



STUDENT CODE OF CONDUCT

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STUDENT CODE OF CONDUCT

SECTION I: Introduction

A. Purpose and Scope

1. Pima Community College (“College”) is committed to promoting an academic environment that is welcoming, safe, and well-ordered and that encourages civil discourse, **Academic Integrity**, and mutual respect while protecting **Students’** rights as members of the **College Community**.¹
2. The College has developed this Student Code of Conduct (“Code of Conduct” or “Code”) to articulate clearly the College’s expectations for its **Students** and to educate them about their rights and responsibilities as members of the **College Community**.
3. In the event a **Student** is determined to have violated this Code, the primary goal of any **Responsive Action** taken by the College shall be educational and corrective, focused on redressing wrongs while promoting **Student** growth and personal responsibility. Code of Conduct matters shall only be conducted as **Disciplinary** proceedings when **Major Misconduct** is at issue.
3. This Code applies to all **Students** who have applied for admission to or are currently enrolled in classes at the College.
4. This Code of Conduct applies to all **Student** conduct that
 - a. Occurs on **College Property**,
 - b. Occurs during a College class (including credit and noncredit, clock-hour, workforce-development, adult basic education, and developmental-education classes) or other **College Sponsored Activity**, regardless of modality or location (including online), or
 - c. Regardless of the location,
 - i. Adversely affects or is substantially likely to adversely affect **Ordinary College Operations** or another member of the **College Community**;
 - ii. Violates College policy;
 - iii. Violates local, state, or federal law.
5. This Code does not apply to **Academic Integrity** violations (*e.g.*, cheating, Plagiarism, *etc.*), which are addressed separately in the Academic Integrity Code.

¹ Defined terms are capitalized and presented in bold-faced type throughout this Code. A Glossary of Definitions can be found at the end of the Code in Section XII.

6. This Code does not apply to **Students** who are also **Employees** of the College when they are acting in their capacities as **College Employees**.
7. The College shall address Code of Conduct matters separately and individually with each **Student** alleged to have engaged or participated in a violation. No Code matters shall be handled collectively or with multiple **Student Respondents** at the same time.
8. Required state of mind for Code of Conduct violations:
 - a. Unless specified otherwise, **Students** violate this Code if they engage in prohibited acts or omissions **Knowingly, Recklessly, or Negligently**.
 - b. Acts and omissions that a **Reasonable Person** would consider good-faith mistakes or accidents that could not reasonably have been foreseen or avoided do not violate this Code.

B. Using the Code of Conduct

1. The College is optimistic that most matters involving **Student** conduct can be resolved without the need for Code of Conduct **Complaints**, official decisions, or **Responsive Action** by the College. Although they are not required to do so before submitting a **Complaint**, all members of the **College Community**, including other **Students**, are encouraged to respectfully inform **Students** that certain conduct in which they are or may be engaging is a violation of this Code and politely ask them to cease that conduct.
2. Any College **Employee** acting in the course of the **Employee's** duties may direct a **Student** to cease conduct that violates this Code, and **Students** are expected to respect and comply with those directives, even if no **Complaint** is made. If a **Complaint** is made, a **Student's** failure or refusal to comply with a prior reasonable request from a member of the **College Community** or directive from a College **Employee** may be considered an **Aggravating Factor** in a subsequent Code proceeding.

C. Additional Codes of Conduct for Specific College Programs

1. Specific College programs (*e.g.*, Nursing, Aviation, Athletics) may adopt additional **Student** codes of conduct tailored to a particular program's distinct needs ("Program Codes"), provided they are consistent with this Code, in writing, approved by the Provost or the Provost's designee, distributed to applicable **Students** or published where **Students** can easily find them, and subject to regular review and revision not less than every three (3) years.
2. Alleged Program Code violations that involve violence, assault, **Stalking, True Threats**, sexual misconduct, or **Substantial Disruption** to the **College Community** or **Ordinary College Operations**; or in which drugs or alcohol are a factor, must always be referred to the **Dean of Students** for a determination by the **Dean of Students**, in consultation with the Dean of the applicable College program, as to whether the alleged violation will be addressed through the Code of Conduct, the Program Code, or both.

SECTION II: Students' Rights and Responsibilities

A. Rights Common to All Students

1. **Students** have the right to be informed of and have easy access to this Code of Conduct. All **Students** are expected to familiarize themselves with the Code. Ignorance of the Code is not a defense to any violation.
2. Although all members of the **College Community** are ultimately responsible for their own actions, **Students** have the right to expect that the College will endeavor to provide a safe educational environment that promotes **Academic Integrity**, civility, and decorum.
3. **Students** have the right to public notice of any proposed substantive changes to this Code of Conduct and to have a meaningful opportunity to comment on such proposed changes and to propose changes of their own.
4. **Students** have the right to expect that the College will endeavor to assist them in correcting behaviors that do not comply with the College's expectations.

B. Student Rights and Responsibilities During Code of Conduct Proceedings

1. All **Students** involved in Code of Conduct proceedings have the following rights and responsibilities:
 - a. To be treated with respect and dignity;
 - b. To have Code of Conduct proceedings administered by objective, neutral, and knowledgeable College **Employees**;
 - c. To a Code process that causes as little disruption as practicable;
 - d. To be informed specifically of one's role in the Code process (*i.e.*, as a **Complainant**, **Respondent**, or witness) and to be informed promptly if that role changes;
 - e. To have one's privacy and confidentiality respected to the extent possible under applicable law and College policy;
 - f. To be free from **Retaliation** in any form for participating in the Code process;
 - g. To receive information about services available through the College or in the community, such as counseling or legal assistance.
2. **Additional Rights of Student Complainants**
 - a. To an opportunity to request **Interim Measures** during the Code of Conduct process;
 - b. To withdraw a **Complaint** at any time, although the College may be required to continue an investigation or remedial actions under certain circumstances, such as when the safety of the **College Community** may be threatened;

- c. To receive any evidence shared with the **Respondent**;
- d. To an equal opportunity to identify relevant witnesses and other evidence;
- e. If a **Complaint** alleges **Major Misconduct**, to **Confront** any witnesses who testify against the accuracy of the **Complaint**'s allegations or in favor of the **Respondent**;
- f. To be notified of relevant information provided by the **Respondent** and any identified witnesses and to have an opportunity to respond;
- g. To an opportunity to 1) have an **Advisor** present, or 2) be **Actively Assisted** by an **Attorney** at one's own expense during **Code Resolution Meetings** and appeal hearings regarding **Complaints** involving alleged **Major Misconduct** and at which the **Complainant** is assisted by an **Attorney**;
- h. To be notified of any defenses or **Mitigating Factors** asserted by a **Respondent** and to have an opportunity to respond to them and to offer any **Aggravating Factors** one believes the **Code Decision-Maker** should consider;
- i. To have a **Complaint** resolved in a timely manner;
- j. To a decision that is free from bias and prejudice and based on credible, relevant evidence;
- k. To receive timely written notice of the outcome of the Code process;
- l. To an opportunity to make any available appeals;
- m. To make a separate **Complaint** to an appropriate agency outside the College, including law enforcement, at any time.

3. Additional Rights and Responsibilities of Student Respondents

- a. To defend oneself against any **Complaint** to which one is a **Respondent**;
- b. To an equal opportunity to request **Interim Measures** during the Code process;
- c. To decline to participate in or answer any question during the Code process, although the process will continue, and a decision will be made based on available information. **Code Decision-Makers** may infer from a **Respondent**'s non-participation or refusal to answer questions that the **Respondent** engaged in the misconduct alleged a **Complaint**, even if the **Respondent** has affirmatively asserted one's Fifth Amendment right against self-incrimination;
- d. To be treated neutrally and to have judgment on the **Complaint** withheld until a final decision is made;
- e. To receive any evidence shared with the **Complainant**;
- f. To an equal opportunity to identify relevant witnesses and other evidence;

- g. If the **Respondent** is alleged to have engaged in **Major Misconduct**, to **Confront** any witnesses who testify against the **Respondent**, including the **Complainant**;
- h. To be notified of relevant information provided by the **Complainant** and any witnesses and given an opportunity to respond;
- i. To an opportunity to have an **Advisor** present or be **Actively Assisted** by an **Attorney**, at one's own expense, during **Code Resolution Meetings** and appeal hearings regarding alleged **Major Misconduct**;
- j. To be notified of any defenses or **Aggravating Factors** asserted by a **Complainant** and to have an opportunity to respond to them and to offer any **Mitigating Factors** one believes should be considered when determining the College's **Responsive Action**;
- k. To have a **Complaint** resolved in a timely manner;
- l. To a decision that is free from prejudice and bias and based on credible, relevant evidence;
- m. To receive timely written notice of the decision, including a summary of the facts on which the decision was based;
- n. To an opportunity to make any available appeals.

SECTION III: Self-Harm and Suicidal Thoughts or Ideation

- A. Harming oneself or thinking about or expressing an intention to harm oneself or to take one's own life is not, by itself, a violation of this Code of Conduct.
- B. **Students** will not, in any way, face possible disciplinary proceedings for informing someone at the College that they (the **Students**) have harmed or are harming themselves, or are thinking about harming themselves or contemplating suicide.
- C. The College will endeavor to connect **Students** with resources to assist them during such times of crisis. More information can be found on the College's "Health, Wellness and Safety" web page (www.pima.edu/current-students/health-safety/index.html).
- D. Although the health, well-being, and safety of its **Students** are the College's top priorities, the College may still take appropriate action, including through a Code of Conduct proceeding, if a **Student** who is expressing, threatening, or engaging in self-harm or suicidal behavior presents a danger to other members of the **College Community** or **Substantially Disrupts** the College's educational environment or **Ordinary College Operations**. In such circumstances, the College shall address **Students'** dangerous or disruptive conduct while also endeavoring to connect **Students** in crisis with appropriate healthcare and counseling resources.

