



2024-2025
Student Handbook
and
Student Code of Conduct

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Worcester State University*

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A Message from Barry M. Maloney, President of Worcester State University

At Worcester State University, students are the most important people on campus. For this reason, we are committed to superior educational offerings, well-rounded collegiate experiences, leadership and service-learning opportunities whether you walk to class from the residence hall, or drive to campus from the place you call home.

For new students, I encourage you to become active on campus and in the broader Worcester community. Participate in a sport, join a student organization or volunteer to help others through the John J. Binienda Center for Civic Engagement. Consider a local trip or a planned study-away experience. Whichever you choose, there are countless opportunities within and beyond Worcester State to hear, learn and experience something new.

For the returning students, now is the time to develop your leadership potential. Become an officer of a student organization, get involved with student government, or seek academic opportunities that test your ability to lead a group or project. The Office of Student Involvement and Leadership Development (OSILD) provides assistance to hone your personal leadership style and prepare you for success.

As a community, we strive to make our campus welcoming for all to pursue their educational, career and personal goals. It is our desire that you graduate not only prepared for the next leg of your journey, but that you remember all that you've experienced during your time at Worcester State University. Explore all that's around you. Get to know your fellow students, faculty, advisors and staff. Get involved!

Sincerely,

A handwritten signature in black ink that reads "Barry M. Maloney". The signature is written in a cursive, flowing style.

Barry M. Maloney
President

Purpose of Handbook

This handbook is designed to provide information needed to answer many of your questions. We hope you will find it helpful in the many decisions and choices you will make throughout the year.

Additionally, there are sections that introduce you to the experiences of university life, whether as a commuter or resident student. We hope you will take advantage of the activities and programs on campus.

This handbook is intended to provide guidelines that will help you to understand the mission, not only of the Division of Student Affairs, but also of Worcester State University (herein also referred to as WSU).

The WSU community welcomes you and wishes you a successful year.

worchester.edu/student-services

Worcester State University's Mission

Worcester State University champions academic excellence in a diverse, student-centered environment that fosters scholarship, creativity, and global awareness. A WSU education equips students with knowledge and skills necessary for lives of professional accomplishment, engaged citizenship, and intellectual growth.

Core Values

As a public institution, Worcester State University embraces the belief that widespread access to high-quality educational opportunities is the cornerstone of a democratic society. Members of the WSU community share the following core values:

- **Academic Excellence:** We are committed to providing opportunities to excel in a close-knit learning environment characterized by distinguished faculty, excellent teaching, and creative linkages between classroom learning and real-world experiences.
- **Engaged Citizenship:** We are committed to promoting community service, social justice, the democratic process, environmental sustainability, and global awareness to prepare students to be active and informed citizens.
- **Open Exchange of Ideas:** We are committed to inviting and considering the most expansive range of perspectives in teaching and learning, in scholarly and creative work, and in the governance of a complex, respectful exchange of ideas and perspectives.
- **Diversity and Inclusiveness:** We are committed to being an inclusive community in which our diversity enhances learning for all and in which people from all cultures and backgrounds have the opportunity to participate fully and succeed.
- **Civility and Integrity:** We are committed to respecting the dignity of all members of our community and to demonstrating this commitment in our interactions, decisions, and structures.

Student Affairs Mission

The Division of Student Affairs at Worcester State University fosters student success by cultivating engagement, learning, well-being and belonging. The Division provides programs and services that value the diverse experiences of our students and empower them to identify their educational goals and personal potential.

Statement of Nondiscrimination

The University is committed to nondiscrimination and equal opportunity. The University is dedicated to providing educational, working, and living environments that value the diverse backgrounds of all people. The University does not discriminate in admission or access to, or treatment or employment in, its educational programs and activities on the basis of race, color, religion, national origin, age, disability, genetic information, marital or parental status, or Veteran status. The University prohibits discrimination or discriminatory harassment on all of those bases. Such behaviors violate the University's Policy of Nondiscrimination, will not be tolerated, and may result in disciplinary action up to and including termination or expulsion. The University has appointed an Equal Opportunity Officer ("EO Officer") to oversee its compliance of applicable policy, as well as the state and federal nondiscrimination and equal opportunity laws. Anyone with questions, concerns or complaints regarding discrimination, discriminatory harassment, or retaliation may contact the EO Officer at: Edgar Moros, Executive Director for Inclusive Excellence and Belonging, Administration Bldg. 337, 508-929-8784 or Emoros@worchester.edu

Furthermore, the University does not discriminate in admission or access to, or treatment or employment in, its educational programs and activities on the basis of sex, including sex characteristics, sex stereotypes, sexual orientation, gender identity, gender expression, or pregnancy, childbirth, and other related conditions, and prohibits sex discrimination in any education program or activity that it operates,

including as required by Title IX and its regulations. Such behaviors violate the University's Policy of Nondiscrimination, will not be tolerated, and may result in disciplinary action up to and including termination or expulsion. The University has appointed a Title IX Coordinator to oversee its compliance with Title IX. Inquiries about Title IX may be referred to the University's Title IX Coordinator, the U.S. Department of Education's Office for Civil Rights, or both. The University's Title IX Coordinator is: Jennifer Quinn, Assoc. Dean of Student Affairs, Student Center Office 344, 508- 929-8243, Jquinn@worchester.edu and Stephanie Teixeira, Title IX Coordinator for Students, 508-929-8884, Steixeira1@worchester.edu.

Student Rights and Responsibilities

Drug-Free Schools and Communities Act

Worcester State University is committed to the well-being of our students, and therefore embraces the Drug-Free Schools and Communities Act of 1989 requirements; that every higher education institution that receives Federal funding is to implement a drug and alcohol abuse prevention program (DAAPP). The purpose of this program is to provide an environment that is free from the use, sale, possession, or distribution of illegal drugs or the improper or abusive use of legal drugs or alcohol on WSU premises.

Students who violate this policy will be subject to disciplinary action up to, and including expulsion from WSU. Students who are found responsible for the unlawful sale or distribution of illicit drugs may be suspended, dismissed or expelled from WSU.

Students may confidentially obtain information regarding resources such as counseling and rehabilitation services from WSU's Counseling Center, Student Center Suite 325.

Worcester State University Statement of Community and Free Speech

Worcester State University is a collaborative and vibrant community for learning, critical inquiry, research and discovery, as well as a place of civility and respect. When engaging with one another or acting on behalf of WSU, each member of the WSU community is expected to uphold the following principles of the Strategic Plan:

- Academic Excellence
- Engaged Citizenship
- Open Exchange of Ideas
- Diversity and Inclusiveness
- Civility and Integrity

WSU is an inclusive community that supports each person's First Amendment right to express opinions and ideas, including unpopular or controversial viewpoints, without governmental interference, retaliation or punishment. WSU also protects each community member's right to an environment free from discrimination and harassment based on characteristics protected by law.

Although WSU supports all forms of constitutionally protected expression, the community must understand that certain types of expression are not protected and may be subject to discipline by WSU. For example:

1. Words or expressive conduct that incite violence or illegal activity;
2. Obscenity or lewd behavior;
3. Threatening statements or actions;
4. Defamation/libel;
5. Expressive activity that involves illegal conduct (e.g., vandalism, trespass, disturbance, terrorizing activity);
6. Harassing speech or conduct that is (1) unwelcome, (2) discriminatory, (3) directed at an individual, (4) on the basis of his or her protected status, and (5) so severe, pervasive, and objectively offensive that it effectively bars the victim's access to an educational opportunity or benefit.

WSU may also impose reasonable limits on the time, place and manner of expressive activities for the purposes of assuring that the administrative functions supporting WSU's mission continue and that all community members are able to learn, teach and work safely and without disruption.

Please see WSU's Free Speech and Demonstration Policy for additional information.

Family Educational Rights and Privacy Act

Worcester State University complies fully with the provisions of the Family Educational Rights and Privacy Act of 1974 as amended. This federal law protects the privacy of education records and establishes the rights of students to:

1. Inspect and review their education records within 45 days of the day WSU receives a request for access.

Students should submit to the registrar, dean, head of the academic department or other appropriate official, written requests that identify the record(s) they wish to inspect. The WSU official will make arrangements for access and notify the student of the time and place where the records may be inspected. If the WSU official to whom the request was submitted does not maintain the records, that official shall advise the student of the correct official to whom the request should be addressed.

2. Request the amendment of the education records that the student believes are inaccurate or misleading.

Students may ask WSU to amend a record that they believe is inaccurate or misleading. They should write to the WSU official responsible for the record, clearly identify the part of the record they want changed, and specify why it is inaccurate or misleading.

If WSU decides not to amend the record as requested by the student, WSU will notify the student of the decision and advise the student of his or her right to a hearing regarding the request for amendment. Additional information regarding the hearing procedures will be provided to the student when notified of the right to a hearing.

3. To file a complaint with the U.S. Department of Education concerning the alleged failures by WSU to comply with the requirements of FERPA, the name and address of the office that administers FERPA is:

Family Policy Compliance Office Department of Education
Independence Avenue, SW Washington, DC 20202-4605

WSU accords all the rights under the law to students who are declared independent. No one outside the institution shall have access to nor will the institution disclose any information from students' education records without the written consent of students with the exception of the following:

- WSU officials within the institution
- officials of other institutions in which students seek to enroll
- persons or organizations providing students' financial aid
- accrediting agencies carrying out their accreditation function
- persons in compliance with a judicial order
- persons in an emergency in order to protect the health or safety of students or other persons.

All these exceptions are permitted under the Act. A WSU official has a legitimate educational interest if the official needs to review an education record in order to fulfill his or her professional responsibility. A WSU official is:

- a person employed by WSU in an administrative, supervisory, academic or research, or support staff position (including law enforcement unit personnel and health staff).
- a person or company with whom WSU has contracted (such as a consultant, contractor, volunteer or other party to whom WSU has outsourced institutional services or functions).
- a person serving on the Board of Trustees
- a student serving on an official committee, such as a disciplinary or grievance committee, or assisting another school official in performing his or her tasks.

At its discretion the institution may provide directory information in accordance with the provisions of the Act to include:

- student's name
- address
- photograph
- date and place of birth
- major field of study
- grade level
- degree
- recent school attended
- enrollment status
- dates of attendance
- participants in officially recognized activities and sports
- weight and height of athletic teams
- honors/awards

Directory information does NOT include a student's social security number or student identification number.

