectfully answer questions, comply with the instructions of a college official, or is unable to walk unassisted;

9. *Intent to or action of distribution, selling, or manufacturing any form of illegal, synthetic drug, or unlawfully obtained prescription drug.*

B. Safe Harbor

The University has a Safe Harbor rule for students. The University believes that students who have a drug and/or addiction problem deserve help. If any Peace student brings their own use, addiction or dependency to the attention of University officials outside the threat/use of drug tests or conduct sanctions and seeks assistance, a conduct complaint will not be pursued. This includes any mental health disclosures, or any student who is proactively seeking help. If a student needs additional resources, the Office of Residence Life will work to refer students to the appropriate resource. A written action plan may be used to track cooperation with the Safe Harbor program by the student. Failure to follow the action plan will nullify the Safe Harbor protection and student accountability processes will be initiated.

C. Sanctioning

Student Accountability Conference Facilitators have been trained to carefully weigh a variety of factors when determining sanctioning. Below are two lists of violation categories and common sanctions for each offense. The list below is a suggestion; each conference facilitator must consider a variety of aggravating and mitigating factors. Potential aggravating factors include but are not limited to: presence of multiple violations; failing to cooperate with the instructions of a college official or law enforcement officer; disorderly conduct; being verbally abusive toward staff or students; potential for injury to self or others; and past conduct history. Potential mitigating factors include but are not limited to: compliance with the instructions of staff; admitting responsibility during the hearing or the documentation of the incident; conducting oneself in an appropriate manner; student is able to articulate personal responsibility; student creates and follows a treatment plan prior to hearing; and assisting the staff addressing the incident.

Minor Violations of the Illegal Drug Policy including but not limited to; Possession of Drug Paraphernalia; Possession of Illegal Drug(s); Use of Drug Paraphernalia and/or Use of Illegal Drug(s).

1. First Offense—Possible sanctions include, but are not limited to:
    a. Status of Warning or Level I Conduct Probation.
    b. Participation in a drug education class.
    c. Observation of one or more sessions the County Misdemeanor or Felony Drug Court as determined by the Student Conduct Administrator (or designee);
    d. Authorship of a research/reflection essay/project.
    e. Other sanctions as determined by the Conference Facilitator.
2. Second Offense— Possible sanctions include, but are not limited to:
    a. Status of Level I Conduct Probation
    b. Participation in a drug education class.
    c. Community service hours to be performed at a specific location as determined by the Student Conduct Administrator (or designee).
    d. Mandated substance abuse assessment by an approved agency and required compliance with the assessing counselor's evaluation.

e. Other sanctions as determined by the Student Conduct Administrator (or designee).

3. Third and Subsequent Offenses—Possible sanctions include, but are not limited to:
    a. Status of Extended Level I Conduct Probation or Level II Conduct Probation.
    b. Mandated substance abuse assessment by an approved agency and required compliance with the assessing counselor's evaluation.
    c. Loss of University Housing Privileges.
    d. Suspension from the university.
    e. Other sanctions as determined by the Student Conduct Administrator (or designee).
    f. Subsequent Offenses may result in Expulsion from the university

Serious violations of the university Illegal Drug Policy, including but not limited to: Furnishing or providing (including access) drugs or drug paraphernalia; Hosting a party where persons exceeds guest limits and/or drugs are present are/have been consumed/used; Showing physical or mental impairment following or resulting from drug use regardless of location;

1. First Offense—Possible sanctions include, but are not limited to:
    a. Status of Level I Conduct Probation
    b. Participation in a drug education class.
    c. Community service hours to be performed at a specific location as determined by the Student Conduct Administrator (or designee).
    d. Observation of one or more sessions the County Misdemeanor or Felony Drug Court as determined by the Student Conduct Administrator (or designee);
    e. Mandated substance abuse assessment by an approved agency and required compliance with the assessing counselor's evaluation.
    f. Other sanctions as determined by the Student Conduct Administrator (or designee).
2. Second and Subsequent Offenses—Possible sanctions include, but are not limited to:
    a. Status of Extended Level I Conduct Probation or Level II Conduct Probation.
    b. Mandated substance abuse assessment by an approved agency and required compliance with the assessing counselor's evaluation;
    c. Loss of University Housing Privileges.
    d. Suspension from the university.
    e. Other sanctions as determined by the Student Conduct Administrator (or designee).
    f. Subsequent Offenses may result in Expulsion from the university

Major violations of the university alcohol policy, including but not limited to: Intent to or action of distribution, selling, or manufacturing any form of illegal, synthetic drug, or unlawfully obtained prescription drug.