SECTION IV: Distinguishing Between “Lesser” and “Major” Misconduct

Students accused of the most serious Code violations are entitled to more formal **Disciplinary** proceedings than those accused of less serious violations, because the **Responsive Action** from the College and the possible consequences to **Students** for the most serious violations are significantly greater. Accordingly, the College distinguishes between **Lesser Misconduct** and **Major Misconduct** when conducting Code proceedings.

- A. **Code Decision-Makers** have the discretion to decide whether to address alleged Code of Conduct violations as **Lesser Misconduct** or **Major Misconduct**. Such decisions shall be based on specific **Aggravating Factors, Mitigating Factors**, and other relevant circumstances, including, but not limited to, an accused Student’s history of prior Code violations, the severity or pervasiveness of the alleged violations and their impact on other members of the **College Community**, whether the **Student** is accused of engaging in the alleged violations **Knowingly, Recklessly, or Negligently**, and whether the accused **Student** is alleged to have engaged in multiple Code violations.
- B. **Lesser Misconduct** includes violations of the Code that are appropriately responded to with **Educational Measures** and do not warrant **Disciplinary Sanctions**. Students alleged to have engaged in **Lesser Misconduct** may not be accompanied by an **Advisor** or an **Attorney** during Code proceedings, and neither decisions that **Students** engaged in **Lesser Misconduct** nor the **Educational Measures** issued to those **Students** can be appealed.
- C. **Major Misconduct** includes the most serious violations of the Code that could result in **Disciplinary Sanctions** up to and including **Suspension** or **Expulsion** from the **College** or the withholding of a degree or certificate. Code proceedings for alleged **Major Misconduct** are generally more formal and have opportunities to appeal, in addition to the following:
 1. **Students** alleged to have engaged in **Major Misconduct** may be accompanied by an **Advisor** of their choosing or by an **Attorney** provided at the **Student’s** expense. **Attorneys** may **Actively Assist Students** during **Code Resolution Meetings** and appeal hearings. **Students** may not be accompanied by **Advisors** or **Attorneys** at any other time during the Code of Conduct process.
 2. Allegations of assault, violence, **Stalking, True Threats**, or sexual misconduct, including **Sexual Harassment**, are always addressed as **Major Misconduct**. Whether to address any other “Specifically Prohibited Act of Misconduct” (see Section V below) as **Lesser Misconduct** or **Major Misconduct** is determined on a case-by-case basis by the **Code Decision-Maker**.

SECTION V: Specifically Prohibited Acts of Misconduct

The following acts and omissions constitute **Student** misconduct under this Code and are prohibited:

A. Violent, Threatening, or Dangerous Behavior

1. Physically assaulting or harming or making a **True Threat** to physically harm another member of the **College Community**;
2. Engaging in any illegal sexual offense, including, but not limited to, sexual assault, public sexual indecency, and indecent exposure (see A.R.S. § 13-1401 to 1406);

3. Engaging in **Stalking, Bullying, or Hazing**;
4. Secretly or covertly viewing, photographing, or making a video recording of a member of the **College Community** without that individual's express consent in a location where the individual has a reasonable expectation of privacy or in a manner that violates a reasonable expectation of privacy;
5. Engaging in or threatening to engage in a **Breach of the Peace**;
6. Harming, harassing, or endangering an animal, including, but not limited to, a **Service Animal** or **Emotional Support Animal**, on **College Property** or at a **College Sponsored Activity**;
7. Bringing or luring a wild or diseased animal onto, or enticing one to remain on, **College Property** or the location of a **College Sponsored Activity** without express authorization from the College;
8. Using, possessing, displaying, or storing any weapon or explosive, including, but not limited to, a firearm, explosive material or device, bomb-making material, firework, or unreasonably dangerous chemical on **College Property** or at a **College Sponsored Activity**, unless one or more of the following conditions is met:
 - a. The **Student** is an **Arizona Peace Officer** authorized to carry a firearm or other weapon while off-duty, and the prohibited item is a legally possessed firearm or other weapon carried in accordance with all applicable laws and College policies;
 - b. The campus **President** and the **Chief of Campus Police** or their respective designees have authorized the **Student** in writing to bring an item or material otherwise prohibited under this section onto **College Property** or to a **College Sponsored Activity** for an academic, law-enforcement, or other legitimate specified purpose;
 - c. The prohibited item is a legally possessed firearm which the **Student** keeps locked in and not visible from the outside of the **Student's** privately owned motor vehicle or motorcycle in compliance with A.R.S. § 12-781;
9. Threatening to bring a weapon on to **College Property** or to a **College Sponsored Activity**;
10. **Knowingly** failing to report to **Campus Police** a **True Threat** to a member of the **College Community** or other imminent threat to the health and safety of the **College Community**, including, but not limited to, the imminent arrival, or presence on **College Property** or at a **College Sponsored Activity**, of any individual who the **Student** knows is or has claimed to be in possession of a firearm and who is not a **Campus Police** officer or other law-enforcement officer;

B. Discrimination and Harassment

Engaging in discrimination against or harassment (including **Sexual Harassment**) of a member of the **College Community** on the basis of age, disability, race, color, ethnicity, national origin, religion or irreligion, sex, gender (including gender expression and gender identity), sexual orientation, or veteran status;

C. Disruptive or Disorderly Behavior

1. Causing a **Substantial Disruption** to a **College Sponsored Activity, College Authorized Activity**, or to **Ordinary College Operations**, including, but not limited, a class or lab exercise; academic, athletic, or cultural event; or the functioning of a College administrative office;
2. Repeatedly disrupting, impeding, or interrupting a **College Sponsored Activity, College Authorized Activity**, or **Ordinary College Operations** after being asked or directed by a **College Employee** to refrain from, cease, or reduce such activity, even if one such action would not normally, by itself, constitute a **Substantial Disruption**;
3. Significantly impairing or infringing upon the rights of other members of the **College Community** to engage in lawful free expression in violation of **BP 1.17** and **AP 1.17.01**;
4. Failing to reasonably supervise and/or provide for the care of a minor child in one's custody or control when the minor child is on **College Property** or at a **College Sponsored Activity**;
5. Engaging in **Gross Insubordination** toward an **Instructor** or another College **Employee**.

D. False Reporting or Use of False Documents

1. **Knowingly** making, causing, or contributing to a false warning or false report of a dangerous condition, emergency, or crime;
2. **Knowingly** making, causing, or contributing to a false accusation or **Frivolous** or **Malicious** complaint against a member of the **College Community** about a violation of law or **College** policy, including this Code of Conduct;
3. **Knowingly** obtaining goods, services, or official action from the **College** by making false or misleading statements, presenting false identification, or presenting falsified, unauthorized, or misrepresented documentation;

E. Tobacco, Alcohol, and Illicit Drug Use

1. Smoking, vaping/e-cigarette use, or using any tobacco product (including smokeless tobacco) on **College Property** or during a **College Sponsored Activity**, or otherwise engaging in activity prohibited by the College's "Smoke-Free and Tobacco-Free Pima" policy (**BP 8.07**) and "Prohibition of Smoking and Tobacco Use" administrative procedure (**AP 8.07.01**);
2. Consuming, transferring, selling, possessing, or being impaired by alcohol on **College Property** or during a **College Sponsored Activity** as defined by and prohibited under the College's "Drug-Free Environment" policy (**BP 2.20**) and "Drug- and Alcohol-Free Environment" administrative procedure (**AP 2.20.01**);
3. At **College Sponsored Activities**, on or off **College Property**, for which the Chancellor or the Chancellor's designee has expressly granted an exception permitting alcohol to be served:
 - a. Consuming or possessing alcohol when under age twenty-one (21);

- b. If age 21 or older, engaging in disruptive or otherwise inappropriate behavior for the setting or circumstances while or after consuming alcohol;
- c. Providing alcohol to any person under age 21;
- 4. Consuming, transferring, selling, possessing, or being impaired by illicit drugs or possessing drug paraphernalia as defined by and prohibited **BP 2.20** and **AP 2.20.01**;
- 5. Operating a motor vehicle on **College Property** or in connection with a **College Sponsored Activity** while impaired by alcohol or drugs (see **AP 2.20.01**);

F. Misuse of College IT Systems

- 1. Circumventing any **College IT System** security feature without authorization;
- 2. Accessing any **College IT System**, including **Student** education records or other data, without authorization;
- 3. Accessing or attempting to access another user's **College IT Systems** account or using another person's **College IT Systems** account name, username, or password without authorization;
- 4. Allowing another person to use one's **College IT Systems** account name, username, or password without authorization from a College administrator;
- 5. Using **College IT Systems** to create, obtain, use, or transmit a computer virus, worm, spyware or other type of malicious software;
- 6. Altering, disrupting, or reconfiguring a **College IT System** unless specifically authorized to do so by a College administrator, including the following:
 - a. Altering any College records, including **Student** education records;
 - b. Introducing any new hardware, software, network device, or telephone on a **College IT System**;
 - c. Removing or reconfiguring any College hardware, software, network device, or telephone on a **College IT System**;
 - d. Running an IT server, whether virtual or physical, on any **College IT System**;
- 7. Violating any software license agreement or intellectual property right while using **College IT Systems**;
- 8. Using **College IT Systems** to access, view, display, download, create, store, send, or forward any of the following:
 - a. Copyrighted material in violation of the copyright or applicable law;