Currently enrolled students may withhold disclosure of directory information by notifying the registrar in writing of the request prior to the end of the first week of classes in the Fall. Such requests will be honored for the duration of the academic year—September through August; therefore, authorization to withhold directory information must be filed annually with the registrar. WSU assumes that failure on the part of the student to specifically request the withholding of categories of directory information indicates individual approval of disclosure.

A request to withhold the above data in no way restricts internal use of the material by WSU.

In compliance with the Family Educational Rights and Privacy Act of 1974, as amended, WSU reserves the right to disclose information to parents of a student under 18 and/or the parents of a student who is dependent upon such parents for federal income tax purposes.

Commitment to Diversity, Equity and Inclusion

The Worcester State University community is proud of its rich ethnic, racial, and cultural diversity. As a campus, and as a member of the greater Worcester community, we are committed to creating a culture that respects and values the diversity of every person.

Indeed, the 2020-2025 Strategic Plan framework incorporates equity throughout the six main goals. All aspects of Worcester State University, from academics and student supports to resources and infrastructure, have been developed with an equity lens. Additionally, the Campus Climate Committee endorsed the definitions of Diversity, Equity and Inclusion for campus wide usage in February 2020.

Worcester State University's commitment to an inclusive and equitable campus is extended to each student, faculty, staff, and Worcester area community member. By valuing and acknowledging our diversity, consistently living up to the values of access and opportunity; and creating the structures needed for all to thrive and fully participate, Worcester State University has positioned itself to be a world class leader in higher education committed to the success of all.

You can visit [worcester.edu/diversity](https://www.worcester.edu/diversity) to find out more about how we convene our campus community and implement a Diversity, Equity and Inclusion strategy while we move the University toward a more inclusive climate.

On-Going Initiatives

5 Point Plan of Action Toward a More Inclusive Campus Climate—Student Engagement, Classroom Context, Cultural Competence, Diversity in Hiring, Cross-Racial interaction

Diversity and Inclusion Strategy —Philosophy & Mission, Faculty Support, Curriculum, Staff Support, Student Support, Administrative Leadership

Campus Climate Initiatives—Committees, Trainings, Space, Programming, Research, & Personnel

Bias Incident and Discrimination Complaints—Response, Education and Prevention

Affirmative Action and Equal Opportunity Hiring—Recruitment and Search Procedures

For more information visit worchester.edu/sp-diversity or contact:

The Office of Diversity, Inclusion, and AA/EO

Shaughnessy Admin. Bldg., A-335

508.929.8053 • diversity@worchester.edu

Bias Incident Response Team

What is BIRT?

The Bias Incident Response Team or BIRT, is a group of administrators, faculty, staff and students representing various campus divisions, departments, and disciplines which provides a comprehensive response to bias incidents and hate crimes that effects the campus community.

What Will BIRT Do?

- Promote a safe and welcoming climate that is open to all.
- Provide care, support, and resources to individuals or groups who are the targets of bias incidents and/or hate crimes.
- Funnel reported incidents to the appropriate office for investigation and/or discipline.
- Recommend appropriate programs that are both preventative and responsive to bias incidents and hate crimes.
- Document and monitor reported incidents of bias and hate.

BIRT is both a coordinator and a conduit for institutional response that addresses campus wide response to bias incidents that are not hate crimes o rise to the level of policy violation.

To report an incident of bias go to worchester.edu/diversity and fill out the Bias Incident Reporting form at the bottom of the page.

Policy On Non-Discrimination

TYPES OF PROHIBITED DISCRIMINATION

Discrimination is an intentional or unintentional act that adversely affects employment and/or educational opportunities because of a person's membership in a protected class, perceived membership in a protected class or association with a member(s) of a protected class. A single act of discrimination may be based on more than one protected class status.

The sections below describe the specific forms of discrimination, harassment, and retaliation prohibited under this Policy. When speech or conduct is protected by academic freedom and/or the First Amendment, it will not be considered a violation of this Policy.

Disparate Treatment Discrimination

Intentional treatment of an individual or group that is less favorable than treatment of others based on discriminatory reasons.

For example, if Latino employees are the only ones who need to take an exam to qualify for employment, they are experiencing disparate treatment.

Disparate Impact Discrimination

Disparate impact occurs where disparate treatment is unintentional because policies, practices, rules, or other systems that appear to be neutral result in a disproportionate impact on a protected group, and such disparities cannot be justified by business necessity.

For example, a qualification test may create a disparate impact if the pass rate among Latino applicants is significantly lower than for other groups.

Discriminatory Harassment

A form of prohibited discrimination including verbal and/or physical conduct based on membership, association with, or perceived membership in a protected class that: (1) has the purpose or effect of creating an objectively intimidating or hostile work or educational environment; (2) has the purpose or effect of unreasonably interfering with an individual's work or educational opportunities; or (3) otherwise unreasonably adversely affects an individual's employment or educational opportunities.

Reasonable directions or warnings by authorized University personnel as to the time, place, and manner in which employees perform their assigned responsibilities, students carry out their educational assignments, or program participants engage in sponsored activities do not constitute evidence of discriminatory harassment under this Policy.

Hostile Environment Harassment

Hostile environment harassment is a form of discriminatory harassment where:

- The complainant is an actual or perceived member of a protected class, or associated with a member of a protected class;
- The complainant was subjected to conduct directed at said protected class;
- The harassing conduct was subjectively offensive (i.e., unwelcome) and objectively offensive; and
- Considering the totality of the circumstances, the conduct was sufficiently severe or pervasive that it altered conditions of employment or education by creating an intimidating, hostile, or humiliating environment.

Whether a “hostile” environment has been created is a fact-specific inquiry, based on the totality of the circumstances, that includes, but is not limited to, consideration of the following:

- The degree to which the conduct affected the complainant’s ability to access the University’s program or activity;
- The type, frequency, and duration of the conduct;
- The parties’ ages, roles within the University’s program or activity, previous interactions, and other factors about each party that may be relevant to evaluating the effects of the conduct;
- The location of the conduct and the context in which the conduct occurred; and
- Other harassment on the same or similar basis in the University’s program or activity.

Under this definition, simple teasing, offhand comments, and isolated incidents, unless severe or pervasive and objectively and subjectively offensive, will not amount to hostile environment harassment under this Policy.

Quid Pro Quo Harassment

Quid pro quo protected class harassment is a form of prohibited discrimination that can occur when an employee's continued employment or receipt of workplace benefits, promotions, assignments, or opportunities, etc.; or a student's educational access or opportunities are conditioned on the individual's willingness to tolerate conduct of a harassing nature.

In a quid pro quo protected class harassment complaint, a preponderance of the evidence must show:

- Conduct requiring the complainant to alter, conceal, or eliminate a characteristic signifying their membership in a protected class or other unwelcome conduct of a harassing nature based on protected class; and
- Submission to or rejection of the conduct was made either explicitly or implicitly as a term or condition of employment or education or as a basis for employment or educational decisions affecting that individual. A person may have a claim of quid pro quo harassment when they either reject or submit to the conduct in question, or a mix of both. In either type of case, proof of the above elements necessarily proves that conduct was unwelcome.

Coinciding Harassment

Depending on the circumstances, a person can suffer one type of protected class harassment or both types of protected class harassment simultaneously.

Retaliation

Retaliation is prohibited by this Policy and the University will respond to information and complaints involving conduct that reasonably may constitute retaliation using the same procedures it uses for other forms of prohibited discrimination. Retaliation, even in the absence of provable discrimination in the original complaint, constitutes as serious a violation of this Policy as proved discrimination under the original claim, complaint or charge.

Retaliation may include adverse treatment, intimidation, threats, coercion, or discrimination against any person by the University, a student, or an employee, or other person authorized by the University to provide aid, benefit, or service under the University's education program or activity, (1) for the purpose of interfering with any right or privilege secured by this Policy, or (2) because the person has reported information, made a complaint, testified,

assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under this policy, or (3) because the person is suspected of having filed such claims, complaints, or charges, or (4) the person has protested practices alleged to be violative of the nondiscrimination policies of the University, the BHE, or local, state or federal regulation or statute. Peer retaliation, which is defined as retaliation by one student against another student or one employee against another employee of similar rank or authority, is also prohibited.

The University may require its employees to participate in, or otherwise assist with, an investigation, proceeding, or hearing, as such requirement does not constitute retaliation under this Policy.

ELEMENTS OF PROHIBITED DISCRIMINATION AND HARASSMENT

This section defines specific criteria that is assessed to make a determination as to whether prohibited discrimination has occurred under this Policy. In all cases, prohibited discrimination must be based on one's membership in, one's association with, or perceived membership in one or more of the protected classes listed below. However, not all elements are required to demonstrate a violation for all types of prohibited discrimination. Please refer to the previous section for definitions of the types of prohibited discrimination and relevant elements.

Based on a Protected Class

Discriminatory conduct under this Plan, regardless of type of discrimination, is targeted at an individual because they are a member of a protected class, are perceived to be a member of a protected class, or are associated with a member of a protected class. Discriminatory conduct can also be directed at members of a protected class as a whole.

Protected class harassment commonly revolves around membership in a single protected class, but harassment may also be intersectional and attributed to membership in two or more protected classes. This means that a person may face harassment not necessarily because of their membership in one protected class, but because of their concurrent membership in two or more protected classes.

Race

Discrimination is based on a complainant's race if it is because the complainant is Black, White, Hispanic or Latino, Asian or Pacific Islander, American Indian or Alaskan Native, multiracial, or another race and is interpreted to prohibit discrimination on the basis of ancestry or physical or cultural characteristics associated with a certain race, such as, but not limited to, skin color, hair texture or hairstyles, or certain facial features, and on the basis of stereotypes and assumptions about abilities, traits, or the performance of individuals of certain racial groups. All individuals, including persons of more than one race, are protected from discrimination.

Color

Color-based discrimination is due to an individual's pigmentation, complexion, or skin shade or tone. Colorbased discrimination is sometimes related to discrimination based on race or national origin.

National Origin

Discrimination based on national origin is due to a complainant's or the complainant's ancestors' place of origin.