1. First Offense—Possible sanctions include, but are not limited to:
    a. Suspension or Expulsion from the University.
    b. Immediate removal from university housing.
    c. Notification of law enforcement authorities.
    d. Other sanctions as determined by the Student Conduct Administrator (or designee).

Part 12: Sexual Misconduct and Discrimination Policy
Peace is committed to complying with all requirements as set forth by Title IX of the Education Amendment of 1972 ("Title IX"). Please refer to the Peace Title IX Policy https://peace.edu/wp-content/uploads/PEACE-Title-IX-FINAL-Policy-August-24-r1.pdf

Questions or concerns regarding Peace and Title IX may be directed to one or more of the following resources:

Peace Title IX Coordinator
Kathy Lambert
Associate Vice President for Human Resources
Phone: 919.508.2027
Email: jrhawkins@peace.edu

Peace Deputy Title IX Coordinator
Bobbie Cole
Assistant Vice President for Student Life and Director of Residence Life and Housing
Phone: 919.508.2078
Email: BDCole@peace.edu

Peace maintains a policy of zero tolerance for sexual misconduct. Members of the University community, guests, and visitors have the right to be free from sexual misconduct. When an allegation of sexual misconduct is brought to the administration, and a complainant/respondent is found to have violated this policy, serious sanctions will be imposed to ensure that such actions are not repeated. All members of the University community are expected to conduct themselves in a manner that does not infringe upon the rights of others. The Peace sexual misconduct policy has been developed to reaffirm these principles and to provide recourse for those individuals whose rights have been violated.

This policy has dual purposes: 1) it serves as a measure to determine, after-the-fact, if behaviors trespassed on community values and 2) as a guide for students on the expectations Peace has, preventatively, for sexual communication, responsibility, and respect. While the policy below is quite detailed and specific, the expectations of the Peace community can be summarized in this simple sentence: Individuals who choose to engage in sexual activity of any type with each other must first obtain clear consent.

- What is Consent?
    - "Consent" is informed, freely and actively given, mutually understandable (clear) words or actions that indicate a willingness and readiness to participate in mutually agreed upon sexual activity. Consent is mutually understandable when a reasonable person would consider the words or actions of the parties to have manifested a clear and unambiguous agreement between them to engage in certain conduct with each other. Consent cannot be gained by ignoring or acting in spite of the objections of another.
    - Consent cannot be inferred from: silence, passivity, or lack of resistance alone; a current or previous dating or sexual relationship alone (or the existence of such a relationship with anyone else); attire; the buying of dinner or the spending of money on a date; or consent previously given (i.e., consenting to one sexual act does not imply consent to another sexual act). Consent is not effective if it is obtained through the use of physical force, violence, duress, deception, intimidation, coercion, or the threat, expressed or

implied, of bodily injury. Whether a party used any of these means to obtain consent will be determined by reference to the perception of a reasonable person found in the same or similar circumstances.

- Consent may never be given by the following individuals: minors under the age of 16, even if the other participant did not know the minor's age; mentally or psychologically disabled persons, if their disability was reasonably knowable to a person who is not mentally disabled; or persons who are incapacitated (unable to fully understand what they are doing). The use of alcohol or drugs does not diminish one's responsibility to obtain Consent and does not excuse conduct that constitutes Sexual Harassment.

If at any time during a sexual act any confusion or ambiguity is or should reasonably be apparent on the issue of consent, it is incumbent upon each individual involved in the activity to stop and clarify the other's willingness and readiness to continue and capacity to consent. Neither party should make assumptions about the other's willingness and readiness to continue.

I. Violations of the University Sexual Misconduct Policy

Sexual misconduct is a serious offense. Such violations are subject to undergo the Student Accountability process as described in Part 6 and any combination of conduct sanctions as described in Part 7. Individuals found responsible for the violation of nonconsensual sexual activity are subject to recommended sanctions of Housing expulsion, University suspension, or University expulsion.