- b. **Obscenity or Pornography**;
 - c. **Spam or Phishing** communications;
 - d. Harassing or threatening messages;
9. Using **College IT Systems** to commit or in furtherance of the commission of a violation of any local, state, or federal law or College policy or procedure;

G. Property Offenses

- 1. Misusing (including using or accessing without proper authorization), stealing, or improperly obtaining, retaining, or possessing any **College Assets**;
- 2. Damaging, defacing, or destroying **College Property, College Assets**, or the personal property or assets of others on **College Property** or during a **College Sponsored Activity**;
- 3. Entering or occupying **College Property** or a College-owned vehicle without proper authorization;
- 4. Obstructing a sidewalk or roadway on **College Property** or an entrance to or exit from a College building or facility without proper authorization;
- 5. Littering on **College Property** or at a **College Sponsored Activity** or leaving **College Property** or the location of a **College Sponsored Activity** unreasonably dirty after use;
- 6. Removing or defacing College-authorized posters, notices, or flyers that are posted properly on **College Property**;
- 7. Using, possessing, duplicating, modifying, or distributing College-issued keys, identification cards, pass cards, or pass-card information without proper authorization;

H. Violations of Federal, State, or Local Law

- 1. Being arrested for, charged with, or convicted of violating any local, state, or federal law based while on **College Property** or during a **College Sponsored Activity**, or based on events which occurred on **College Property** or during a **College Sponsored Activity**;
- 2. Being arrested for, charged with, or convicted of a violation of any local, state, or federal law, regardless of location, that
 - a. Involves violence or assault, **Stalking**, a **True Threat**, sexual misconduct, harassment, or significantly dangerous, threatening, or harmful activity;
 - b. Adversely affects or is substantially likely to adversely affect **Ordinary College Operations** or another member of the **College Community**;
 - c. Damages or is substantially likely to damage the reputation of the **College** or the **College Community**;

3. **Gambling on College Property** or during or on a **College Sponsored Activity**, excluding **College-approved** raffles or other fundraising events;

I. Violations of College Policy, Procedure, or Explicit Direction

1. Violating any College **BP** or **AP**;
2. Failing to comply with explicit directives or instructions from College **Employees** acting in the performance of their official duties;
3. Failing to meet with a **College Employee** when directed to do so and without making reasonable attempts to reschedule;
4. Failing to obtain proper College approval before engaging in any of the following:
 - a. Posting information of any kind on **College Property** or at a **College Sponsored Activity**;
 - b. Conducting a group event or activity inside a College building or otherwise not in an outdoor public area on **College Property**;
 - c. Engaging in **Commercial Activity** on **College Property** or at a **College Sponsored Activity**, including, but not limited to, promoting non-College services or soliciting donations to non-College organizations or causes;
5. **Knowingly** attempting to address complaints about College policy or procedure issues, or to challenge decisions made pursuant to College policy or procedure, to **Employees** who are not part of applicable decision-making or appeal processes;
6. **Knowingly** repeating a complaint based on the same facts after it has been decided and all applicable appeals have been exhausted or waived;
7. Bribing or offering a **Bribe** to a College **Employee**;

J. Disrupting College Investigations or Disciplinary Proceedings

1. Interfering with any **College** investigation or disciplinary proceeding, including, but not limited to, by engaging in the following:
 - a. Refusing to cooperate with an investigation when required to do so;
 - b. Tampering with, withholding, or destroying evidence;
 - c. Providing false, misleading, or materially incomplete information to a **College** administrator, **Investigator**, or decision-maker;
 - d. Requesting or inducing another person to engage in conduct described in sections a, b, or c above;

2. Violating the terms of any **Educational Measure** or **Disciplinary Sanction** imposed as a result of a Code of Conduct decision;

K. Attempted Misconduct or Conspiracy to Commit Misconduct

1. Attempting to engage in conduct prohibited by this Code. A **Student** who engages in attempted misconduct can be disciplined to the same extent as if the **Student** had completed the prohibited act;
2. A **Student** who participates in a **Conspiracy** with others to engage in conduct prohibited by this Code can be disciplined to the same extent as if the **Student** engaged in the prohibited conduct alone, regardless of whether or not the **Conspiracy** was completed.

SECTION VI: Reporting Code of Conduct Violations

A. In Emergencies

If a suspected Code of Conduct violation involves an imminent health or safety threat, such as acts of violence or **True Threats**, contact **Campus Police** (520-206-2700) or call 9-1-1 immediately.

B. Submitting Complaints

1. Any member of the **College Community** may submit a **Complaint** about a suspected Code of Conduct violation as follows:
 - a. If the **Student's** suspected violation occurs during or as part of a class, by informing the course **Instructor** (a subsequent written **Complaint** may still be required);
 - b. By submitting a **Complaint** to the **Dean of Students** by email or letter (mailed or hand-delivered), or by using the **College's** Incident Report form (www.pima.edu/current-students/code-of-conduct/docs/code-of-conduct-incident-report.pdf);
 - c. By calling the **Dean of Students'** office or visiting in person (a subsequent written **Complaint** may still be required).
2. There is no time limit for making a **Complaint** about a suspected Code of Conduct violation, although a **Complaint** should be made as soon as possible. **Code Decision-Makers** may, at their discretion, decline to take action on a **Complaint** if the elapsed time is a significant barrier to completing a full investigation and making an adequately informed decision.
3. **Complaints** should contain the following information (to the extent known):
 - a. The name and contact information of the person submitting the **Complaint**;
 - b. The names of the **Student(s)** and any other person(s) involved, including any victims or witnesses;
 - c. The date of the alleged misconduct;

- d. The location where the alleged misconduct occurred;
 - e. A description of the alleged misconduct;
 - f. A list of any documents or other evidence relating to the alleged misconduct (*e.g.*, photographs, emails, police reports).
4. **Complaints** may be dismissed without further action if **Code Decision-Makers**, in their discretion, determine the **Complaint** is **Frivolous** or **Malicious**.
 5. **Complaints Involving Pending Code of Conduct Proceedings**
 - a. Code of Conduct proceedings will not be stayed or otherwise interrupted if an individual involved in the Code process files a separate, contemporaneous complaint of any kind against another individual involved in the same process (*e.g.*, **Respondent** files a complaint against the **Complainant** or the **Code Decision-Maker**).
 - b. If **Code Decision-Makers** are the subject of an internal College complaint brought by a **Student** while that **Student**'s Code of Conduct proceeding is pending, **Code Decision-Makers** should only recuse themselves if they believe they cannot remain impartial.

C. Confidential and Anonymous Complaints

1. Persons reporting alleged Code of Conduct violations may request that their **Complaints** remain confidential. The College will endeavor to honor such requests, although doing so may seriously limit the College's ability to investigate and respond to a **Complaint**, and the College's obligation to protect the **College Community** may override a **Complainant**'s request for confidentiality.
2. Anonymous **Complaints** are not accepted through the Code process. Persons wishing to remain anonymous may contact the College's Office of Dispute Resolution ("ODR") hotline (1-855-503-8072 or www.complianceandethicshotline.ethicspoint.com) or call **Campus Police** (520-206-2700).

SECTION VII: Conducting Code of Conduct Proceedings

A. Selecting the Code Decision-Maker

1. Instructors as Complainants/Code Decision-Makers

- a. **Instructors** have the primary authority and responsibility to maintain an orderly educational environment in their classrooms (including online) and to respond to **Lesser Misconduct** that occurs during their classes. Accordingly, **Instructors** may often be both **Complainants** and **Code Decision-Makers** in **Lesser Misconduct** matters involving **Instructors' Students**. **Instructors** do not have authority to decide Code matters involving **Major Misconduct**.
- b. **Temporary Removal of Disruptive Students by Instructors**
 - i. If a **Student** is causing a **Substantial Disruption** during a class or class-related **College Sponsored Activity** and will not comply with an **Instructor**'s direction to cease the

disruptive behavior, **Instructors** may, at their discretion, temporarily remove the **Student** by verbally directing the **Student** to leave for the remainder of that day's class or activity. At the end of the day's class or activity, **Instructors** shall notify their **Department Heads** or another immediate supervisor (either in writing or verbally and later confirmed in writing) of the **Student's** removal and the reasons for it. The temporary removal of a disruptive **Student** is not a **Suspension**.

- ii. **Instructors** may not remove disruptive **Students** for more than one day at a time based on a single disruptive incident. If an **Instructor** believes a **Student** should not return to the next class or to the next day's activity and/or has engaged in **Major Misconduct**, the **Instructor** must submit a **Complaint** to the **Dean of Students**.
- c. If an **Instructor** believes a **Student** has engaged in **Major Misconduct**, the **Instructor** should submit a **Complaint** to the **Dean of Students**. If the **Dean of Students** determines that the violation alleged in the **Complaint** should not be addressed as **Major Misconduct**, the Dean may return it to the **Instructor** to be addressed as **Lesser Misconduct**.

2. The Dean of Students as Code Decision-Maker

- a. The **Dean of Students** or the Dean's designee shall serve as the **Code Decision-Maker** for all **Complaints** alleging **Major Misconduct**.
- b. If the **Dean of Students**, in consultation with the College's Office of the General Counsel, determines that a significant, College-wide conflict of interest may exist for a particular **Complaint**, the College may retain an outside third-party to serve as the **Code Decision-Maker** and investigate and issue a decision in accordance with Code procedures.