Religion

Religion is broadly defined. The protection against religious discrimination is not limited to mainstream religions, but also applies to any lawful observances and practices that are based on one's own sincerely held beliefs.

Sex

Sex-based discrimination can be due to sex (female, male, intersex), sex characteristics, sex stereotypes, sexual orientation, gender identity and expressions thereof, and pregnancy, childbirth, and related medical conditions. Sex-based discrimination explicitly includes sexual harassment, sexual assault, domestic violence, dating violence, and sex-based stalking.

Age

For the purposes of employment, age-based discrimination is prohibited against workers aged 40 or older. For the purposes of access to and participation in the University's educational programs and services, all persons of all ages are protected on the basis of age.

Disability

Disability discrimination is based on an individual's physical or mental disability or perceived

disability, including harassment based on stereotypes about individuals with disabilities in general or about an individual's particular disability. It also can include harassment based on traits or characteristics linked to an individual's disability, such as how an individual speaks, looks, or moves, provided that the conduct meets the criteria for prohibited conduct under the policy.

Genetic Information

Discrimination based on genetic information may be based on any written, recorded, individually identifiable result of a genetic test or explanation of such a result or family history pertaining to the presence, absence, variation, alteration, or modification of a human gene or genes.

Marital/Parental Status

Discrimination based on marital or parental status can be based on a person's status as single, married, parent, or non-parent where discrimination on these bases has disparately impacted those of different protected classes, including gender and sexual orientation.

Veteran Status

Veteran status discrimination is directed at a person who is a member of, has served in, applies to perform, or is obligated to perform service in, a uniformed military service of the U.S., including the National Guard.

ELEMENTS SPECIFIC TO HOSTILE ENVIRONMENT HARASSMENT

Subjective Unwelcomeness

Harassing conduct is subjectively offensive when a person experiences the conduct to be offensive, which, as a practical matter, also demonstrates unwelcomeness. Conduct can be subjectively offensive even if a person voluntarily participates. This standard is a personal one—conduct might be subjectively offensive to one person but not to another. Therefore, a person who does not subjectively perceive the conduct at issue as intimidating, hostile, or offensive has not experienced harassment, even if other individuals would consider such conduct to be so. Objections to or requests to stop harassing behavior, remarks, or epithets, or complaints to other individuals

about conduct are some ways of demonstrating that conduct was subjectively offensive. However, a person is not required to complain to the University about the harassment, quit their job, or withdraw from classes in order to prove that they found it objectively offensive.

Not all conduct of an offensive nature is prohibited. If a person initiates conduct of an offensive nature or is a willing participant in an offensive environment, they might not be a victim of prohibited harassment. However, a person's participation in or acquiescence to conduct of a harassing nature does not determine whether the conduct was unwelcome. When a person submits to harassing behavior to avoid being targeted

further, to cope in a hostile environment, or because participation is made an implicit or explicit condition of employment or education, they are not considered to have welcomed the conduct. Rejection of or failure to respond positively to offensive comments or gestures demonstrates unwelcomeness. A person does not have to communicate an objection to harassing conduct to demonstrate its unwelcomeness or communicate objections every time a harassing incident occurs.

Objectively Offensive

Harassing conduct relating to protected class is objectively offensive if it is offensive to a reasonable person who is similarly situated, considering all the circumstances. An examination into the totality of circumstances is necessary. The circumstances considered might include, but are not limited to, frequency of conduct, the public nature of the conduct, how other employees or students responded to the conduct, whether the conduct was previously objectionable to the individual, whether it was physically threatening or humiliating, or whether any physical harm resulted. Those circumstances should include a person's protected class(es), if considering protected class may help a factfinder determine what would be offensive to a reasonable person who is similarly situated.

Conduct That Alters

Subjectively and objectively offensive conduct alters the conditions of employment or education and creates a hostile environment when it impedes an employee's or student's full participation in the workplace or educational program or activity.

Assessing whether conduct alters the conditions of employment or education requires a fact-based inquiry into the totality of the

circumstances. This includes, but is not limited to, the nature, severity, frequency, and pervasiveness of the conduct and the psychological harm to an employee or student, if any. Conduct that alters can manifest through physical conduct, verbal conduct, nonverbal conduct, written communication, electronic communications, pictures, or any combination of conduct or speech. There is no requirement that conduct must be both severe and pervasive to create a hostile environment, and, in certain circumstances, a single incident can be serious enough to create a hostile environment. Not all unwelcome, offensive conduct alters an employee's conditions of employment by creating a hostile work environment or a student's education by creating a hostile educational environment.

SEX-BASED DISCRIMINATION

Sex-based discrimination is any discrimination that depends in part on consideration of a person's sex and can be due to sex characteristics, sex stereotypes, sexual orientation, gender identity, gender expression, and pregnancy, childbirth, and related medical conditions.

Sex Characteristics—Physiological characteristics, such as anatomy, hormones, chromosomes, and other traits, associated with male, female, or intersex bodies.

Sex Stereotypes—Fixed or generalized expectations regarding a person's aptitudes, behavior, self presentation, or other attributes based on sex.

Gender Identity—A person's internal view of their gender. "Gender identity" covers a multitude of identities including, but not limited to, male, female, transgender, nonbinary, or gender-nonconforming individuals, and includes any person whose gender identity or gender presentation falls outside of stereotypical gender norms.

Gender Expression—Refers to the ways in which individuals manifest or express masculinity or femininity. It refers to all of the external characteristics and behaviors that are socially defined as either masculine or feminine, such as dress, grooming, mannerisms, speech patterns and social interactions.

Sexual Orientation—Actual or perceived heterosexuality, homosexuality, bisexuality, pansexuality, asexuality, or other sexual identity either by orientation or by practice.

Pregnancy, Childbirth, or Related Medical Conditions—

Issues such as pregnancy; childbirth; lactation; using or not using contraception; or deciding to have, or not to have, an abortion.

Under Title IX, the University must not carry out different treatment or separation on the basis of sex by subjecting a person to more than de minimis harm except where permitted under the law in limited circumstances. Adopting a policy or engaging in a practice that prevents a person from participating in an education program or activity consistent with their gender identity causes more than de minimis harm on the basis of sex.

SEX-BASED HARASSMENT OR HARASSING CONDUCT OTHERWISE BASED ON SEX

A form of sex discrimination that includes sexual harassment and harassment based on sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, or gender identity; that is quid pro quo harassment, hostile environment harassment based on sex and/or of a sexualized nature; or one of four specific offenses:

1. sexual assault
2. domestic violence
3. dating violence
4. Stalking

SPECIFIC OFFENSES

Sexual Assault

An offense classified as a forcible or non forcible sex offense under the uniform crime reporting system of the Federal Bureau of Investigation. Attempts to commit any of these acts are also prohibited.

For the purposes of this policy, the following considerations apply:

Consent—An understandable exchange of affirmative words or actions, which indicates a willingness by all parties to participate in mutually agreed upon sexual activity. Consent must be informed and freely and actively given and may not be obtained through coercion. It is the responsibility of the initiator to obtain clear and affirmative responses at each stage of sexual involvement. Consent to sexual activity may be withdrawn at any time, as long as the

withdrawal is communicated clearly. Whether an individual has taken advantage of a position of influence over a complainant may be a factor in determining consent. A position of influence could include supervisory or disciplinary authority. Silence, previous sexual relationships or experiences, and/or a current relationship may not, in themselves, be taken to imply consent. While nonverbal consent is possible (through active participation), it is best to obtain verbal consent. Similarly, consent to one form of sexual activity does not imply consent to other forms of sexual activity.

Coercion—Unreasonable pressure or emotional manipulation to persuade another to engage in sexual activity. When someone makes it clear that they do not want to engage in sexual behavior, or they do not want to go beyond a certain point of sexual activity, continued pressure beyond that point can be considered coercive. Being coerced into sexual activity is not consent to that activity.

Force—The use of physical strength or action (no matter how slight), violence, threats of violence, or intimidation (implied threats of violence) as a means to engage in sexual activity. A person who is the object of actual or threatened force is not required to physically, verbally or otherwise resist the aggressor, and lack of such resistance cannot be relied upon as the sole indicator of consent.

Incapacitation—An individual who is incapacitated by alcohol and/or drugs, whether voluntarily or involuntarily consumed, may not give consent. Alcohol or drug related incapacitation is more severe than impairment, being under the influence, or intoxication. Persons unable to consent due to incapacitation also include, but are not limited to: persons under age sixteen (16); persons who are intellectually incapable of understanding the implications and consequences of the act or actions in question; and persons who are physically helpless.

Sexual Assault—Rape

The penetration, no matter how slight, of the vagina or anus, with any body part or object, or oral penetration by a sex organ of another person without the consent of the victim (or attempts to commit the same). This includes any gender of victim or respondent.

Sexual Assault—Fondling

Fondling is the touching of body parts commonly thought private of another person for the purpose of sexual gratification, without the consent of the victim, including instances in which the victim

is incapable of giving consent because of age and/or because of temporary or permanent mental incapacity. This includes forcing another person to touch one's own body parts commonly thought private.

Domestic Violence

Felony or misdemeanor crimes committed by a person who:

- A. Is a current or former spouse or intimate partner of the victim under the family or domestic violence laws of the jurisdiction of the University, or a person similarly situated to a spouse of the victim;
- B. Is cohabitating, or has cohabitated, with the victim as a spouse or intimate partner;
- C. Shares a child in common with the victim; or D. Commits acts against a youth or adult victim who is protected from those acts under the family or domestic violence laws of the jurisdiction.

Dating Violence

Dating violence is violence committed by a person:

- A. Who is or has been in a social relationship of a romantic or intimate nature with the victim; and
- B. Where the existence of such a relationship shall be determined based on a consideration of the following factors:
 - a. The length of the relationship;
 - b. The type of relationship; and
 - c. The frequency of interaction between the persons involved in the relationship;

Stalking

Engaging in a course of conduct based on sex and directed at a specific person that would cause a reasonable person to:

- A. Fear for the person's safety or the safety of others; or
- B. Suffer Substantial emotional distress.