A partial list of Peace's sexual misconduct policy violations is listed below:

A. Sexual Harassment: Conduct on the basis of sex that satisfies one or more of the following:

1. an employee of the University conditioning the provision of an aid, benefit, or service on an individual's participation in unwelcome sexual conduct. (commonly referred to *quid pro quo* harassment);
2. unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to Peace's education program or activity; or
3. "Sexual Assault" is any sexual act directed against another person, without the consent of the person, including instances where the person is incapable of giving consent. Sexual Assault can occur between individuals of the same or different sexes and/or genders. Sexual Assault includes the following:

    - Rape: The carnal knowledge of a person, without the consent of the person, including instances where the person is incapable of giving consent because of their age or because of their temporary or permanent mental or physical incapacity;
    - Sodomy: Oral or anal sexual intercourse with another person, without the consent of the person, including instances where the person is incapable of giving consent because of their age or because of their temporary or permanent mental or physical incapacity;
    - Sexual Assault with an Object: To use an object or instrument to unlawfully penetrate, however slightly, the genital or anal opening of the body of a person, without the consent of the person, including instances where

the person is incapable of giving consent because of their age or because of their temporary or permanent mental or physical incapacity;

- Fondling: The touching of the private body parts of a person for the purpose of sexual gratification, without the consent of the person, including instances where the person is incapable of giving consent because of their age or because of their temporary or permanent mental or physical incapacity;
- Incest: Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law; and
- Statutory Rape: Sexual intercourse with a person who is under the statutory age of consent.

B. *Hostile Environment:* Includes situations in which there is harassing conduct that is sufficiently severe, pervasive/persistent such that it alters the conditions of education or employment. The determination of whether an environment is "hostile" must be based on all the circumstances. These circumstances may include, but are not limited to:
   1. The frequency of the speech or conduct;
   2. The nature and severity of the speech or conduct;
   3. Whether the conduct was physically threatening;
   4. Whether the speech or conduct was humiliating;
   5. The effect of the speech or conduct on the alleged victim's mental and/or emotional state;
   6. Whether the speech or conduct was directed at more than one person;
   7. Whether the speech or conduct arose in the context of other discriminatory conduct;
   8. Whether the speech or conduct unreasonably interfered with the alleged victim's educational or work performance;
   9. Whether a statement is a mere utterance of an epithet which engenders offense in an employee or a student or offends by mere discourtesy or rudeness; and/or
   10. Whether the speech or conduct deserves the protections of academic freedom.

C. *Sexual Exploitation*: Taking nonconsensual or abusive sexual advantage of another for one's own advantage or benefit, or to benefit a person other than the one being exploited. Examples of sexual exploitation include, but are not limited to:
   1. Prostituting another student;
   2. Non-consensual video or audio recording of sexual activity or the non-consensual distribution of such a recording, even if consensually made;
   3. Exceeding the boundaries of explicit consent, such as allowing friends to hide in a closet to be witness to one's consensual sexual activity;
   4. Engaging in voyeurism (Peeping Tommery)

D. *Relationship Violence:* Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the complainant and where the existence of such a relationship shall be determined based on a consideration of the following factors: the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. Relationship violence includes but is not limited to, sexual or physical abuse or the threat of such abuse.

E. *Stalking:* Engaging in a course of conduct directed at a specific person that would cause a reasonable person to (A) fear for the person's safety or the safety of others; or (B) suffer substantial emotional distress. For the sake of this policy, a course of conduct is: Two or more acts where the stalker

directly or indirectly, even through third parties, by any action, method or device, follows, monitors, threatens, observes, surveils, or communicates to a person.

F. *Gender-based harassment or discrimination:* Acts of a verbal or nonverbal nature or physical aggression, intimidation, or hostility based upon sex/gender or sex/gender-stereotyping that is sufficiently serious that it has the potential to limit or deny an individual the ability to participate in or benefit from University events, programs, and activities.
G. *Retaliation*: means (1) any adverse action (including direct and indirect intimidation, threats, coercion, discrimination, or harassment (including charges for conduct violations that do not involve sex discrimination or harassment or Sexual Harassment but that arise out of the same facts or circumstances as a report or complaint of sex discrimination or harassment or a report or formal complaint of Sexual Harassment) that is (2) threatened or taken against a person (a) for the purpose of interfering with any right or privilege secured by Peace; or (b) because the person has made a report or formal complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing related to Peace.