B. Discretion of Code Decision-Makers in Initiating, Continuing, and Terminating Code Proceedings

1. **Code Decision-Makers** have the discretion to determine if a **Complaint** sufficiently alleges a violation of the Code. If the **Code Decision-Maker** determines that a **Complaint** does not sufficiently allege a violation, the **Code Decision-Maker** shall notify the **Complainant** in writing of that decision and the reason for it.
2. If a **Complaint** adequately alleges a violation, but the **Code Decision-Maker** subsequently becomes aware of evidence indicating further proceedings are not warranted, the **Code Decision-Maker** may terminate the proceeding at any time by providing written notice of that termination and the reason for it to the **Complainant**. If **Respondents** have already received notice of the **Complaint**, they should also be notified in writing of the decision to terminate it.
3. Specific timelines and deadlines stated in this Code may be extended at the discretion of the **Code Decision-Maker**.

C. Notice of Complaints and Delivery of Complaint-Related Information

1. If the **Code Decision-Maker** determines that a **Complaint** adequately alleges a Code violation, the **Code Decision-Maker** shall provide written notice of the **Complaint** to the **Student** who is the

Respondent to the **Complaint** within five (5) **Business Days**. The notice shall include the following:

- a. An explicit statement that the **Student** is a **Respondent** to a Code of Conduct **Complaint**;
 - b. A summary of the allegations against the **Student**, including any known evidence in support of those allegations;
 - c. The specific Code section(s) the **Student** is alleged to have violated;
 - d. Whether the **Student** is accused of **Lesser Misconduct** or **Major Misconduct** and the **Code Decision-Maker**'s basis for making that decision, and if a **Disciplinary Sanction** (*e.g.*, **Suspension**) could be imposed;
 - e. If the **Student** is accused of **Major Misconduct**, that the **Student** has the right to be accompanied to the **Code Resolution Meeting** by an **Advisor** or an **Attorney** (at the **Student**'s expense), and an **Attorney** may **Actively Assist** the **Student** during the **Code Resolution Meeting** and any subsequent appeal;
 - f. The date and time of the **Complaint Resolution Meeting** and the conditions under which that meeting could be rescheduled.
2. Unless approved in writing by the **Code Decision-Maker**, all Code of Conduct notices and **Complaint**-related information will be sent to **Students**' "*pima.edu*" accounts.
 3. Notice will be considered effective and all information will be considered received on the date email is sent to **Students**' "*pima.edu*" accounts. If the **Code Decision-Maker** approves another means of delivery, notice will be considered effective and documents received on the date of hand-delivery or three (3) **Business Days** after the notice or document is deposited with the U.S. Postal Service or other carrier.

D. Complaint Resolution Meetings

1. Lesser Misconduct Resolution Meetings

- a. After the **Student Respondent** has received notice of the **Complaint**, the **Code Decision-Maker** shall conduct a **Code Resolution Meeting** with the **Respondent** in a private setting and discuss the **Lesser Misconduct** the **Respondent** is alleged to have engaged in and the specific evidence supporting those allegations.
- b. **Complainants** are generally not required or permitted to attend **Code Resolution Meetings** involving alleged **Lesser Misconduct** (unless the **Complainant** is the **Code Decision-Maker**, as in the case of an **Instructor**), but they shall have an opportunity to provide **Code Decision-Makers** with any evidence they believe is relevant, including **Aggravating Factors**.
- c. **Respondents** may not be accompanied by **Advisors** or **Attorneys**.
- d. **Respondents** shall have a full and fair opportunity to review and respond to the allegations in the

Complaint and the supporting evidence, including any statements from the **Complainant** and any witnesses. **Respondents** shall also have an opportunity to present their side of the story and to offer any additional evidence they believe is relevant, including any **Mitigating Factors**.

- e. Generally, witnesses are not required or permitted to provide live testimony, although witness testimony may be allowed at the discretion of the **Code Decision-Maker**.
- f. If, during the meeting, the **Code Decision-Maker** comes to believe that the **Respondent's** misconduct is more serious than previously known and may warrant a **Disciplinary Sanction**, the **Code Decision-Maker** shall inform the **Student** of that fact and suspend the **Code Resolution Meeting**. If the **Code Decision-Maker** is an **Instructor**, the **Complaint** shall be referred to the **Dean of Students** for further proceedings, a revised notice shall be issued to the **Student**, and the **Code Resolution Meeting** shall be rescheduled and conducted according to the procedures required for **Major Misconduct**.

2. Major Misconduct Resolution Meetings

- a. After the **Student Respondent** has received notice of the **Complaint**, the **Code Decision-Maker** shall conduct a **Code Resolution Meetings** with the **Respondent** in a private setting and discuss the **Major Misconduct** the **Respondent** is alleged to have engaged in and the specific evidence supporting the allegation(s). **Respondents** shall have a full and fair opportunity to review and respond to the allegations in the **Complaint** and to offer any additional evidence they believe is relevant, including any **Mitigating Factors**.
- b. **Complainants** are required to attend **Code Resolution Meetings** for alleged **Major Misconduct** if they will be providing testimony against **Respondents**, unless **Respondents** waive their right to **Confront** witnesses who testify against them. **Complainants** may also be required to attend **Code Resolution Meetings** if the **Code Decision-Maker** determines their presence is necessary to make a fully informed and fair decision. Otherwise, **Complainants** may request, but are not required, to attend **Code Resolution Meetings**.
- c. For **Complaints** involving allegations of assault, violence, **Stalking**, **True Threats**, or sexual misconduct, including **Sexual Harassment**, **Complainants** may request to attend **Code Resolution Meetings** remotely via videoconference or similar means, including one-way video in which **Respondents** can see **Complainants**, but not vice versa. Whether to permit remote attendance shall be at the discretion of the **Code Decision-Maker**. **Complainants'** remote attendance shall not interfere with **Respondents'** right to **Confront** witnesses who testify against them.
- d. **Advisors and Attorneys**
 - i. Both **Respondents** and **Student Complainants** (if attending) may be accompanied by one (1) **Advisor** of their choice during **Code Resolution Meetings** involving **Complaints** of **Major Misconduct**. **Complainants** who are not **Students** may not be accompanied by **Advisors**. **Advisors** may be consulted by **Respondents** and **Student Complainants** during the meeting, suggest questions for them to ask, and help them clarify their responses to questions. An **Advisor** may not **Actively Assist** either the **Respondent** or the **Student Complainant**.

- ii. At **Code Resolution Meetings** involving **Complaints of Major Misconduct**, a **Respondent** may be accompanied by an **Attorney** (in lieu of an **Advisor** and at the **Respondent's** expense) who **Actively Assists** the **Respondent** during the meeting. If a **Respondent** opts to be accompanied by an **Attorney**, a **Student Complainant** shall also have an opportunity to be accompanied by an **Attorney** at the **Complainant's** expense. **Complainants** who are not **Students** are not permitted to be accompanied by **Attorneys**. A **Student Complainant** may not be accompanied by an **Attorney** unless the **Respondent** first opts to be accompanied by an **Attorney**. Only **Attorneys** may **Actively Assist** either **Respondents** or **Complainants** during **Code Resolution Meetings**.
- iii. **Students** must inform the **Code Decision-Maker** at least three (3) **Business Days** prior to the **Code Resolution Meeting** if they will be accompanied by an **Attorney** who will **Actively Assist** during the meeting or by an **Advisor** who is a **Legal Professional** by education or occupation. The College reserves the right to have College legal counsel present during any **Code Resolution Meeting** at which a **Student** is assisted by an **Attorney** or where a **Student's Advisor** is a **Legal Professional**.

d. **Witnesses**

- i. Both **Complainants** and **Respondents** have the right to require relevant witnesses, including each other, to testify in person during a **Code Resolution Meeting**. That right can be waived, and the parties may rely instead on written witness statements.
 - ii. The **Code Decision-Maker** shall ask witnesses questions and/or permit them to make statements. **Complainants** and **Respondents** shall have an equal opportunity to present additional questions or topics of questions for the **Code Decision-Maker** to ask each witness. The **Code Decision-Maker** may decline to ask witnesses any questions the **Code Decision-Maker** believes are irrelevant, repetitive, harassing, or unnecessarily embarrassing. **Complainants** and **Respondents** (or their **Attorneys**) may not object during witness testimony or directly question or cross-examine witnesses
- e. Technical rules of evidence, such as would be used in a court of law, do not apply during **Code Decision Meetings**, although **Complainants** and **Respondents** may submit arguments about why certain evidence should or should not affect **Code Decision-Makers'** decisions.

E. Code of Conduct Decisions

1. Decisions on **Complaints** will be made by applying the **Preponderance of the Evidence** standard unless specified otherwise, and **Code Decision-Makers** shall determine if, based on the evidence, it is more likely than not the **Respondent** engaged in the misconduct alleged in the **Complaint**.
2. If the **Code Decision-Maker** decides that the evidence does not support a finding that the **Respondent** engaged in the alleged misconduct, the matter shall be concluded and the **Complaint** closed, subject to any available appeal.

3. If the **Code Decision-Maker** finds that the **Respondent** more likely than not engaged in the misconduct alleged in the **Complaint**, the **Code Decision-Maker** shall determine an appropriate **Responsive Action**.