To report information about conduct that may constitute sex discrimination or make a complaint of sex discrimination under Title IX contact Dr. Stephanie Teixeira, 508-929-8444, Steixeira1@worchester.edu or Jennifer Quinn, 508-929-8243, Jquinn@worchester.edu. To access additional resources please refer to worchester.edu/title-ix.

REASONABLE ACCOMMODATIONS FOR PREGNANCY AND PREGNANCY-RELATED CONDITIONS

In accordance with the requirements of state and federal law, including Title IX, the University prohibits discrimination against students, employees, and applicants based on pregnancy, childbirth, termination of pregnancy, lactation, related medical conditions, or recovery. Furthermore, the University provides reasonable accommodations for pregnancy and pregnancy-related conditions, including modifications for students, reasonable break time for employees for lactation, and one or more clean, private lactation spaces, that is not a bathroom, for both students and employees. The Title IX Coordinator coordinates specific actions to prevent sex discrimination and to ensure equal access to employment, education programs, and activities.

Student Accommodations for Pregnancy or Pregnancy-Related Conditions

Once a student or the student's representative notifies the Title IX Coordinator of the student's pregnancy or pregnancy-related condition, the University will:

- Inform the student of the University's obligations to students who are pregnant or experiencing pregnancy-related conditions and restrictions on University disclosure of personal information, as well as provide the University's notice of nondiscrimination.
- Provide the student with the option of individualized, reasonable modifications as needed to prevent discrimination and ensure equal access to the University's education program or activity.
- Allow the student a voluntary leave of absence for, at minimum, the medically necessary time period and reinstatement upon return, including reinstatement to the status held by the student when the leave began.
- Ensure the student's access to a clean, private space for lactation that is not a bathroom.

Reasonable modification may include, but are not limited to, the following:

- breaks during class to express breast milk, breastfeed, or attend to health needs associated with pregnancy or related conditions, including eating, drinking, or using the restroom;

- intermittent absences to attend medical appointments; access to online or homebound education;
- changes in schedule or course sequence;
- extensions of time for coursework and rescheduling of tests and examinations;
- allowing a student to sit or stand, or carry or keep water nearby;
- counseling;
- changes in physical space or supplies (for example, access to a larger desk or a footrest);
- elevator access; and/or
- other changes to policies, practices, or procedures.

The University does not require supporting documentation from a student unless doing so is necessary and reasonable. For example, the University does not require documentation when it has already been provided or relates to lactation needs; the need is obvious or one of various routine and simple modifications; or when modifications, leave, or other steps are available to students for non-pregnancy related reasons without submitting supporting documentation.

To request Pregnancy or Pregnancy-Related Conditions supportive measures or to report discrimination contact:

Jennifer Quinn, Assoc. Dean of Student Affairs/University Title IX Coordinator at 508-929-8243, Jquinn@worchester.edu

Campus Resources and Services

Academic Success Center

The work of this office focuses on:

- Academic Advising and Registration for incoming first year and transfer students, as well as undeclared students and students on academic probation
- CLEP Test administration
- For more information, please visit worchester.edu/academic-success
- More detailed registration information and course information can be found in the WSU Catalog of Undergraduate Studies: worchester.edu/catalogs-and-calendars

Administration Building, Room 130

worchester.edu/academic-success

508-929-8111

asuccess@worchester.edu

Athletics and Recreation

The Athletics and Recreation office is an integral component of Worcester State University's efforts to provide a high-quality, affordable education and supportive environment that promotes the total development of the student.

Athletics and Recreation staff provide students with opportunities to grow and learn through intercollegiate varsity athletics, intramurals, and wellness programs. Participation in these activities fosters physical, mental, leadership, and life skills development, while enhancing self-discipline and sportsmanship qualities.

Athletic Offerings:

Baseball, Basketball (M&W), Cross Country (M&W), Field Hockey, Football, Golf (M&W), Ice Hockey (M&W), Lacrosse (W), Soccer (M&W), Softball, Indoor and Outdoor Track and Field (M&W), Volleyball (W)

Recreational Offerings:

Men's and Women's Intramurals:

Basketball, Dodgeball, Flag Football, Street Hockey, Softball, Soccer, Volleyball and much more

Wellness Opportunities:

Fitness center, Golf Simulator, Group Exercise Classes, Personal Training

Wellness Center, Room 105

worchester.edu/athletics

508-929-8034

The Honorable John J. Binienda Center for Civic Engagement

Worcester State University's commitment to civic engagement has enabled us to earn the Community Engagement Classification by the Carnegie Foundation for Advancement of Teaching and to be named a member of NASPA's Lead Initiative on Civic Learning and Democratic Engagement.

The center is dedicated to:

- Facilitating collaboration among faculty and local organizations to develop student projects and internships; being a key partner in the Civic Engagement Minor
- Preparing students from a variety of majors and minors for community-based experiences that fulfill degree requirements, test career interests, and develop leadership and teamwork skills
- Supporting Jumpstart—an Americorps program that provides structural and financial support so WSU students can inspire young children to learn, serve in a local community, work on a team, and build professional skills.
- Collaborating with other departments on campus to support effective democratic and civic participation that is anti-racist, promotes healthy communities, and creates social and political well-being
- Helping to meet the challenge established by the Massachusetts Board of Higher Education to provide meaningful civic education and engagement to all students.

worcester.edu/binienda-center-for-civic-engagement

awittman@worcester.edu

Bookstore

The Worcester State University Bookstore, operated by Follett Higher Education Group, is located on the first floor of the Student Center.

The Bookstore offers new and used textbooks, as well as textbook rentals and digital book options, and offers a textbook price match program in-store.

In addition to required course materials, the Bookstore offers a large selection of school supplies, technology, dorm supplies and all the WSU clothing and gift items you need to show your Lancer pride. You can shop online 24/7 at WSUshop.com and have your orders shipped to your home or available to pick-up in store.

For the current Bookstore hours, as well as the Bookstore return policy, please visit WSUshop.com.

Worcester State University Bookstore
WSUshop.com
508-929-8594 / 0214mgr@follett.com

Campus Re-entry Process

Resident students who are hospitalized for inpatient for psychiatric reasons, substance abuse treatment, or eating disorder treatment, will need to engage with the University's re-entry process prior to returning to campus. The student will be contacted by the Student Affairs Office with a date for a re-entry meeting. The student is required to attend this meeting prior to re-entering the residence halls.

Along with the Associate Dean of Students or designee, the re-entry meeting may include representatives from Counseling Services, Student Accessibility Services (SAS), Academic Success Center, key faculty members, Residence Life, or parents. Additionally, this meeting may include an overview of the student's academic standing, connecting the student to campus support services and if necessary, a review of the academic appeal. This process is designed to build a strong support network for the student and assist in their return to WSU and future success.

Career Services

Whether you are an undergraduate or graduate student, Career Services at Worcester State University is here to help support your career goals with advising and resources. We understand that you may change majors and career goals several times during your university experience. Career exploration during your college years is healthy and strategic, allowing you the opportunity to fine-tune what you really want to do in the world.

Schedule an appointment with a career advisor to discuss internships, jobs, graduate school or to learn about all our services and resources.

Please visit the Career Services website for more information. Or call to schedule an appointment with a career advisor today.

Student Center, Room 337

worchester.edu/career-services

508-929-8941

careerservices@worchester.edu

Commuter Services

Commuter Services is dedicated to serving the needs of the commuter population at WSU. Located on the 2nd floor of the Student Center, commuter students are encouraged to visit the office and are welcome to suggest a program idea or express concerns about commuter related issues.

Commuter students are encouraged to use the Living Room Commuter Lounge right outside of the Commuter Services Office, as a lounge area between classes and activities. The Living Room includes a refrigerator, microwave, multiple televisions, ping pong tables, pool tables, and a quick charging station.

Student Center, Room 212

worchester.edu/commuter-services

508-929-8073

studentinvolvement@worchester.edu

Counseling Services

Confidential Counseling Services are available to assist students in coping with a variety of personal issues that may interfere with their academic and personal development, and sense of well-being.

- Services include individual counseling, group counseling, trauma response and support.
- Any services received are confidential.
- Students must be enrolled as degree seeking, fully matriculated undergraduate or graduate students.
- There is no cost for services and insurance is not utilized.
- Walk-in appointments are available on a daily basis.
- Additional emotional resources, including mental health screenings and ResilientU, are available on the website.

Student Center, Suite 325

worchester.edu/counseling-services

508-929-8072

counseling_wsu@worchester.edu

Dining Services

Meal Plans

All meal plans accommodate a variety of types of needs based on a student's busy schedule. Convenience, value and flexibility are the three important features our plans offer. Plans run through the end of the semester.

You may only use your meal plan for yourself (**the student**). Guest passes come with the Resident plans, you may not loan your card to a friend, roommate, family member, etc. to use your meal plan.

Our resident meal plans consist of swipes, which can be used in Sheehan Dining Hall and Dining Dollars that can be used at all our dining venues across campus including Sheehan Dining Hall.

Commuter students also have the option to purchase a smaller Block Plan of Meal Swipes to enjoy at Sheehan Dining Hall.

In addition, as a resident or commuter student (excluding seniors), you'll have Dining Dollars automatically placed on your OneCard that you can use at all dining/retail locations on campus.

Commuters/Residents can also purchase additional **Dining Dollars** at anytime. Some levels have extra **Bonus Dollars**!

Commuter students are also able to purchase any meal plan we offer to our HYPERLINK "<https://new.dineoncampus.com/wsu/for-residents>" resident students.

How do meal swipes work?

Meal Swipes are designed to be affordable and convenient, after signing up for your meal plan, the swipes are loaded onto your ID Card. When visiting Sheehan Dining Hall, present your OneCard to the cashier to redeem for an all-you-care-to-eat experience. Any unused swipes at the end of the semester will be forfeited.

How do dining dollars work?

Dining Dollars are designed to offer flexibility. When checking out at any of the dining location including Sheehan Dining Hall, present your OneCard to the cashier and the amount of your purchase will be deducted from your balance. Unused dining at the close of the semester will be forfeited.

Students have the ability to choose which meal plan works best for them. Undergraduate Resident Students who have 60 or more credits and live in Wasylean Hall or Chandler Village are also eligible for the **Apartment 7 Plan**.