II. Confidentiality and Reporting Sexual Misconduct

Peace strongly encourages all employees and other members of the University community to promptly report concerns regarding suspected or known discrimination/harassment on the basis of sex to the Title IX Coordinator or Deputy Title IX Coordinator. Additionally, Peace has designated the following employees as confidential resources for students: University Counselors at 919-508-2163 and the Chaplain at 919-508-2049.

Reports may be made in person, via email, or by phone. Contact information for the Title IX Coordinator and Deputy Coordinator as listed above.

Victims are encouraged to report potential crimes of sexual assault to law enforcement in addition to the University. The Title IX Coordinator/Deputy is available to assist an individual in notifying law enforcement. Criminal and school investigations are separate and may be conducted simultaneously. Although the University strongly encourages all members of its community to report criminal sexual misconduct to law enforcement, it is the victim's choice whether or not to make such a report and victims have the right to decline involvement with the police.

III. Federal Timely Warning Obligations

Victims of sexual misconduct should be aware that University administrators must issue timely warnings for incidents reported to them that pose a substantial threat of bodily harm or danger to members of the campus community. The University will make every effort to ensure that a victim's name and other identifying information is not disclosed, while still providing enough information for community members to make safety decisions in light of the danger.

<u>Off Campus Resources</u>

Interact, 24-hour crisis line, 919-828-3005

Solace Center, 919-828-3067

NC Statewide Automated Victim Assistance, 877-627-2826

Campus Conduct Hotline, 866-943-5787

U.S. Department of Education's Office of Civil Rights:

Washington DC (Metro)
Office for Civil Rights
U.S. Department of Education
400 Maryland Avenue, SW
Washington, D.C. 20202-1475
Telephone: 202-453-6020
FAX: 202-453-6021; TDD: 800-877-8339
Email: OCR.DC@ed.gov

Visa and immigration assistance:
U.S. Department of Homeland Security. https://studyinthestates.dhs.gov/students

Legal assistance:
Legal Aid of North Carolina: 1-866-219-LANC

Part 13: Anti-Hazing Policy

I. Introduction and Prohibition

Peace is committed to fostering a safe and respectful campus environment.
In compliance with the Stop Campus Hazing Act and relevant North Carolina statutes, NC Chapter 14 Article 9, this policy outlines the university's definition of hazing, prohibited behaviors, reporting mechanisms, investigation procedures, and transparency requirements.

II. Scope and Effective Date

The Effective Date of this policy is June 2025; however, as described in this policy, some obligations for recording and reporting hazing took effect on January 1, 2025.

III. Definitions

A. Hazing - Any of the following:

1. Doing any act or coercing another, including the victim, to do any initiation into a student or other organization or any act to continue or reinstate membership in or affiliation with any student or other organization (including sports team or club team) that causes a substantial risk of causing mental or physical harm to any person, including coercing another to consume alcohol or a drug of abuse.
2. Hazing includes, but is not limited to, the coercing of someone to consume alcohol and/or drugs of abuse resulting in serious physical harm to the other person/victim and abusive and/or unreasonably humiliating pranks.
3. Any intentional, knowing, or reckless act committed by a person (whether individually or in concert with other persons) against another person or persons, regardless of the willingness of such other person or persons to participate, that:
    a. Is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization; and
    b. Causes, or creates a risk, above the reasonable risk encountered in the course of participation in the institution of higher education or the organization (such as the physical preparation necessary for participation in an athletic team), of physical or psychological injury.
4. Examples of hazing include, but are not limited to, the following:
    a. Whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body, or similar activity.

b. Causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity.
c. Causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances.
d. Causing, coercing, or otherwise inducing another person to perform sexual acts.
e. Any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct.
f. Any activity against another person that includes a criminal violation of local, State, Tribal, or Federal law; and
g. Any activity that induces, causes, or requires another person to perform a duty or task that involves a criminal violation of local, State, Tribal, or Federal law.

B. Student Organization

1. An organization at Peace (such as, but not limited to, a club, society, association, varsity athletic team, club sports team, fraternity, sorority, band, student government, or other organization officially recognized by Peace) in which two or more of the members are students enrolled at Peace, whether or not the organization is established or recognized by the institution.
2. However, for purposes of the "Campus Hazing Transparency Report (CHRT), findings concerning any "Student Organization" only applies to student organizations that are established or recognized by Peace.