F. Responsive Action by the Code Decision-Maker

1. If **Student Respondents** admit to violating or are found to have violated the Code of Conduct, **Code Decision-Makers** have the discretion to issue or not issue one or more **Responsive Actions**.
2. All **Responsive Action** shall be issued to **Respondents** in writing along with an explanation of the facts, including any **Aggravating Factors** and **Mitigating Factors**, the **Code Decision-Maker** took into consideration.
3. **Responsive Action** may include, but is not limited to, one or more of the following:
 - a. **Educational Measures** (for both findings of **Lesser Misconduct** and **Major Misconduct**)
 - i. Educational assignments that foster a new or greater understanding of the **Student's** role in the **College Community** and how the **Student's** conduct affects others;
 - ii. **Restorative Justice** requirements;
 - iii. Financial compensation for actual losses to the College or to a specific individual (*e.g.*, for theft or property damage). The College cannot award damages for pain and suffering or for other intangible injuries, or purely as punishment (*i.e.*, a fine);
 - iv. Temporary prohibition (not to exceed six (6) months or one (1) academic year, whichever is greater) from engaging in certain **College Sponsored Activities**, including **Selective Extracurricular Activities**. Decision to impose such **Sanctions** shall be made in consultation with the **Employees** responsible for the specific activities in question.
 - v. Temporary removal (not to exceed six (6) months or the remainder of the current academic year, whichever is greater) from specific College academic or certificate programs. Decisions to impose such **Sanctions** shall be made in consultation with the **Employees** responsible for the specific programs.
 - vi. Temporary restriction on or denial of certain College services (*e.g.*, use of a library or certain **College IT Systems**), not to exceed six (6) months or the remainder of the current academic year, whichever is greater;
 - vii. Temporary restriction on enrollment (*e.g.*, being permitted to take only (or barred from taking any) online classes), not to exceed six (6) months or the remainder of the current academic year, whichever is greater;
 - viii. Temporary exclusion (*i.e.*, being “trespassed”) from specified **College Property** (*e.g.*, a particular **College Campus** or Learning Center), not to exceed six (6) months or the remainder of the current academic year, whichever is greater;

- ix. A **Conduct Agreement** (see Section VIII below);
- x. A written **Reprimand**;
- xi. **Probation**.

b. Disciplinary Sanctions (for findings of **Major Misconduct** only)

- i. Prohibition from engaging in certain **College Sponsored Activities**, including **Selective Extracurricular Activities**, for a period in excess of six (6) months or the remainder of the current academic year, whichever is greater, up to and including an indefinite or permanent prohibition. Decisions to impose such **Sanctions** shall be made in consultation with the **Employees** responsible for the specific activities in question;
- ii. Removal from a specific College academic or certificate program, for a period in excess of six (6) months or the remainder of the current academic year, whichever is greater, up to and including indefinite or permanent removal. Decisions to impose such **Sanctions** shall be made in consultation with the **Employees** responsible for the specific programs;
- iii. Restriction on or denial of certain College services (*e.g.*, use of a library or certain **College IT Systems**), for a period in excess of six (6) months or the remainder of the current academic year, whichever is greater, up to and including an indefinite or permanent restriction;
- iv. Restriction on enrollment (*e.g.*, permitted to take only (or barred from taking any) online classes), for a period in excess of six (6) months or the remainder of the current academic year, whichever is greater, up to and including an indefinite or permanent restriction;
- v. Exclusion (*i.e.*, being “trespassed”) from specified **College Property** (*e.g.*, a particular **College Campus** or Learning Center), for a period in excess of six (6) months or the remainder of the current academic year, whichever is greater, up to and including indefinite or permanent exclusion;
- vi. **Suspension** from the College for any length of time;
- vii. **Expulsion** from the College;
- viii. Withholding of a degree or certificate.

G. Notice of Code of Conduct Decisions, Responsive Actions, and Right to Appeal

- 1. **Code Decision-Makers** shall provide **Respondents** with written decisions in a timely manner not to exceed ten (10) **Business Days** stating explicitly what, if any, misconduct a **Respondent** was found to have engaged in, explaining the specific factual basis for that decision, and stating the specific **Responsive Action** issued by the **Code Decision-Maker**, including an explanation of any **Aggravating Factors** or **Mitigating Factors** taken into consideration.

2. **Code Decision-Makers** shall inform **Respondents** in writing of any right they may have to appeal the decision or the **Responsive Action**, including the deadline to request an appeal and the College office to which or **Employee** to whom the appeal request should be submitted.
3. Because the specific facts of Code of Conduct proceedings are confidential educational records, most **Complainants** will generally be notified when Code proceedings are concluded but not informed of specific outcomes. However, **Complainants** alleged to have been victims of assault, violence, **Stalking, True Threats**, or sexual misconduct shall be given written notice of the specific outcome of their **Complaints**, including any **Responsive Measures** issued to the **Respondent**, as well as information regarding **Complainants'** right to appeal.

SECTION VIII: Conduct Agreements – Form and Effect

- A. **Conduct Agreements** must be in writing, signed by both the **Student** and the **Code Decision-Maker**, contain a specific statement of the conduct and Code violations the **Student** admits to engaging in or for which the **Student** takes personal responsibility, and the specific terms by which the **Student** must abide in order to comply with the agreement.
- B. A **Student's** signature on a **Conduct Agreement** is a formal, binding admission that the **Student** engaged in or takes personal responsibility for all of the conduct and Code violations specified in the agreement. After signing, a **Student** may not recant or revise those admissions at any time, including after completing the terms of the **Conduct Agreement**.
- C. If the **Student** successfully completes the **Conduct Agreement** or complies satisfactorily with its ongoing requirements, the College will take no further action on the **Student's** misconduct unless the **Student** later recants an admission of, or acceptance of responsibility, for that misconduct.
- D. A **Student's** violation of a **Conduct Agreement** may, at the discretion of the **Code Decision-Maker**, result in the termination of the agreement and the immediate issuance of one or more **Responsive Actions**. If a **Student** later recants an admission or denies responsibility for the misconduct specified in a signed **Conduct Agreement**, the **Code Decision-Maker** may immediately issue another **Responsive Action**, even if the **Student** has already completed the terms of the **Conduct Agreement**. In the event of a violation or recantation of a **Conduct Agreement**, no **Code Resolution Meeting** is required before the issuance of a **Responsive Action**, although the **Code Decision-Maker** shall provide the **Student** with written notice of the **Responsive Action** and the basis for its issuance.

SECTION IX: Appeals

- A. **Who May Appeal** (*i.e.*, be the “Appellant”)
 1. **Respondents** found to have violated the Code of Conduct may appeal a **Code Decision-Maker's** decision and/or the **Responsive Action** issued to the **Respondent** only when a) the **Respondent** was found to have engaged in **Major Misconduct**, and b) the **Respondent** received a **Disciplinary Sanction**.
 2. **Respondents** found to have violated the terms of a **Code Agreement** or who have recanted a signed admission or acceptance of responsibility for a Code violation resulting in the **Respondent** receiving a **Disciplinary Sanction** may appeal the decision that they violated the **Code Agreement** and/or the

Disciplinary Sanction issued to the **Respondent**. Such **Respondents** may not appeal **Educational Measures** or determinations that they violated the Code as stated in their signed **Code Agreements**

3. **Complainants** whose **Complaints** alleged they were victims of assault, violence, **Stalking, True Threats**, or sexual misconduct, including **Sexual Harassment**, may appeal the following decisions by **Code Decision-Makers**: a) decisions not to proceed with a **Complaint** or to terminate a **Complaint** without making a final decision, b) a finding that the **Respondent** was not shown by a **Preponderance of the Evidence** to have engaged in the alleged misconduct, and c) a **Disciplinary Sanction** issued to a **Respondent** found to have engaged in the alleged misconduct.

B. Acceptable Bases for Appeal

A request for appeal shall only be considered if it is based on one or more of the following arguments:

1. The **Code Decision-Maker**'s decision was **Clearly Erroneous** or tainted by clear bias;
2. The severity or leniency of the **Responsive Measure** was unjustifiably disproportionate to the seriousness of the **Respondent**'s misconduct;
3. A **Material Error in Procedure** occurred that affected or reasonably could have affected the **Code Decision-Maker**'s decision or the **Responsive Measure** issued to the **Respondent**;
4. The discovery of new information that was not known and could not reasonably have been discovered at the time of the **Code Resolution Meeting** that is substantially likely to have affected the outcome of the **Complaint** had it been presented at the **Code Resolution Meeting**.

C. Requesting an Appeal

1. An **Appellant**'s written request for appeal must be submitted to the **Dean of Students** no more than five (5) **Business Days** after receiving notice of the **Code Decision-Maker**'s decision. The appeal must contain a) a copy of the **Code Decision-Maker**'s decision, b) the **Appellant**'s basis for bringing the appeal (see Section IX.B above), c) an argument stating why the decision or **Responsive Measure** should be changed, and d) if the appeal is based on new evidence, a copy or written summary of the new evidence and a statement identifying the source of the new information and explaining why it was not available at the time of the **Code Resolution Meeting**.
2. Upon receipt of a timely appeal, the **Dean of Students** shall forward the appeal documentation to the **Vice President of Student Affairs** for further proceedings and notify both the **Code Decision-Maker** and the non-appealing party (*i.e.*, the **Complainant** or **Respondent**) (collectively, the "**Appellees**") of the appeal and their right to respond to it (see Section IX.D below).
3. If a timely request for appeal is submitted, any **Responsive Action** will be stayed until the appeal is decided unless there is a clear and significant risk that the health and safety of the **College Community** or **Ordinary College Operations** would be adversely affected if the **Responsive Action** did not take immediate effect.

D. Appellee Responses to Appeals

Within five (5) **Business Days** after receiving notice of an **Appellant's** appeal, an **Appellee** may, but is not required to, submit to the **Dean of Students** a written response in opposition to the appeal. The **Dean of Students** shall forward any timely responses to the **Vice President of Student Affairs**.

