



**NORTHERN
PENNSYLVANIA
REGIONAL COLLEGE**

NPRC-3235: Behavioral Code of Conduct for Students
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Reviewed:
Updated:

Subject: Behavioral Code of Conduct for Students

1. PURPOSE

The Behavioral Code of Conduct for Students communicates expectations for personal conduct and behavior of students in their interactions with other students, instructors, staff, and administrators of Northern Pennsylvania Regional College (“NPRC” or the “College”).

2. SCOPE AND APPLICABILITY

This policy is applicable to all academic and workforce development students enrolled in course(s) at the College. Academic and workforce development students are referenced collectively as students within this policy.

3. REFERENCES

- 3.1 NPRC-1000: College Mission, Values, and Identity
- 3.2 NPRC-3230: Drug and Alcohol Use for Students
- 3.3 NPRC-3237: Suspension and Expulsion
- 3.4 NPRC-1210: Nondiscrimination
- 3.5 NPRC-1205: Sexual Harassment and Sexual Misconduct
- 3.6 NPRC-3225: Academic Code of Conduct for Students
- 3.7 NPRC-3236: Firearms and Offensive Weapons for Students
- 3.8 NPRC-3260: Student Complaint
- 3.9 PROC-3235: Behavioral Code of Conduct for Students

4. DEFINITIONS

- 4.1 Academic Faculty is any instructor (part-time or full-time) who teaches one or more courses for academic credit at the College.
- 4.2 A Workforce Development instructor is any individual who teaches a non-credit class or provides a non-credit training experience sanctioned by the College.
- 4.3 An Academic Student is any individual enrolled in any credit-bearing course(s) of instruction offered by the College.
- 4.4 A Workforce Development Student is any individual enrolled in any non-credit class or provides a non-credit training experience sanctioned by the College.
- 4.5 Facility/ies and facility property/ies refer to any NPRC Administrative Center(s), NPRC Education and Training Center(s), Instructional Locations, Instructional Sites, or other physical space utilized by NPRC which may not be directly owned or controlled by the College at which any College activity, educational or otherwise, occurs.
- 4.6 A Protected Activity is speech, action, or conduct that is not considered a violation of NPRC policy when taken under the auspices of academic freedom or expression under the first amendment.
- 4.7 A Complainant is an individual who is alleged to be the victim of conduct that could constitute harassment or discrimination on the basis of sex or otherwise or is alleged to be a victim of retaliation for engaging in a protected activity.
- 4.8 A Respondent is an individual who has been reported to be the perpetrator of conduct that could constitute harassment or discrimination on the basis of sex or otherwise or retaliation against an individual for engaging in a protected activity.
- 4.9 Hazing is the imposition of any task or behavior on an individual that causes physical or emotional distress to that individual to gain acceptance into a group or activity sanctioned by the College. Hazing includes, but is not limited to, physical abuse; exposure to extreme temperatures; forcible consumption of liquids or solids; excessive mental stress; sleep deprivation; verbal abuse; or subservience.
- 4.10 Stalking is engaging in a course of conduct directed at a specific person that would cause a reasonable person with similar characteristics under similar circumstances to fear for their safety or the safety of others; or to suffer substantial emotional distress. A course of conduct includes two or more acts, including but not limited to, those in which the alleged perpetrator directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or

communicates to or about the Complainant, or interferes with the Complainant's property.

4.11 Dating Violence is an act of violence committed by a person who is or has been in a romantic or intimate relationship with the Complainant. The existence of such a romantic or intimate relationship is determined by the length of the relationship, the type of relationship, and the frequency of interactions between the individuals involved in the relationship. Acts of violence may include but are not limited to recklessly causing bodily injury; attempts to cause bodily injury; and causing fear of immediate, physical harm through threat of force.

5. POLICY

5.1 Students are expected to uphold and abide by standards of conduct that reflect and edify the College's mission, values, vision, philosophy, and goals, outlined in NPRC-1000: College Mission, Values, and Identity. Any conduct which deviates from these standards of conduct may result in disciplinary action.