Resident Plans

The ***Lancer Unlimited*** consist of ***unlimited meals*** swipes to be used at Sheehan Hall, our all-you-care-to-eat resident dining hall, and **450 Dining Dollars** to be used just like cash you would have on a debit card at any of our on-campus dining locations, and **10 Guest Swipes** to use in Sheehan Dining Hall for your guests.

The ***Lancer 19*** consist of **19 meals swipes per week** to be used at Sheehan Hall, our all-you-care-to-eat resident dining hall, and **200 Dining Dollars** to be used just like cash you would have on a debit card at any of our on-campus dining locations, and **10 Guest Swipes** to use in Sheehan Dining Hall for your guests. The **19 Meal Swipes reset every Sunday**.

The ***Lancer 14*** consist of **14 meals swipes per week** to be used at Sheehan Hall, our all-you-care-to-eat resident dining hall, and **250 Dining Dollars** to be used just like cash you would have on a debit card at any of our on-campus dining locations, and **10 Guest Swipes** to use in Sheehan Dining Hall for your guests. The **14 Meal Swipes reset every Sunday**.

The ***Lancer 10*** consist of **10 meals swipes per week** to be used at Sheehan Hall, our all-you-care-to-eat resident dining hall, and **100 Dining Dollars** to be used just like cash you would have on a debit card at any of our on-campus dining locations, and **10 Guest Swipes** to use in Sheehan Dining Hall for your guests. The **10 Meal Swipes reset every Sunday**.

Commuter Plans

Block 75 has 75 Meal Swipes into Sheehan Hall.

Block 50 has 50 Meal Swipes into Sheehan Hall.

Block 40 has 40 Meal Swipes into Sheehan Hall.

Block 25 has 25 Meal Swipes into Sheehan Hall.

Block 10 has 10 Meal Swipes into Sheehan Hall.

Block 5 has 5 Meal Swipes into Sheehan Hall.

Emergency Contact Information

In an effort to keep the Worcester State University emergency contact database (e.g. next of kin info) up-to-date, please go to the Emergency Information Collection screen in Self Service to enter/update your information. Please note that we will only use this information in the event of a serious emergency. We will not distribute this information to any other person or agency.

Health Services

Health Services offers health care and health education to currently enrolled full-time/part-time matriculated, undergraduate students. The office is staffed by nurse practitioners and part-time physicians.

Services

Services include visits for health concerns/illness, health maintenance/wellness information, all gender reproductive health including symptomatic gynecological exams/pregnancy issues/contraception, STI screening, Physical Exams in select situations, Tuberculosis skin testing in select situations, and specialty referral as needed. Information about the student's care will only be shared with the student's written approval, except as required by law, and in cases of danger to the student or others. Student Health and Immunization Forms remain on file in the Health Services office.

Costs

Most services in Health Services are covered by the Health Services Fee billed with the tuition bill. Any laboratory tests sent out from Health Services are billed to the student's health insurance company. The student is responsible for any additional charges not covered by their health insurance company. Students should call their health insurance company prior to the appointment to determine if they require laboratory specimens to go to a specific laboratory company. The laboratory specimens are sent to Quest Diagnostics Labs. Health Services does not bill your health insurance company for visits to our office or collect co-payments at the time of the visit.

Appointments

Appointments can be made by calling the office. It is best for the student to call as early in the day as possible to schedule an appointment that is convenient for their schedule.

Hours

Office hours during the academic year for clinical visits are:
Monday–Friday 8 am - 4pm

The office is open during the summer for administrative purposes.
When Health Services is closed, emergencies are referred to
Worcester State University Police 508-929-8911

Sheehan Hall, Room 001

(Office entrance is located to the right of the main entrance, down the sidewalk headed toward lower campus.)

worchester.edu/health-services

Phone: 508-929-8875

Fax: 508-929-8075

Immunization Requirements

Each full-time undergraduate and graduate student, all full and part-time students in health science programs involving patient contact (Nursing, Occupational Therapy, and Communication Sciences and Disorders), and students attending on a student visa, must present evidence of immunization in order to register for courses. Massachusetts law specifies the following immunizations:

- 1) two doses of measles, mumps and rubella vaccine given at least one month apart beginning at or after 12 months of age;
- 2) one dose of tetanus/diphtheria/pertussis (Tdap) is required, if it has been 5 years or more since the last dose of tetanus/diphtheria (Td);
- 3) three doses of Hepatitis B vaccine;
- 4) All newly enrolled full-time students 21 years of age and younger, will require immunization with meningococcal vaccine, on or after their 16th birthday or sign the Meningococcal Information and Waiver Form developed by the Massachusetts Department of Public Health, stating that you have received and reviewed the information regarding meningococcal disease/vaccination, and you wish to decline the immunization.
- 5) a history of varicella(chicken pox) disease verified by a health care provider, or two doses of Varicella vaccine given at least 1 month apart beginning at or after 12 months of age

- 6) All students must complete a tuberculosis screening form. Any student considered high risk must provide proof of a negative PPD test or negative laboratory test for Tuberculosis. In the case of positive PPD/Laboratory test results, evidence of a negative chest x-ray is required.
- 7) A copy of an immunization record from a school or physician's office indicating receipt of the required immunizations may be presented; or in the case of measles, mumps, rubella, Hepatitis B, or varicella, lab results showing evidence of immunity. The law provides for medical and/or religious exemptions. Provision is also made to allow students to register on the condition that the required immunizations are obtained within thirty days of registration.

Students must submit the WSU Health History Form completed by a physician, or equivalent such as a signed document of physical exam from a medical portal, and a completed Tuberculosis screening form, in order to register for classes. All resident students must have a complete WSU Health History form and Tuberculosis screening form in order to move into the residence halls. Forms can be mailed to the Health Services Offices, faxed to 508-929-8075 or placed in the secure mailbox outside the office front door.

International Programs

The International Programs Office (IPO) at Worcester State University is responsible for both International Student and Scholars advising and Study Abroad/Study Away advising. Students are encouraged to study abroad/away during their tenure at WSU. The IPO can assist students with:

- Student Abroad/Away advising:
 - WSU short-term Faculty-Led Programs (1-3 weeks with a WSU faculty member for credit)
 - Summer, Semester and Academic Year opportunities abroad through a WSU partner institution or affiliated provider
 - The National Student Exchange (nearly 200 institutions in the U.S., Canada and U.S. territories)
- International students and scholars advising for F and J visa holders
- Facilitating international engagement on campus including Study Abroad fairs, the Global Action Fair, Peer mentoring opportunities and much more!

Student Center, Room 317

worchester.edu/international-programs

508-929-8305

Military Affairs/Veterans Services

Worcester State University proudly welcomes those who have served and are serving in the armed services. Veterans have provided a noble and crucial service; and for that, Worcester State thanks you. Worcester State is committed to helping Veterans and military connected students meet their educational needs by providing on and off campus resources, services, and support.

Worcester State University also welcomes all military connected persons to utilize our Veteran's Lounge located on the 3rd floor of the student center. Come relax between classes, work on assignments, grab coffee & watch a show, or connect with fellow military connected students.

The Office of Military Affairs & Veteran Services acts as a liaison between the different ROTC options available to Worcester State University students. Anyone interested can reach the Director of Military Affairs & Veteran Services, Dr. Stephanie Teixeira.

Director of Military Affairs & Veteran Services
Dr. Stephanie Teixeira
Student Center, 3rd floor, Office 341
Steixeira1@worcester.edu

Certifying Official
Cherie Milosh
Registrar's Office, Administration Building, Room 107

OneCard

The Worcester State University One Card is the official identification card for all WSU students and employees. It's also a convenient, flexible way to purchase food and beverages, books, copies, printing, and other campus services. Your OneCard works like a debit card. Whenever you need to replenish the Common Fund balance, log into the OneCard website, eAccount App, or visit a Card Management Center (CMC) located on campus.

- OneCard Account Management
- Off-Campus Purchase Locations
- OneCard Replacements

Shaughnessy Administration Building, A-140

worchester.edu/OneCard

Phone: 508-929-8888

OneCard@worchester.edu

Parking and Transportation

The Office of Parking and Transportation handles all matters involving Worcester State University parking needs. The Office of Parking and Transportation is comprised of the Parking Manager, Parking Enforcement Officer, and student workers.

- This department allocates all parking permits to residents, commuters, employees, faculty, food services, and visitors.
- WSU parking lots are enforced by this department and the WSU Police Department. Citations are governed under Massachusetts General Laws.
- Shuttle services to the campus satellite locations are overseen by the Parking Manager.

Wasylean Hall, Room 102

worchester.edu/parking

worchester.edu/shuttles

508-929-8887

parkingtransport@worchester.edu

Spiritual Life

Spiritual Life at Worcester State University offers an interfaith experience for personal enrichment. In an effort to cultivate the spiritual and psychological development of the university community, Spiritual Life provides religious services, pastoral counseling, and a variety of spiritually uplifting and enlightening programs. Students are invited to attend bible study groups, prayer groups, rosary prayer, and events with ministry groups at other area campuses.

LRC, 2nd Floor, Prayer and Meditation Lounge

worchester.edu/campus-life/student-services/spiritual-life

508-929-8073

spiritual_life@worchester.edu

University Police

The Worcester State University Police Department provides daily operations for the WSU community, including the Parking and Transportation Office.

Police can be contacted by phoning 929-8911 or by visiting, worchester.edu/university-police

Services provided include:

- Emergency response to incidents and crimes.
- Enforcement of police and WSU policies and Massachusetts general laws and Federal Regulations.
- On-Campus escort service upon request
- Safety programs for residential and commuter students

Lost and Found

Lost-and-found articles are kept in the WSU Police Department. All inquiries should be directed to that office by calling the number listed below.

Wasylean Hall, Room 102
worchester.edu/university-police
508-929-8044
lostandfound@worchester.edu

Rave Guardian App

As safety of students, faculty and staff are one of WSU's top priority; University Police along with Student Affairs introduces RAVE Guardian - the free personal safety mobile application, as an additional component for your individual safety. The Rave Guardian app is one of the best ways to not only improve your personal safety on the Worcester State University campus, but also that of your fellow guardians within your own private safety network. This app also can put you in direct contact with University Police in an emergency.

Download Rave Guardian today or search for it at the Apple App Store or Google Play.