E. Designating an Appeal Review Board

1. Within ten (10) **Business Days** of receipt of an appeal from the **Dean of Students**, the **Vice President of Student Affairs** shall designate an **Appeal Review Board** consisting of three (3) **Employees** selected by the **Vice President of Student Affairs** and provide each board member with a copy of the **Appellant's** appeal and the **Appellees'** responses (if any). Any **Employee** may serve on an **Appeal Review Board**, provided the **Employee** has knowledge of the Code of Conduct and the appeal process, and has had no direct involvement in the matter being appealed.
2. If the **Vice President of Student Affairs**, in consultation with the College's Office of the General Counsel, determines that no College **Employees** can or should decide a particular appeal, such as in the event of a College-wide conflict, the College shall retain one or more third parties outside the College to review and decide the appeal in accordance with College procedure.

F. Procedures for Appeal Review Boards

1. Within ten (10) **Business Days** of being designated, the **Appeal Review Board** shall schedule a meeting to take place within the following thirty (30) days at which to decide the appeal. **Appeal Review Board** decision will generally be based only on written submissions. **Appeal Review Boards** may submit questions to **Appellants** and/or **Appellees** to be answered in writing prior to the meeting.
2. **Appellants** and **Appellees** (regardless of whether they responded to the appeal) shall be notified of the date of the **Appeal Review Board's** meeting but shall not be permitted to attend the meeting unless a discretionary hearing is held (see Section IX.F.3 below). Attendance at meetings shall be limited to the board members and to one (1) non-voting consultant to assist the board with procedural and technical questions about the Code of Conduct and College policy (*e.g.*, a representative from the College's General Counsel's Office, Office of Dispute Resolution, or Human Resources office).
3. **Discretionary Appeal Hearings**
 - a. Within three (3) **Business Days** after receiving notice of the scheduled date of the **Appeal Review Board's** meeting, either the **Appellant** or an **Appellee** may submit to the **Vice President of Student Affairs** a written request for an appeal hearing. Requests for hearings shall be decided by the **Appeal Review Board** and should be granted only in exceptional circumstances. The party requesting a hearing bears the burden of demonstrating that to deny the request would effectively deny the party a full and fair opportunity to be heard. **Appeal Review Boards** shall notify **Appellants** and **Appellees** at least ten (10) **Business Days** before the scheduled meeting date if an appeal hearing will be conducted.
 - b. If appeal hearings are conducted, **Appeal Review Boards** shall offer **Appellants** and **Appellees** an equal opportunity to be heard. Both **Appellants** and **Appellees** may each be accompanied to appeal hearings by one (1) **Advisor** or **Actively Assisted** by one (1) **Attorney**.

- c. An appeal hearing is not a new **Code Decision Meeting**, and further witness testimony or other additional evidence will generally not be heard or considered. Additional evidence may be considered only when necessary to demonstrate the existence of new evidence that 1) could not have been discovered at the time of the **Code Resolution Meeting** and 2) is substantially likely to have affected the **Code Decision-Maker's** decision.
- d. **Appellants** shall address the **Appeal Review Board** first and present any arguments why an appeal should be granted. **Appellees** (if attending) may then address the board and present arguments why the appeal should be denied, if they choose to do so. Board members may ask questions during arguments, but **Appellants** and **Appellees** may not object, ask each other or the board members questions (except to seek clarification of a question from the Board that the Appellant or Appellee does not understand), or otherwise interrupt each other's arguments. The **Appeal Review Board** may offer each party an equal opportunity to make a rebuttal argument.

G. Decisions of Appeal Review Boards

- 1. **Appeal Review Boards** should give a great deal of deference to **Code Decision-Makers'** decisions and only change or overturn a decision or **Responsive Action** if the required voting majority of board members is firmly convinced the decision was in error, even if the board members themselves might have reached a different conclusion if they had been the **Code Decision-Maker**.
- 2. When deciding appeals, **Appeal Review Boards** may i) deny the appeal and affirm the **Code Decision-Maker's** decision and/or **Responsive Action**, ii) affirm the decision that a Code violation occurred but reduce or increase the **Responsive Action**, iii) grant the appeal (entirely or in part) and remand the **Complaint** to the **Code Decision-Maker** for further proceedings and a new decision, or iv) overturn a decision entirely and vacate all **Responsive Action** if and only if the board concludes unanimously that the **Respondent** is actually **Innocent**.
- 3. Generally, appeals shall be decided by simple majority vote of the **Appeal Review Board**. A unanimous decision is required when the board's decision would result in i) a **Student's Expulsion** or the withholding of a **Student's** degree or certificate, or ii) entirely overturning/vacating a decision on the basis of the **Student's Innocence**.
- 4. **Appeal Review Boards** shall issue written decisions to the **Vice President of Student Affairs** within ten (10) **Business Days** of the board's meeting (or appeal hearing, if one is conducted) for distribution to the **Appellants**, **Appellees**, and the **Dean of Students**.
- 5. The decision of an **Appeal Review Boards** is final, and no further appeal or review of a Code of Conduct decision or **Responsive Action** is available unless the **Appeal Review Board's** decision would result in a **Student's Expulsion** or the withholding of a **Student's** degree or certificate (see Section IX.G below).

H. Automatic Review of Expulsion Decisions and Decisions to Withhold Degrees or Certificates

- 1. All **Appeal Review Board** decisions that would result in a **Student's Expulsion** or the withholding of a **Student's** degree or certificate shall be reviewed and approved by the Provost. The Provost's review shall be limited to confirming that a) proper procedures were followed, and b) the **Appeal**

Review Board's decision was not **Clearly Erroneous** (*e.g.*, contradicted by the facts or tainted by clear bias). If the Provost determines proper procedures were not followed or that the board's decision was **Clearly Erroneous** or tainted by bias, the Provost shall either a) direct the board to reconvene in accordance with the correct procedure and/or issue a revised decision, or b) designate an entirely new board to reconsider the appeal. The Provost shall continue to review the **Appeal Review Board's** decisions until the Provost is satisfied that proper procedures were followed and that the **Appeal Review Board's** decision was reasonable in light of the facts.

2. **Appellants** and **Appellees**, or their **Advisors** or **Attorneys**, are not permitted to contact the Provost directly or indirectly regarding the Provost's review of **Appeal Review Board** decisions.

SECTION X: Interim Suspension in Cases of Serious Threats or Disruptions

- A. The **Dean of Students**, **Campus Police Chief**, or **Campus Police Operations Commander**, or their respective designees, may, without prior notice, immediately issue an **Interim Suspension** to a **Student** if there is a reasonable basis to believe that the **Student's** continued presence on **College Property** or at **College Sponsored Activities** while the **Student's** Code of Conduct proceeding is pending poses a significant threat to the health or safety of the **College Community** or poses a risk of a **Substantial Disruption to Ordinary College Operations**.
- B. **Students** shall be notified of their **Interim Suspension**, the specific reasons for it, the conditions by which the **Student** must abide, and the **Student's** right to seek an expedited review (see Section X.C below) verbally at the time the **Interim Suspension** is imposed (if possible) and/or in writing within one (1) **Business Day**.
- C. **Expedited Review of Interim Suspensions**
 1. **Students** may submit a request for an expedited review of an **Interim Suspension** to the **Dean of Students** and the **Vice President of Student Affairs** within three (3) **Business Days** of receiving notice of the **Interim Suspension**. The request must be in writing and state specifically why the **Student** believes the **Immediate Suspension** is not justified, including why the **Student** would not pose a significant risk to the health or safety of the **College Community** or a risk of **Substantial Disruption to Ordinary College Operations** by the **Student's** continued presence while the Code process is pending. **Interim Suspensions** shall remain in effect while **Students'** requests for expedited review are pending.
 2. The **Dean of Students**, **Campus Police Chief**, or **Campus Police Operations Commander** may, but are not required to, submit a written response to the **Student's** request for review to the **Vice President of Student Affairs**.
 3. The **Vice President of Student Affairs** shall evaluate the **Student's** request for review by applying the **Clear and Convincing Evidence** standard and shall issue a written decision within three (3) **Business Days**. No meeting with the **Student** or hearing shall be conducted. If a decision is made in favor of the **Student**, the **Interim Suspension** shall be lifted, and the **Student** may resume regular College activities, subject to any **Interim Measures**, while the Code process is pending. If a decision is made against the **Student**, the **Interim Suspension** shall remain in effect.

- D. During **Interim Suspensions**, the **Dean of Students** may allow **Students** to continue their College course work via email and other correspondence, independent study, or other remote means with the approval of the **Students' Instructors**.

SECTION XI: Eligibility for Readmission to the College

- A. **Students** who are **Suspended** from the College for violating this Code of Conduct may be required to satisfy specific conditions, provided to the **Students** in writing at the time of their **Suspension**, in order to be eligible for readmission to the College after the term of their **Suspension** has ended.
1. If a **Student** fails to satisfy the conditions of a **Suspension**, or if the **Student** engages in additional Code violations during the term of the **Suspension**, the **Code Decision-Maker** may convert the **Student's Suspension** to an **Expulsion**.
 2. A **Student** whose **Suspension** is converted to an **Expulsion** shall have the same right to appeal as any **Student** who receives a **Disciplinary Sanction of Expulsion**.
- B. **Students** who have been **Expelled** from the College for violating this Code of Conduct are permanently ineligible for readmission at any time. Any request for readmission after **Expulsion** shall be denied automatically with no opportunity for appeal.