5.2 Violations of federal, state, and local laws are contrary to the behavioral expectations of students and are considered infractions of the behavioral code of conduct.

5.2.1 If an alleged offense occurs at a facility or facility property over which the College has jurisdiction, or an alleged offense occurs which may impact the safety of other students, staff, faculty, or administrators, disciplinary consequences may be imposed upon the alleged offender through the College's student conduct proceedings.

5.2.2 The College reserves the right to refer any suspected criminal activity to the appropriate law enforcement agency and to suspend the conduct process until any outside investigation has been completed.

5.2.3 The College shall reserve the right during the review of the report to impose the emergency removal of the Respondent from the College's education program, employment, or activities should it be determined that the Respondent poses an immediate threat to the physical health or safety of any student or other individual arising from the allegations of the report. The Respondent will receive notice of the intent to impose emergency removal and will be afforded the right to appeal as outlined in correlated procedure associated with the report; PROC-3235: Resolution Procedure for alleged violation of this policy.

5.2.4 The College reserves the right to consider information gathered by outside authorities and any actions that result from criminal or civil litigation or investigation as part of the conduct process.

- 5.3 Students are to exemplify honesty and integrity in their interactions with fellow students, instructors, staff, and administrators. Behaviors that demonstrate a lapse of honesty and integrity include, but are not limited to,
 - 5.3.1 Behaviors outlined within NPRC-3225: Academic Code of Conduct for Academic Students;
 - 5.3.2 Action or inaction in collusion with a wrongdoer or which fails to discourage a known or obvious violation of college policy or law;
 - 5.3.3 Knowingly furnishing false, falsified, or forged information to any member of the college community, including falsification or misuse of documents, accounts, records, identification, or financial instruments; and
 - 5.3.4 Violations of positions of trust or authority within the college community.
- 5.4 Students are to honor and value their college community. Behavior that violates these values includes, but is not limited to,
 - 5.4.1 Misuse of access privileges to any College facility or facility property, including, but not limited to damaging the facility or its contents, unauthorized use of equipment, or improperly accessing the facility or facility property;
 - 5.4.2 Abuse or fraudulent use of the College's name, identity, or image, including, but not limited to speaking on behalf of the College without prior authorization;
 - 5.4.3 Intentional and unauthorized taking of College property or another person's personal or business property at any facility or facility property;
 - 5.4.4 Knowingly taking possession of stolen property;
 - 5.4.5 Intentional and unauthorized destruction of college property or another person's personal or business property at any College facility or facility property;
 - 5.4.6 Misuse of college equipment, technology resources, network, passwords, account or information, including, but not limited to,
 - 5.4.6.1 Use of technology resources to send harassing or abusive messages;
 - 5.4.6.2 Use of technology resources to interfere with the work of other members of the college community;

- 5.4.6.3 Unauthorized access to a file or personal or group account;
- 5.4.6.4 Interference with the normal operation of the College's technology resources;
- 5.4.6.5 Use of technology resources to promote points of view contrary to the mission and values of the College, (i.e., promoting information that would be considered promotion of violence or hateful by a reasonable person, or inconsistent with the purposes of education);
- 5.4.6.6 Unauthorized transfer of data; and
- 5.4.6.7 Use of another individual's identification and password.
- 5.4.7 Possession and/or use of firearms, explosives, and other weapons, including, but not limited to, BB/pellet guns, slingshots, sharp-edged instruments (such as swords or knives), and dangerous chemicals, is prohibited at any facility or facility property; as outlined in NPRC-3236: Firearms and Offensive Weapons for Students.
- 5.4.8 Violations of state or local fire or emergency policies, including, but not limited to, failure to evacuate any facility or facility property during a fire or other emergency, improper use of fire safety or other emergency equipment, or tampering with or improperly engaging a fire or other emergency alarm at any facility or facility property.
- 5.5 Students are expected to adhere to the values of social justice, equity, and respect for differences and diversity. Behaviors that violate this expectation include, but are not limited to,
 - 5.5.1 Discrimination, as outlined in NPRC-1210: Nondiscrimination;
 - 5.5.2 Malicious, callous, or reckless disregard for the welfare of another human being;
 - 5.5.3 Disruption of college operations, including, but not limited to, obstruction of teaching, administration, or other college activities;
 - 5.5.4 Obstruction of freedom of movement by community members or visitors;
 - 5.5.5 Abuse, interference, or failure to comply in college processes, including conduct hearing or abuse of the conduct system, including, but not limited to,