- **Set a Safety Timer** – Notify people you trust to check in on you if you are alone or in an unfamiliar place.
- **Manage and Message Your Guardians** – Invite family, friends, or others to be your Guardian, and communicate with them within the app as needed.
- **Easy Emergency Communication** – Call University Police directly for help if you are in trouble and send text tips – including photos – if you see something suspicious.
- **Emergency Button** – Make a direct, immediate connection to University Police with GPS location and personal profile information if you are in an emergency situation.
- **Tip Texting** – Report an anonymous crime-tip via SMS or mobile app.

Please note: This app is separate from the WSU alert software used to notify the campus community of incidents such as inclement weather closings or delays.

Residence Life and Housing

Residence Life and Housing is committed to providing inclusive living and learning experiences that enhance our residents engagement in their own development and academic success.

- Approximately 1,600 students live on campus.
- 60% of first year students and almost 40% of all students live in on-campus housing.
- Residence Life and Housing offers Late Night Programming every Thursday throughout the year.
- Residence Life and Housing has 4 Central Office staff, 1 Full-time live-in Area Coordinator, 2 Full-time live-in Residence Directors and 49 live-in Student Staff members.

On Campus Emergency Housing

Emergency housing placements are coordinated through the Associate Dean of Students for Residence Life. Students who request or are referred for emergency housing placement may be assigned a space in the residence halls for 72 hours. Following this time frame, students will be required to attend an emergency housing review meeting. This process is designed to support students during a crisis and determine the need for continued/future housing in the residence halls.

Students seeking emergency housing must be enrolled in classes during the semester.

Sheehan Hall, Room 101
woolife.worcester.edu
woorcester.edu/myhousing
508-929-8074
reslife@woorcester.edu

Student Accessibility Services

Worcester State University (WSU) is committed to providing appropriate services and reasonable accommodations that allow self-identified students with disabilities to access all resources, programs and activities at the University as stated in Section 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990.

The mission of Student Accessibility Services (SAS) is to function as a collaborative resource to students, faculty and staff at WSU in offering students access in order to maximize each student's educational potential and goals. We serve students with diagnosed disabilities who have completed the intake process, including dual enrollment, undergraduate, graduate, non-matriculated, and adult students.

SAS addresses equal access and reduction of barriers for students, and does not guarantee success. Accommodations are commonly offered in the following areas: academic, non academic, communication, physical, and visual access. Some examples of accommodations include but are not limited to: extended time on exams and quizzes, a distraction-reduced testing environment, housing and dietary accommodations, ASL interpreters, closed captioning, classroom re-location, and alternative format books. Accommodations are determined through the interactive process which includes documentation review by office specialists and a collaborative intake meeting with the student. Information submitted to SAS is kept confidential and separate from all other university departments. While documentation requirements vary by diagnosis, generally documentation may be a letter on letterhead signed by a provider that states the diagnosis and its academic impact. Accommodations are not retroactive; students must share their letter with their faculty prior to utilizing their accommodations. For this reason, we welcome students with disabilities at any point during their time at WSU. The office is open year around to meet student needs.

To begin the process: Visit worchester.edu/sas

Student Accessibility Services

Suite 131 Administration Building

Phone: 508-929-8733

Fax: 508-929-8214 | Email: sas@worchester.edu

Office of Student Involvement and Leadership Development

The Office of Student Involvement and Leadership Development provides a co-curricular program which enhances students' overall educational experience. With over 40 student organizations to choose from, students have many involvement opportunities to explore along with a variety of social, cultural and educational programs to participate in. In addition to student organizations and programming, OSILD also provides many leadership training opportunities which includes the comprehensive Circles of Leadership program. OSILD also oversees all aspects of the New Student Orientation Program, including Parent Orientation, First Year Orientation, Transfer Orientation and Winter Orientation. OSILD is located on the 2nd floor of the Student Center.

Student Center, Room 212

worchester.edu/student-involvement

508-929-8073

studentinvolvement@worchester.edu

Academic Procedures

Academic Advising

All incoming first-year students are assigned an academic advisor in the Academic Success Center, and a faculty advisor in their major. The Academic Success Advisor will help the student with advising and registration for their first year at Worcester State, and the faculty advisor will assist the students with the rest of their degree. An ASC advisor will also help a first semester transfer student register for courses, and then the student will work with their faculty advisor for future semesters. Undeclared students will have an ASC advisor until they declare a major.

An advisor must approve a student's course selection during the advising period in order for a student to be able to register during registration week.

Students should contact their advisor(s) when they have questions about their degree plan, course selection, or LASC.

The Academic Success Center is open regular business hours, and faculty advisors will have office hours during the semester.

More detailed registration and course information can be found in the WSU Catalog: worchester.edu/catalogs-and-calendars

Intent to Graduate

The degree and diploma will be granted within 60 days of the final day of examinations for the semester in which degree requirements have been met providing that students have adhered to the following deadlines for filing an Intent to Graduate form:

December completion:	Last Friday of October
May completion:	Last Friday of December
August completion:	Last Friday of May

Standards of Progress

Matriculated students (students admitted to Worcester State University and pursuing a formal course of study leading to the bachelor's degree, second major, certificate, or professional certification) are expected to make satisfactory and steady progress toward completion of their programs.

Opportunities are available for student advisement, both within major departments and from the Academic Success Center. However, each student is solely responsible for selecting courses which satisfy departmental requirements for a major, as well as the general requirements for graduation, as described in the Undergraduate Studies Catalog. Students are responsible for familiarizing themselves with this information. Exemption from, or exception to, any published requirement is valid only when approved in writing by the respective Dean, Provost/Vice President for Academic Affairs, or Associate Vice President for Academic Affairs, and confirmed by the Registrar.

Attendance

All students are expected to attend and participate in all class meetings and laboratory sessions. In the event that illness or some other emergency prevents a student from attending class, the student should contact the instructor directly. Since attendance requirements differ according to the specific academic goals of each course, students should carefully check the attendance policy on the course syllabus. If there is anticipated prolonged absence, the Dean of Student's Office (Student Center, Room 344) should be contacted.

Worcester State University abides by Chapter 375 of the Commonwealth of Massachusetts, An Act Excusing the Absence of Students for Their Religious Beliefs. Section 2B of this law states: “Any student in an educational or vocational training institution other than a religious or denominational educational or vocational training institution, who is unable, because of his religious beliefs, to attend classes or to participate in any examination, study, or work requirement on a particular day shall be excused from any such examination, study or work requirement, and shall be provided with an opportunity to make up such examination, study, or work requirement which he may have missed because of such absence on any particular day; provided, however, that such makeup examination or work shall not create an unreasonable burden upon such school. No fees of any kind shall be charged by the institution for making available to the said student such opportunity. No adverse or prejudicial effects shall result to any student because of his availing himself of the provisions of this section.”

Academic Standing: For degree-seeking students, class membership is based upon the number of credit hours completed. Class membership determines priority for registration and participation in class events.

Class	Credit Hours Completed
First-Year	0-29
Sophomore	30-59
Junior	60-89
Senior	90-120

Good Standing: To maintain good standing at Worcester State University, matriculated students must meet the minimum standards specified below.

College Credits¹Cumulative GPA

1-29	1.50
30-59	1.75
60 and over	2.00

¹College credits include all credits attempted at Worcester State University plus all credits accepted in transfer. Students are reminded that only grades earned at Worcester State University or through the Consortium Program are used in determining their GPA.

Warning Status: Students will not be placed on probation status until they have attempted 24 semester hours; however, students may be placed on a warning status if they fail to maintain the minimum standard after attempting 12 semester hours. Students on warning status may enroll in no more than 16 semester hours. In consultation with an academic advisor, each such student will develop an academic plan/registration contract that will include such conditions as repeating failed courses, regularly scheduled advising appointments, attending workshops offered through the Academic Success Center, and recommended use of the writing center, math lab, and tutoring services.

Probation and Dismissal: Students who fail to meet and/or maintain the minimum cumulative GPA required for good standing are placed on academic probation and are subject to the following restrictions:

1. they may not participate in intercollegiate athletics; and
2. they may not register for more than 12 semester hours of credit per semester; and
3. they may not serve on any standing and ad hoc governance committees of Worcester State University.

Failure to improve the GPA and regain good standing after two regular academic semesters (Fall and Spring) will result in academic dismissal and separation from Worcester State University. Students dismissed from Worcester State University for academic deficiency may not register for or attend classes at Worcester State University until 12 months have elapsed. Readmitted students must attain a minimum GPA of 2.0 for each semester following their return. Failure to maintain a 2.0 semester GPA will result in a second separation from Worcester State University not subject to appeal. See next section regarding withdrawal/leave of absence.

Appeal of Dismissal: Students may appeal for reinstatement to continue for a third semester on probation. Appeals must be made in writing to the Chair of the Academic Progress Review Board and submitted to the Registrar within five (5) days of notification. The Academic Progress Review Board will review the written appeals. The decision of the Review Board is final.

Undergraduate Grade Appeal Procedure

Prior to invoking the use of the undergraduate grade appeal procedure, individuals should exhaust all informal means available to resolve questions concerning specific issues related to their courses.

The grade appeal procedure may not be used to challenge a grade which results from a faculty member exercising usual and customary professional judgment in the evaluation of student work.

Step 1

When an issue arises in which the student believes he/she has been treated unfairly, the student shall request in writing a meeting with the instructor. In the case of an end-of-semester grade, the student shall request such a meeting no later than ten working days after the beginning of the next semester. The instructor shall arrange to meet with the student within ten working days of the receipt of the request.

Step 2

If the matter is not resolved to the satisfaction of the student at Step 1, then, within ten working days of the meeting in Step 1, the student shall file a written request to review the matter with the appropriate Department Chair.

Step 3

If, within ten working days of the receipt of the request in Step 2, the Department Chair is unable to resolve the matter to the satisfaction of all parties, then either party may, within ten working days, file a written request to review the matter with the Dean of the respective School.

Step 4

If, within ten working days of the receipt of the request in Step 3, the Dean is unable to resolve the matter to the satisfaction of all parties, then either party may, within ten working days, file a written request to review the matter with the Vice President for Academic Affairs. In the case of continuing education courses or graduate courses, the appeal at Step 3 goes to the Associate Vice President of Continuing Education.