SECTION XII: Glossary of Definitions²

“Academic Integrity” means the adherence to intellectual honesty and authentic, responsible scholarship in one’s Academic Work at the College.

“Academic Work” means all work product submitted to the College by a Student for a grade, academic credit, or official evaluation by the College, including, but not limited to, class assignments, examination responses, essays, reports, projects, research results and/or analyses, presentations and/or presentation materials, and artistic works.

“Actively Assist” means to present evidence and arguments and to ask questions on behalf of, as well as to provide advice to, a Student. It does not mean to answer or object to questions or to testify on behalf of or instead of a Student.

“ADR” means the College’s Office of Access and Disability Resources.

“Advisor” means any non-Attorney assisting or supporting a Student during a Code Resolution Meeting or appeal hearing, including, but not limited to, another Student, an Employee; a parent, sibling, or other relative; or a religious or spiritual leader. An Advisor may be a legal professional by education or profession but may not Actively Assist a Student unless identified as an Attorney in accordance with this Code.

“Aggravating Factor” means any evidence or information that might warrant addressing an alleged Code of Conduct violation as Major Misconduct or justify imposing a harsher Responsive Measure for a particular violation, including, but not limited to, a history of prior violations by the Student, the degree of damage or caused by Student’s misconduct (including physical and emotional damage to another member of the College

² Unless specified otherwise, all terms used in this Code of Conduct that are not specifically defined in the Glossary of Definitions shall be interpreted using their common dictionary definitions.

Community), whether the misconduct was planned or spontaneous (*i.e.*, “a crime of passion”), whether the misconduct demonstrates callous disregard or disrespect for others or the College, and whether the Student demonstrates a lack of remorse or refuses to accept personal responsibility for the misconduct.

“AP” means Administrative Procedure.

“Appellant” means a Complainant or Respondent appealing a decision of and/or Responsive Action issued by a Code Decision-Maker in accordance with the Code of Conduct’s appeal procedures.

“Appellee” means a Code Decision-Maker, Respondent, and/or Complainant responding to an Appellant’s appeal of a decision made and/or Responsive Action issued by a Code Decision-Maker.

“Arizona Peace Officer” means a person certified as a law-enforcement officer by the State of Arizona and who is currently employed as a law-enforcement officer by an Arizona law-enforcement agency.

“BP” means Board Policy.

“Attorney” means a legal professional licensed to practice law in the State of Arizona or another legal jurisdiction within the United States, including U.S. territories and federally recognized Indian/Native American Tribes and in good standing with that jurisdiction’s bar who Actively Assists a Student during a Code Resolution Meeting or appeal hearing.

“Breach of the Peace” means seriously disruptive behavior as prohibited by Arizona’s “disorderly conduct” statute (A.R.S. §13-2904), including, but not limited to, committing acts of violence, making unreasonable noise; engaging in protracted disruptive behavior to prevent a lawful meeting, gathering, or procession; and refusing to obey a lawful order to disperse.

“Bribe” means 1) anything of value offered, promised, or given to a College Employee with the intention of influencing that Employee’s official decisions or actions, including, but not limited to, money, tangible goods, services, or information, or 2) the act of offering, promising, or giving a College Employee anything of value with the intention of influencing that Employee’s official decisions or actions.

“Bullying” means a sustained course of conduct involving physical assault, threats of physical assault, harassment, ridicule, or deliberate and gratuitous intimidation of a kind and/or duration which no Reasonable Person could be expected to endure under the circumstances, the purpose or effect of which is to exert dominance over and/or humiliate another member of the College Community.

“Business Day” means between 8:00 a.m. and 5:00 p.m. on a day when the College conducts Ordinary College Operations, excluding Saturdays and Sundays, any officially recognized College holidays, and any other day the College is officially closed for any reason.

“Campus Police” means the Pima Community College Police Department.

“Clear and Convincing Evidence” means a decision-maker must have a firm belief that, based on the evidence available, it is highly probable a Student engaged in the conduct alleged in the Complaint in violation of the Code of Conduct. Clear and Convincing Evidence is a higher evidentiary standard than a Preponderance of the Evidence.

“Clearly Erroneous” means not supported by competent evidence or reasonable inferences such that no Reasonable Person could have reached the same decision in light of all of the evidence.

“Code Decision-Maker” means a College Employee or third party retained by the College (*e.g.*, a consultant or attorney) empowered to enforce the terms of the Code of Conduct, to conduct Code Resolution Meetings, to decide if Students have violated the Code, and, if so, to determine an appropriate Sanction.

“Code Resolution Meeting” means the meeting between the Respondent and the Code Decisions-Maker to discuss the Complaint and the Respondent’s alleged Code of Conduct violation, as well as any evidence in support of the alleged violation, at which the Respondent has an opportunity to respond to the allegations in the Complaint and the evidence in support of those allegations and to present additional evidence.

“College Assets” means any possessions; including, without limitation, vehicles, equipment, materials, furnishings, goods or merchandise, records, or data; or financial resources owned or controlled by the College.

“College Authorized Activity” means an activity by any individual, group, or organization that has been permitted to take place on College Property by the Chancellor, Executive Vice Chancellor for Finance, the Vice Chancellor for Facilities, a Campus President, or one of their respective designees, but is not organized, initiated, aided, or supervised by the College’s administration or official organizations.

“College Campus” means each College campus, education center, and adult learning center and any other facility where Students normally receive instruction from the College or where Ordinary College Operations are normally conducted.

“College Community” means, collectively, all persons employed by, volunteering for, enrolled in classes at, or visiting the College or attending any College Sponsored Activity.

“College Property” means any College Campus, building, or grounds owned, leased, operated, or controlled by the College, as well as any structures, improvements, or equipment thereon.

“College Sponsored Activity” means any event, activity, or endeavor officially approved by the College, on- or off-campus College Property, that is organized, initiated, aided, or supervised by the College’s administration or official organizations.

“College IT Systems” means all College-owned or -controlled telephones, computers, software, network devices, servers, printers, and other College-owned or -controlled technology equipment, including both hardware and software, as well as the College’s website “pima.edu,” any email with a pima.edu domain name, and/or any information stored or transmitted on College servers.

“Commercial Activity” means all non-College advertising, marketing, sales, purchases, or agreements for the sale or purchase of goods or services, and all non-College solicitations of gifts of money or other goods or services by a person, groups of persons, or other entity, including charitable organizations.

“Complainant” means an individual who brings a Complaint alleging to have been subjected to or injured by a Student’s violation of this Code of Conduct or who is responsible for a College Sponsored Activity during which a Student committed an alleged violation of this Code of Conduct.

“Complaint” means a formal, written allegation that a Student has violated the Code of Conduct.

“Conduct Agreement” means a written contract between the College and a Student who has admitted to or accepted responsibility for engaging in misconduct prohibited by this Code in which the Student agrees to do or refrain from doing certain things for a specified period of time in consideration for the College not pursuing or imposing Disciplinary Sanctions against the Student.

“Confront” means to oppose directly and contemporaneously, generally in person and face to face, but, at a minimum, in a manner in which one can hear and view the testimony of others against oneself as it is being given.

“Conspiracy” means an agreement between a Student and one or more other persons to engage in conduct prohibited by the Code of Conduct in which at least one action in furtherance of their agreement is undertaken.

“Dean of Students” means the College’s Dean of Students, individually and as an administrative office of the College, or the Dean’s designee. In the event of a College administrative reorganization prior to a revision of this Code, “Dean of Students” shall include a College administrator with duties and responsibilities equivalent to those of the Dean of Students as of the effective date this Code, or the Dean’s designee.

“Department Head” means a full-time faculty member or other College Employee who serves as the academic leader of a specific academic department and the immediate supervisor of Instructors within that department under the authority of an academic dean or a director of adult basic education.

“Discipline,” “Disciplinary,” or “Disciplinary Sanction” means a punitive consequence to a Student as a result of the Student’s Major Misconduct that could result in the Student’s Suspension or Expulsion from the College.

“Educational Measure” means a non-punitive consequence of a Student’s Code of Conduct violation, focused on corrective and restorative measures intended to help Students make amends to those affected, learn from the experience, and better understand the College’s expectations for them as members of the College Community. An Educational Measure is not a Disciplinary Sanction and will not result in the Student’s Suspension or Expulsion from the College.

“Emotional Support Animal” means a domesticated animal other than a Service Animal that serves as a companion for and/or provides a sense of safety and comfort to an individual with a disability that ameliorates one or more symptoms or effects of the individual’s disability and has been approved by ADR.

“Employee” means any person employed by the College on a full-time, part-time, temporary, or regular basis or directly engaged in the performance of work under the provision of a contract with the College. This definition does not include unpaid Volunteers.

“Expulsion” means the complete and permanent separation of a Student from the College. An expelled Student is barred from all College Property and College Sponsored Activities, will be withdrawn from all classes, and will not receive credit for those classes or a refund of any tuition. A Student who has been expelled is ineligible to petition the College to be allowed to re-enroll at a later date.

“Frivolous” means lacking any discernible basis in fact or policy.

“Gambling” means to bet or wager money or anything of monetary value on an event with an uncertain outcome, including, but not limited to, games of chance or skill.

“Gross Insubordination” means seriously disrespectful behavior directed toward a College Employee, including, but not limited to, deliberately and blatantly ignoring or disobeying an explicit directive and/or using or directing vulgar, profane, abusive, or objectively insulting language in any medium toward or about the Employee.

“Hazing” means the imposition of dangerous, unnecessarily strenuous, or humiliating tasks or conditions as a part of acceptance or initiation into, or membership in, a group or program, whether undertaken voluntarily or involuntarily, that no Reasonable Person could be expected to endure under the circumstances.