- 5.5.5.1 Failure to attend meetings scheduled for conduct code administration purposes;
 - 5.5.5.2 Falsification, distortion, or misrepresentation of information;
 - 5.5.5.3 Failure to provide information or destruction or concealment of information during an investigation of an alleged policy violation;
 - 5.5.5.4 Attempting to discourage an individual's proper participation in, or use of, the conduct system; and
 - 5.5.5.5 Harassment or intimidation of a member of a conduct body prior to, during, or after a conduct proceeding, failure to comply with the sanctions imposed by the conduct system or influencing or attempting to influence another person to commit an abuse of the Behavioral Code of Conduct for Students.
- 5.5.6 Students are expected to show respect for each other, for property, and for the community. Behavior that violates this value includes, but is not limited to,
- 5.5.6.1 Physical harm or threat of physical harm, verbal abuse, or other conduct which threatens or endangers the health or safety of any person;
 - 5.5.6.2 Hazing;
 - 5.5.6.3 Violence between those currently or formerly in an intimate relationship with each other, such as dating violence;
 - 5.5.6.4 Sexual misconduct, including, but not limited to, stalking, sexual harassment, non-consensual sexual contact, non-consensual sexual intercourse, or sexual exploitation as defined in NPRC-1205: Sexual Harassment and Sexual Misconduct;
 - 5.5.6.5 Unauthorized use of video or audio recording devices at an instructional or administrative site or while attending college-related functions;
 - 5.5.6.6 Failure to comply with directions of college officials, law enforcement officers, or emergency responders during the performance of their duties or failure to identify oneself to these persons upon request; and

- 5.5.6.7 Use of all tobacco products, including cigarettes, pipes, cigars, smokeless or vapor cigarettes, chewing tobacco or snuff, at facility or facility property or at any college function except as permitted.
- 5.6 Students are awarded and accept a high level of responsibility as role models. Behavior that violates this value includes, but is not limited to:
 - 5.6.1 Manufacture, use, possession, or distribution of illegal drugs, controlled substances and/or alcoholic beverages, as defined by NPRC-3230: Drug and Alcohol Use for Students, except as expressly permitted by law or NPRC-3230: Drug and Alcohol Use for Students;
 - 5.6.2 Violating or assisting in the violation of college policies or public laws;
 - 5.6.3 Violations of federal, state, or local laws which affect the interests of the college community; and
 - 5.6.4 Intentionally or recklessly causing a fire.
- 5.7 In most cases, the College will treat attempts to commit any violations listed in NPRC-3235: Behavioral Code of Conduct for Students as if those attempts had been completed unless substantial proof can be provided that the perceived attempt was unintentional as determined by the adjudicator identified in PROC-3235: Behavioral Code of Conduct for Students.
- 5.8 Whenever a complaint is made against any student for misconduct, the College shall investigate and adjudicate the allegations in alignment with the contents of PROC-3235: Behavioral Code of Conduct for Students.
- 5.9 Student will have a right to appeal the decision as outlined in NPRC-3260: Student Complaint.
- 5.10 The outcome of a conduct hearing is part of the educational record of the accused student and is protected from release under the Federal Educational Right to Privacy Act except as required or permitted by federal or state law or through legal action by subpoena.

6. RESPONSIBILITIES AND TIMELINES

- 6.1 Instructors, employees, and students are responsible for reporting conduct that is believed to be in violation of this policy as outlined in PROC-3235: Behavioral Code of Conduct for Students.