Step 5

Within ten working days of the receipt of the request in Step 4, the Provost/Vice President for Academic Affairs shall inform the student, faculty member, Department Chair, Dean of the results of his/her review.

The appeal process ends at this point.

Withdrawal From Worcester State University/Leave of Absence

Matriculated students who fail to take a course during a calendar year will be administratively withdrawn from Worcester State University. Students who wish to permanently withdraw from Worcester State University or take a temporary leave of absence must complete appropriate forms in the Academic Success Center. If the withdrawal or leave of absence is filed prior to the last day to withdraw from courses for the term, “W” will be recorded on the student’s record. Students who file for leave of absence or withdrawal after the last day to withdraw from courses for the term may petition if they feel circumstances warrant the recording of “W” for all courses enrolled for that term. Normally, a leave of absence is for one semester; however, a student may have up to one year to return to Worcester State University. Failure to return at the specified time will result in an administrative withdrawal from Worcester State University.

Students who receive any form of financial aid or veteran’s educational benefits should consult with the respective office PRIOR to dropping or withdrawing from a course. Reducing credit hour load may adversely affect eligibility to receive financial aid or veteran’s educational benefits. In addition, most private insurance companies require that students be full-time (12 credits or more) to be eligible for coverage.

Reinstatement after Withdrawal/Non-continuous Attendance/ Dismissal

Students reactivate their undergraduate, matriculation status through the Registrar's Office. It is the student's responsibility to supply and update the following documents if they are not on file:

- final high school transcript
- completed and notarized proof of residency form
- official transcript of all courses completed at each post-secondary institution attended (excluding Worcester State University).

When the file is complete, the student will meet with an advisor and develop a plan for academic persistence and success. If applicable, an updated evaluation of transfer credits will be done at this time. In the case of Nursing, Occupational Studies, and Education majors, an interview with the academic department will be necessary to determine reinstatement possibility in these majors.

Students readmitted after dismissal must attain a minimum GPA of 2.0 for each semester following their return. Failure to maintain a 2.0 semester GPA will result in a second separation from Worcester State University not subject to appeal.

All reinstated students follow the major requirements from the catalog in effect at the time of their reactivation. For students who matriculated prior to Fall of 2009 as first-year students, or prior to 2012 as transfer students, courses will be allocated to LASC categories according to the LASC transfer policies (see LASC section under "Academic Policies and Procedures"). For students who last matriculated as first-year students after the Fall of 2009, or as a transfer after the Fall of 2012, all courses completed at WSU will be allocated to LASC categories according to the catalog in effect when he/she is reinstated. Through appropriate advising, a plan for success outlining the maximum credits applicable will be developed prior to the semester of re-matriculation.

Statement on Student Absences from Class

Worcester State University does not have a university-wide attendance requirement. Class attendance rules and handling of absences are matters to be resolved between individual faculty members and students. When a student is unable to contact faculty directly (in cases of hospitalization, accidents, family emergencies, and lengthy illnesses), the University CARE Team will work with Academic Affairs and Student Affairs to ensure students are being supported appropriately.

Students are expected to communicate directly with their course instructors when a crisis or illness prevents them from attending class. If a student is unable to do this due to circumstances or the absence will be for three (3) or more consecutive school days, the University supports students through the CARE Team, Academic Affairs and Student Affairs. Students in this situation and anyone else who becomes aware of a student needing this support are asked to contact the CARE Team as soon as possible by emailing them at CareTeam@worchester.edu.

The CARE Team will assist the student and collect any appropriate documentation pertaining to long absences. As part of this process and when appropriate, the student may also be referred to other departments or offices across campus for assistance.

Students who find it necessary to be absent for shorter periods of time (i.e., fewer than three (3) days) should contact their faculty members regarding their absence in advance, if possible, or as soon as they are able.

Students must work directly with their faculty members to address all noted absences. Please note that each faculty member has full discretion regarding covered absences and will make the decision regarding the appropriate way to address any covered absence. Students must still meet all course requirements as defined by their faculty members.

Procedure:

When student must miss three (3) or more days or is in a situation that prevents communication with faculty members, they (or another person authorized by the student) should provide the CARE Team with the following information:

- Name
- Student Identification Number
- Dates/anticipated duration of absence
- Reason for absences (formal documentation of illness, hospitalization, family emergency, etc.)

For questions, concerns, and/or information to be shared should be directed to the CARE Team at careteam@worchester.edu.

University Policies

Alcohol and Drug Policies

Alcohol

All policies and regulations regarding the consumption and/or sale of alcoholic beverages on the Worcester State University premises or off-campus where Worcester State University jurisdiction applies shall be in strict conformity to the appropriate Massachusetts General Laws, the regulations of the License Commission of the city of Worcester and in compliance with the Drug-Free Schools and Communities Act (DFSCA), and the Drug-Free Schools and Campuses Regulations. References: Mass. General Law, Chap. 138, Sec. 34: Alcoholic Beverages (Procuring for persons under 21); Mass. General Law, Chap. 138, Sec 34A: Alcoholic Beverages (Procuring by false pretenses); Mass. General Law, Chap. 138, Sec. 3413: Alcoholic Beverages (Liquor Purchase Identification Cards); Mass. General Law, Chap. 138, Sec. 34C: Alcoholic Beverages (Transportation by those under 21 years of age); Worcester City Ordinances Chap. 9 re: Open Alcoholic Beverage Containers. In addition to the preceding laws and others which may be established by legislative bodies, the following rules and regulations apply to Worcester State University premises or off-campus where Worcester State University jurisdiction applies:

- Worcester State University prohibits the possession, consumption, storage or service of alcohol by students with the exception of prior approval from the Vice President of Student Affairs Office or designee, and 21+ apartments designated by the Office of Residence Life and Housing.
- Students are not allowed in the presence of or in possession of empty or full containers of alcohol, including decorative containers.
- Public intoxication is prohibited.
- Operating a vehicle under the influence of alcohol is prohibited.
- The manufacturing of any alcoholic beverage is prohibited.

- Students are responsible for informing their guests of Worcester State University's Alcohol Policy prior to any campus visit. The student will be held strictly accountable for an alcohol violation when their guest violates the alcohol policy. Guests are defined as any person visiting the student whether or not the guest has signed-in to the residence halls through official procedures. Guests, regardless of their age are not permitted to bring alcohol onto the Worcester State University campus.
- Providing alcoholic beverages to a person under age twenty-one (21), whether gratuitously or for sale, is prohibited.
- The possession or use of alcoholic container(s) which indicates the probability of common source drinking (e.g. kegs, punch bowls, or the functional equivalent) is prohibited and shall result in a more severe sanction(s).
- Drinking devices that encourage the rapid consumption of alcoholic beverages and/or endangering behavior is prohibited.
- Drinking games that encourage the rapid consumption of alcoholic beverages and/or endangering behavior is prohibited.
- Open alcoholic beverage containers (including cups containing alcohol) are prohibited.

Additional Guidelines

- Intoxicated persons shall be subject to police intervention including medical transport, arrest, and/or other appropriate action.
- In the event that a student is suspended from Worcester State University housing or from Worcester State University for any disciplinary infraction(s), including but not limited to alcohol, no refund of any Worcester State University fees or tuition will be given to the student (to include residential meal plans).
- Any backpack, bag or similar container that anyone carries onto campus shall be subject to inspection and search by a member of the Worcester State University staff whenever there exists reasonable suspicion to believe that the container is being used to bring onto campus any alcoholic beverage or other material in violation of Worcester State University Policy.

- Students are encouraged and expected to seek help from Worcester State University Police or other Worcester State University staff when they witness others who are incapacitated due to alcohol or other drug use.
- Residency in a bedroom, apartment, or suite in which any alcohol containers, (empty or full to include decorative containers) are present is a violation of the policy. This includes the bedroom to which the person is assigned or in an adjacent common area.
- Visitation in a bedroom, apartment, or suite in which any alcohol containers, (empty or full to include decorative containers) are present, with reasonable opportunity to be aware of the presence of said item is a violation of the policy.

Residence hall 21+ housing

There are 21+ housing options that Residence Life and Housing offers in Chandler Village and Wasylean Hall only. Please see the specific policy located in the Residence Hall Handbook. Any violation of that policy will be considered an alcohol policy violation.

Alcohol and Drug Emergency Transport/Amnesty Policy

Worcester State University considers the safety and personal well-being of the student body a priority. Worcester State University recognizes that there may be alcohol or other drug-related medical or safety emergencies in which the potential for disciplinary action could act as a deterrent to students who want to seek assistance for themselves or others.

Students who are evaluated for a substance abuse wellness check that may or may not result in being transported to a local hospital will be required to contact WSU's Counseling Center within twenty-four (24) hours of receipt of letter. Failure to schedule and attend the sessions may result in conduct action.

When a student aids an intoxicated or impaired individual by contacting Worcester State University Police or Residence Life staff, neither the intoxicated individual nor the individual or student reporting the emergency will be subject to disciplinary action.

In the case of a second (2nd) transport; the student will attend two (2) educational meetings with a BASICS instructor followed by a minimum of three (3) sessions with a member of the Counseling Services staff.

In the unlikely case of subsequent transports, the student will meet with an administrative team to discuss the students' well-being, evaluate their residency status and/or visitation privileges within the residence halls, and potential conduct action.

Statement on Medical/Recreational Marijuana

Massachusetts state law permits the use of medical and recreational marijuana. However, federal laws prohibit marijuana use, possession, and/or cultivation at educational institutions, therefore Worcester State University will provide no change to its current drug policies. Please understand that the use, possession or cultivation of marijuana for medical or recreational purposes is not allowed in any Worcester State University property; nor is allowed at any University-sponsored event or activity off campus.

In addition, no accommodations will be made for any student in possession of a medical marijuana registration card. Worcester State University will release students from the occupancy license (with documentation) who needs to use or possess marijuana for medical purposes. Anyone who possesses or uses marijuana at Worcester State University may be subject to civil citation, state or federal prosecution, and university discipline.