“Innocent” or “Innocence” means the established facts clearly and convincingly prove with certainty that a Student did not violate of the Code of Conduct, not just that the facts could not establish by a Preponderance of the Evidence that the Student violated the Code as alleged in a Complaint.

“Instructor” means an adjunct or full-time faculty member at the College or an Employee providing educational services in continuing education, workforce development, adult basic education, and developmental education classes.

“Interim Measure” means a temporary condition imposed to halt ongoing misconduct, support and protect individuals involved in a Complaint and the College Community, and to protect the integrity of the investigation into a Complaint. Interim Measures may be requested by both Complainants and Respondents, and the College may impose Interim Measures at its own discretion.

“Interim Suspension” means an immediate Suspension that remains in effect until a Student’s Code of Conduct proceeding is concluded, the Student’s request of review of the Interim Suspension is granted, or the Dean of Students or the College’s Chief of Police determines the Interim Suspension is no longer necessary.

“Investigator” means a College Employee or a third-party retained by the College to investigate and gather evidence related to an alleged Code of Conduct violation.

“Knowingly” means done in a way that a Reasonable Person would believe shows forethought, deliberate action, or an intention for an outcome to occur.

“Legal Professional” means a non-Attorney who 1) holds a *Juris Doctor* (“JD”) or equivalent degree; 2) is licensed to practice law in a non-U.S. jurisdiction; or 3) is currently or formerly employed (including by retirement) as, or who has received education or training to become, a paralegal, judge, administrative law judge, magistrate, justice of the peace, or hearing officer.

“Lesser Misconduct” means any Code of Conduct violation that does not rise to the level of a Major Violation and warrants a Student receiving an Educational Measure, rather than a Disciplinary Sanction.

“Litter” means to leave trash and other discarded material; including, but not limited to, paper products, plastic or foam cups and containers, cans, bottles, and food scraps; on College Property or at a College Sponsored Activity without placing the material in a proper receptacle, such as a trash can or recycling bin.

“Major Misconduct” means a serious Code of Conduct violation that could result directly in a Student receiving a Disciplinary Sanction, up to and including Suspension or permanent Expulsion from the College, or the withholding of a Student’s degree or certificate.

“Malicious” means intended merely to harass, intimidate, embarrass, or retaliate against a member of the College Community, to interfere with or disrupt Ordinary College Operations, or to delay a Code of Conduct proceeding.

“Material Error in Process” means a significant mistake or omission in administration of the Code of Conduct that a Reasonable Person could find affected or likely could have affected the final outcome of a Complaint proceeding or otherwise made the proceeding fundamentally unfair.

“Mitigating Factor” means any information or evidence presented to a Code Decision-Maker that might warrant addressing an alleged violation as Lesser Misconduct or justify a lesser Responsive Action, including, but not limited to, whether the Student admits to or accepts personal responsibility for the violation, lack of prior violations, personal circumstances that might explain but not excuse the violation (*e.g.*, severe stress or provocation), and whether the Student demonstrates genuine regret or remorse.

“Negligently” means done in a way that demonstrates a failure to act with the level of care that a Reasonable Person would exercise under the same circumstances.

“Obscenity” means material in any medium; including, but not limited to, written or spoken words, images, and videos; that a Reasonable Person applying contemporary community standards would find appeals or is intended to appeal primarily to prurient interests; depicts or describes sexual conduct in a blatantly graphic or patently offensive way; depicts or describes brutal acts of physical harm or cruelty to or the infliction of brutal physical harm or cruelty upon humans, animals, or human- or animal-like creatures, and, taken as a whole, lacks discernible literary, artistic, political, academic, or scientific value.

“Ordinary College Operations” means all day-to-day business and other functions of the College, including, but not limited to, academic instruction, administrative services, performance of employment responsibilities, facilities maintenance and grounds-keeping, creative activity, community events, campus safety and security, and the maintenance of a College-wide environment that is open, accessible, and welcoming to the College Community.

“Phishing” means the fraudulent use of deceptive email or text messages, often appearing to come from known persons or trusted institutions, to illegally obtain or attempt to obtain sensitive personal information, including, but not limited to, usernames, passwords, banking information, and credit card details.

“PimaOnline” means distance-learning educational services, including, but not limited to, classes and academic counseling, offered and conducted by the College primarily via the internet.

“Plagiarism” means the use or representation of someone else’s work, words, or ideas from any source, with or without that person’s consent, as if they were one’s own Academic Work, including by incorporating them into one’s Academic Work without proper attribution, citation, or acknowledgement.

“Pornography” means Obscenity in any medium that a Reasonable Person applying contemporary community standards would find portrays human nudity or sexual activity solely for the purpose of sexual arousal.

“Preponderance of the Evidence” means the decision-maker must determine that, based on the available credible information, it is more likely than not (*i.e.*, there is a greater than 50% chance) a Student engaged in the conduct alleged in a Complaint in violation of the Code of Conduct

“President” means the President of the College Campus where an alleged Code of Conduct violation occurred, or, if the alleged violation occurred off campus, the President with administrative authority over the College Sponsored Activity during which the violation allegedly occurred.

“Probation” means a Student has been formally warned that any violations of the Code of Conduct during a specified period of time will likely result in a Disciplinary Sanction. A probationary period may be for one or more semesters or may last indefinitely. Probation itself is not a Disciplinary Sanction.

“Reasonable Person” means a hypothetical adult person with average sensibilities and an ordinary degree of intelligence, common sense, emotional maturity, prudence, care, and foresight.

“Recklessly” means done in a way that a Reasonable Person would find unjustifiably impulsive, exceedingly careless, or totally unreasonable under the circumstances.

“Reprimand” means a formal written notice to a Student that the Student engaged in unacceptable conduct in violation of the Code that must be corrected and/or not repeated.

“Respondent” means the Student who is alleged in a Complaint to have violated the Code of Conduct.

“Responsive Action” means any Educational Measure or Disciplinary Sanction imposed on a Student by the College as a result of the Student accepting responsibility or being found responsible for a Code of Conduct violation.

“Restorative Justice” means any method of addressing and correcting Code of Conduct violations that provides an alternative to traditional punishments by focusing on accepting personal responsibility, making amends to individuals or institutions who have been harmed, and developing a stronger sense of one’s identity and role as a member of the College Community.

“Retaliation” means adverse action taken against any participant in the Academic Integrity Code process because of that person’s participation in the process.

“Selective Extracurricular Activity” means a College Sponsored Activity for which Students do not receive grades or academic credit that limits participation to Students who are invited individually to participate or who are permitted or chosen to participate through competitive or restrictive processes, such as class-standing or minimum-GPA requirements, try-outs, auditions, or elections.

“Service Animal” means a dog or, in certain instances, a miniature horse that has been individually trained to do work or perform tasks for a person with a disability that is directly related to the person’s disability.

“Sexual Harassment” means unwelcome sexual advances or requests to engage in sexual activity of any kind; conditioning an academic outcome or a College benefit (*e.g.*, grades, financial assistance, employment, decisions in College proceedings) on acquiescence to or tolerance of sexual activity;

unreasonably persistent requests to socialize when the recipient of the requests has said no or indicated or otherwise declined the requests; or comments (including jokes and innuendo), conduct (including gestures), or physical contact (including unwanted touching) of a sexual nature.

“Spam” means unsolicited bulk email sent indiscriminately.

“Stalking” means repeatedly following, making contact with, or observing another member of the College Community without legal justification in a manner and/or under circumstances that would cause a Reasonable Person to feel threatened, unsafe, or intimidated or to fear for the safety of one’s immediate family members or close personal associates.

“Student” means any person who applies for admission to or is currently registered for or enrolled in any course(s) at the College on either a full-time, part-time, or clock-hour basis, as well as any person currently registered for or participating in continuing education, workforce development, adult basic education, or developmental education classes through the College.

“Student Organization” means a group composed primarily of Students that has received recognition from the College according to College policies and procedures through the campus Department of Student Life.

“Substantial Disruption” means one or more unauthorized acts or conditions that materially and significantly interfere with, interrupt, or impede the instructional or educational activities of the College, other College Sponsored Activities, College Authorized Activities, or Ordinary College Operations.

“Suspension” means the temporary complete separation of a Student from the College for any length of time. A suspended Student will be withdrawn from all classes and will not receive credit or a tuition refund for those classes. Once suspended, a Student may not enroll in any classes at the College, is barred from all College Property, and may not attend any College Sponsored Activity (unless specific arrangements have been made through the Office of the Dean of Students). Students who complete all required conditions of their Suspensions may return to the College at the end of their suspension period, although they may be required to comply with certain ongoing conditions after they return.

“True Threat” means a communication in any medium, directed to a specific person or group of persons, that the speaker intends to place the person or group in fear of physical violence, bodily harm, or death, regardless of whether the speaker truly intends to carry out the threat.

“Vice President of Student Affairs” means the College’s Vice President of Student Affairs, individually and as an administrative office of the College, or the Vice President’s designee. In the event of a College administrative reorganization prior to a revision of this Code, “Vice President of Student Affairs” shall include a College administrator with duties and responsibilities equivalent to those of the Vice President of Student Affairs as of the effective date this Code, or that individual’s designee.

“Volunteer” means any individual who is not an Employee or Student of the College and is authorized by the College to perform and voluntarily performs services for the College without promise, expectation, or receipt of compensation, future employment, or other tangible benefit, including academic credit. A Volunteer is not an Employee of the College for any purpose.