IV. Procedures for Institutional Response to Hazing

A. Reporting

1. Any person who receives a complaint of hazing, or who observes or learns of conduct that is reasonably believed to violate this policy, is required to immediately report the alleged conduct to the Office of Student Conduct or Campus Public Safety. Student organizations and team members, as well as officers and captains, should immediately report any hazing incidents that occur within their organization to the Office of Residence Life and Housing. Students, faculty, administrators, coaches, staff, consultants, alumni, and volunteers have a duty to report violations of this policy.
2. Any person who believes that another person is in serious physical danger shall immediately call 911 to obtain immediate medical assistance.
3. In addition to the duty to report hazing to the Office of Residence Life and Housing as identified in the prior paragraphs, in some circumstances, there is also a duty to report allegations of criminal conduct to law enforcement.
4. All reports of hazing shall include a detailed description of the events that have transpired, the names of any individuals involved, and a description of any actions taken by the organization. Upon receiving the report, the Office of Residence Life and Housing will investigate as described in this policy, and the organization president and advisor/coach will be notified.
5. Peace is committed to reviewing all reports of hazing. Anonymous reports are accepted; however, the University's ability to obtain additional information may be compromised, and the ability to investigate anonymous reports may be limited.
6. Individuals may report hazing by contacting any of the following:
    a. Office of Residence Life and Housing by phone at 919.508.2078;
    b. Campus Public Safety Hazing Report form or by phone at 919.508.2401; or

c. In the event of an emergency, dial 911.

7. Retaliating against an individual who made a report of hazing is prohibited. Retaliation includes, but is not limited to, intimidating, threatening, coercing, or discriminating against an individual because the individual made a report of hazing.

8. Peace seeks to remove barriers to reporting hazing. To this end, a violation of the student handbook relating to Prohibited Conduct (such as an alcohol or substance abuse violation relating to the personal use of alcohol or drugs (outlined in the student handbook), when the violation is discovered as a result of a good faith report of hazing will not result in dismissal for the reporting party, provided that no one sustained serious mental and/or physical harm as a result of actions taken by the reporting party.

B. Investigation and Determination

1. Student Life will coordinate the investigation of all hazing allegations. When appropriate, other University offices may handle certain aspects of the University response (e.g., Human Resources, Campus Security, etc.).

2. A hazing allegation involving students will be investigated and resolved in keeping with the student conduct process outlined in the Peace Student Handbook.

Hazing allegations involving faculty will be investigated and resolved in keeping with the Employee and Faculty Handbook. Hazing allegations involving staff will be investigated and resolved in keeping with the Employee and Student Handbook. However, any hazing allegation that also constitutes a possible violation of the University's Title IX policy will be addressed under the University's Title IX policy.

3. The appropriate law enforcement agency will handle criminal investigations resulting from a report to law enforcement.

4. Peace may charge an individual or a group with a violation of this Hazing Policy via the Community Code of Conduct and/or any other University rules, regulations, or policies.

5. All decisions and determinations of hazing are made solely at the discretion of William Peace University.

6. The University will determine if interim measures are needed to protect the safety and/or well-being of others.

C. Disciplinary Sanctions For Students

1. Hazing is a violation of the Peace Community Code of Conduct and, therefore, is subject to the full range of disciplinary sanctions. Disciplinary sanctions may be imposed on individuals whose conduct violates this policy. Additionally, other educational activities may be required as a condition of the sanction.

2. The Office of Residence Life and Housing will determine sanctions applied to organizations and/or individuals.

3. As may be relevant, Student Life will coordinate with the appropriate supervisor/coach of the campus organization or team for the implementation of corresponding sanctions at the organization level.

4. Any student or organization that participates in hazing will be held accountable regardless of motive or intent in accordance with the Peace Community Code of Conduct.

5. Disciplinary sanctions imposed may be appealed as described in the Peace University Community Code of Conduct. All decisions, determinations of hazing, and

disciplinary sanctions are made solely at the discretion of Peace.

D. Disciplinary Sanctions for Employees

1. Sanctions for Staff and Faculty will be consistent with university policies and procedures.

V. Anti-Hazing, Education, Awareness, and Prevention

A. All students seeking membership in a registered student organization or student group at Peace must complete the anti-hazing training provided by the University. Failure to complete the training will result in the student being denied the ability to join any recognized student organization, team, or group.

B. Any faculty or staff member, as well as any individual who is not a faculty member, staff member or staff, but who is involved with a student organization in the role of leader, advisor, coach, sponsor, mentor, supervisor, or participant, must complete the anti-hazing training provided by the University.

C. The University will do the following:

1. Provide research-based or evidence-informed education and training;
2. Develop strategies to break barriers related to reporting hazing;
3. Address the bystander effect;
4. Include hazing in campus education programs;
5. Create a campus-wide effort for employees and students to identify warning signs of hazing, understand how to report, and take action; and
6. Teach ethical leadership and strategies to build group cohesion without hazing.

D. Each registered student organization of the University must have a designated Hazing Prevention Coordinator.

1. The organization's Hazing Prevention Coordinator may be the designated University employee who serves as advisor, team coach, staff administrator, or supervisor for the organization.
2. A student may not serve as the Hazing Prevention Coordinator.
3. The Hazing Prevention Coordinator must ensure that all members, prospective members, and anyone who is employed by or volunteers with the organization completes the required hazing prevention education program.
4. The Hazing Prevention Coordinator will maintain records that demonstrate all group participants are eligible for participation based on completion of the anti-hazing training. If a student is unsure if they have completed the required program, they should contact their organization's Hazing Prevention Coordinator to verify their eligibility to join a student organization or group.

VI. Public Disclosure

A. The University will publish a Campus Hazing Transparency Report (CHTR).

1. The CHTR will summarize the findings concerning any established or recognized student
organization found to violate the University's standards or conduct relating to hazing, regardless of the location of the incident.
2. For each such finding, the CHTR will include the following:
    a. The name of the student organization, but no personally identifying information of any individual;
    b. A general description of the violation, including whether it involved abuse or illegal use of alcohol or drugs;

c. The findings;
d. A description of any sanctions imposed;
e. The date(s) of the occurrences of hazing;
f. The date the investigation was initiated;
g. The date the investigation ended, and
h. The date the University notified the student organization of the report claiming a violation of the hazing policy.

3. The CHTR will include the following:
   a. A statement of the availability of the statistics on hazing in the Annual Security
   Report (ASR) will also include a link to the ASR.
   b. Information about the University's policies relating to reporting and investigating
   allegations of hazing.
   c. Applicable local, State of North Carolina, and Tribal laws on hazing, if any.
4. The CHTR will be published on the University's website.
5. The CHTR will be updated by January 1st and August 1st of each year if there has been at least one hazing incident that is required to be reported.
6. Just as other reportable events that are required to be included in the University's Annual Security and Fire Safety Report, the University will include reported incidents of hazing made to Campus Security Authorities or local police agencies in the University's Annual Security Report and Fire Safety Report. Hazing incidents will be included in the University's Daily Crime Log. The first year for including incidents of hazing will be the calendar year of 2025, for the report that will be published by October 1, 2026.

VII. Liability

While this policy describes the anti-hazing policy of Peace and expectations for Peace and people subject to this policy, this policy does not create any duty or liability for Peace or any person subject to this policy other than liability that exists under Federal and/or North Carolina law. For example, this policy may prohibit conduct that is not prohibited by Federal and/or North Carolina law, such as abusive and unreasonably humiliating conduct; however, Peace and people subject to this policy are not liable for any conduct that does not constitute "hazing" under Federal and/or North Carolina law.

Part 14: Student Athletes

In accordance with the Student Athlete Handbook, the Athletics Department will be notified of all student athletes who are documented for violating the *Community Code of Conduct*. Student Athletes who are documented for an alleged violation of the *Community Code of Conduct* are encouraged to speak with their coaching staff prior to the Athletics Department notification. The Athletics Department will be notified of the determination of responsibility once the student's appeal timeframe/process has concluded. The Athletics Department will be made aware of responsible/not responsible violations, corresponding sanctions and number of previous violations. The Athletics Department may choose to sanction athletes independent of the Student Accountability Process. If a student wishes to appeal athletic sanctions they should consult the Student Athlete Handbook.