Drug Policy

All policies and regulations regarding illegal consumption/ use, possession, sale/ traffic and/or manufacture of narcotics, controlled substances, prescription drugs, counterfeit substances, drug paraphernalia and substances releasing toxic vapor on the Worcester State University campus and its properties shall be in strict conformity to the appropriate Massachusetts General Laws and in compliance with the Drug-Free Schools and Community Act (DFSCA) and the Drug-Free Schools and Campuses Regulations. Detailed descriptions of infractions and penalties can be found in the Massachusetts General Laws, sections 94C and 270. Federal Drug Statute Title 21, USC 841 may also apply. Listed is a summation of these laws. These laws are subject to change

1. Controlled Substances are classified according to their chemical characteristics and their effect on the human body.
 - Class A–Heroin, Morphine, Flunitrazepan, Gamma Hydroxy Butyric Acid (aka GHB), Ketamine Hydrochloride (aka “Special K”)
 - Class B–Cocaine, Codeine, Methadone, Oxycodone, Oxycodone, Amphetamines, Fentanyl, Methamphetamine and its isomers and salts, Phenacyclidine (PCP, Angel Dust), Lysergic Acid Diethylamide (LSD), Opium in certain amounts, P2P, PCH, PCC, MDMA (ecstasy), Phenmetrazine, Percodan, Dilaudid
 - Class C–Valium, Librium, Morphine and Codeine in certain amounts, Flurazepam, Hallucinogenic substances including Dimethoxyamphetamine, Mescaline, Peyote, Psilocybin (aka Mexican Mushrooms), Tetrahydrocannabinol (THC, active ingredient in marijuana)
 - Class –Marijuana, Barbitol, Phenobarbital
 - Class E–Compounds containing a small percentage of Codeine, morphine or opium, prescription drugs not included in any other class.
 - Smelling Substance Releasing Toxic Vapor–Although not illegal to possess under certain conditions, these substance offenses occur when a person intentionally smells or inhales them. They include but are not limited to: glue, paint thinners, etc.
2. Drug Paraphernalia are objects used for the purpose of ingesting, injecting, inhaling, etc. any or all of the above substances. These include, but are not limited to, pipes (ceramic, metal, glass, etc.), syringes, or any other object modified for this purpose, (e.g. plastic containers, toilet paper rolls, etc.).
3. Possession of a Controlled Substance is simply proof the individual directly or constructively possessed some amount of a controlled substance without lawful authority.

4. Possession with Intent to Distribute does not require possession of a minimum quantity of a controlled substance where other signs of distribution exist, e.g. quantity (even a minute quantity can suffice), purity, street value, possession of a large amount of cash, uniform packaging, known drug area, behavior, possession of drug paraphernalia, etc.
5. Counterfeit Substances are imitations intended to be offered off deceptively as a genuine controlled substance. Because counterfeit substances are often more dangerous to ingest and because the person providing is attempting to make a profit while eliminating the risk of being caught with a controlled substance, possession and sale of a counterfeit substance are punishable crimes under the law.
6. The Drug-Free School and Park Zone Law was designed to heighten safety and deter drug distribution in areas where children congregate most: schools and public parks. This law provides for an enhanced penalty for individuals who possess any illegal drug with the intent to distribute. This applies to a suspect within 100 feet of a public park or playground or 1000 feet of a public or private elementary, secondary or vocational school. Worcester State University is within 1000 feet of two schools.

In addition to the preceding laws and others which may be established by legislative bodies, the following rules and regulations apply to Worcester State University premises or off-campus where Worcester State University jurisdiction applies:

- Worcester State University prohibits the possession or use of drugs or drug paraphernalia.
- Operating a vehicle under the influence of drugs is prohibited.
- The manufacturing of any drug is prohibited.
- Students are responsible for informing their guests of Worcester State University's Drug Policy prior to any campus visit. The student will be held strictly accountable for a drug violation when their guest violates the drug policy. Guests are defined as any person visiting the student whether or not the guest has signed-in to the residence halls through official procedures.

Bomb Threat Policy

Any student who makes a bomb threat or who aids in the making of a bomb threat, if found responsible through the Worcester State University judicial process, shall be suspended or expelled from WSU and may be criminally charged (terrorism).

(Use of) Drones Policy

Operation by any person of an unmanned air craft system (UAS), a drone, from above the campus, is governed by Federal Aviation Administration policies. (see: [faa.gov/uas/getting_started/register_drone](https://www.faa.gov/uas/getting_started/register_drone)). Users must read and understand both the FAA and Worcester State University's UAS operating procedures and guidelines. In many cases, drones must be registered and fliers need to be a licensed drone pilot. When meeting the necessary registration and licensure, use of a drone on campus requires further approval at least 48 hours prior to the use of the UAS from University Police. University Police maintain the authority to "ground" or suspend operations of any UAS that is not compliant with FAA regulations, WSU policy, and/or represents a danger to the WSU community.

Educational and Prevention Programs Policy

Several Federal Laws including The Violence Against Women Act (VAWA), The Jeanne Clery Act, Title IX, Title VII and MA S. 2979 An Act relative to sexual violence on higher education campuses and The Drug Free Schools and Communities Act (DFSCA) require Institutions of Higher Education to provide primary prevention and awareness programs (within 45 days of matriculation or employment) as well as ongoing prevention and awareness campaigns for students.

As per Title IX regulation, institutions must be able to document that they have met the regulation requirement, therefore institutions are encouraged to mandate such trainings.

What are Education and Prevention Programs?

At the foundation of every positive student experience is a safe and healthy learning environment.

Educational programs assigned from the Division of Student Affairs are designed to increase an intercultural community that engages in civility, promotes personal growth and engagement, and embraces responsibility for the health and safety of our community.

The required Vector online prevention courses are comprehensive, research-based, online training programs assigned from a designated office in Student Affairs that provide essential information that empower students to make thoughtful and healthy choices. It is important that students take this training to help contribute to a respectful and healthy campus community.

Failure to complete/comply with these educational and prevention programs may result in a disciplinary/student affairs hold being placed on a student's account until the original required prevention education has been completed.

Excessive and Unreasonable Noise Policy

Recognizing that Amendment Article 97 to the Constitution of the Commonwealth of Massachusetts establishes that the people have a right to be free from excessive and unnecessary noise, courtesy hours are in effect at all times at Worcester State University. Courtesy hours are defined as times during which students are to consider the impact of their music, noise, etc. upon other members of the University community. Within a community setting, individual desires must not be allowed to take precedence over the rights of others and of the community as a whole. Therefore, students are expected to behave in a manner that does not disrupt or interfere with individual and/or group rights.

Gambling and Bookmaking Policy

Gambling (betting or wagering of any form) is strictly forbidden at Worcester State University. WSU supports all federal and state laws regarding illegal gambling. References: MGL, Ch.271, Sec. 5, 7, 17.

Prohibited activity included but not limited to:

- Betting/wagering or selling pools on any athletic event
- Playing card games for money
- Possessing any card, book or other device for registering bets
- Knowingly permitting the use of your room, apartment, office phone or electronic device for illegal gambling
- Offering, soliciting, or accepting a bribe to influence the outcome of an athletic event
- Involvement in unauthorized raffles or lotteries

Students involved in illegal gambling are subject to disciplinary action and/or criminal prosecution.

More detailed information on the Student Conduct and other policies can be found online at worchester.edu/community-standards

Guest Policy

The Guest Policy is intended to protect the rights, safety, and property of the members of the Worcester State University community and to endeavor to keep the campus secure.

A guest includes, but is not limited to, any person(s) a student invites to the WSU premises or to a WSU sponsored event or activity. It is the sole responsibility of the host to inform their guests of the details of the Guest Policy.

All guests are expected to observe the rules and regulations of campus conduct during their visit. Students are held strictly responsible for the conduct and actions of their guests. This also means financial responsibility for any expenses incurred. Hosts are expected to escort their guests at all times.

All guests must present valid photo identification when requested to do so by any WSU Official. For the residence hall guest policy please see the Residence Hall Handbook.

Hazing Policy/Chapter 665

Hazing is a practice that is both dangerous and a Criminal Offense in the State of Massachusetts. As a student, it is required that you be aware of and adhere to the law regarding Hazing.

Anyone with knowledge that another person is the victim of hazing shall immediately report such an act to University Police, Wasylean Hall or The Student Affairs Office, Student Center 344.

The Commonwealth of Massachusetts an Act Prohibiting the Practice of Hazing

Be it enacted by the Senate and House of Representatives in General Court assembled, and by the authority of the same as follows:
Chapter 269 of the General Laws is hereby amended as follows:

Section 17. Whoever is principal organizer or participant in the crime of hazing as defined herein shall be punished by a fine of not more than three thousand dollars or by imprisonment in a house of correction for not more than one year, or both such fine and imprisonment.

The term “hazing” as used in this section and in sections eighteen and nineteen, shall mean any conduct or method of initiation into any student organization, whether on public or private property, which willfully or recklessly endangers the physical or mental health of any student or other person, Such conduct shall include whipping, beating, branding, forced calisthenics, exposure to the weather, forced consumption of any food, liquor, beverage, drug or other substance, or any other brutal treatment or forced physical activity which is likely to adversely affect the physical health or safety of any such student or other person, or which subjects such student or other person to extreme mental stress, including extended deprivation of sleep or rest or extended isolation.

Notwithstanding any other provisions of this section to the contrary, consent shall not be available as a defense to any prosecution under this action.

Section 18. Whoever knows that another person is the victim of hazing as defined in section seventeen and is at the scene of such crime shall, to the extent that such person can do so without danger or peril to himself or others, report such crime to an appropriate law

enforcement official as soon as reasonable practicable. Whoever fails to report such a crime shall be punished by a fine of not more than one thousand dollars.

Section 19. Each institution of secondary education and each public and private institution of post-secondary education shall issue to every student group, student team, or student organization which is part of such institution or is recognized by the institution or permitted by the institution to use its name or facilities or is known by the institution to exist as an unaffiliated student group, student team or student organization, a copy of this section and sections seventeen and eighteen, provided, however, that an institution's compliance with this section's requirements that an institution issue copies of this section and sections seventeen and eighteen to unaffiliated student groups, teams or organizations or endorsement of sail unaffiliated student groups, teams or organizations.

Each such group, team or organization shall distribute a copy of this section and sections seventeen and eighteen to each of its members, plebes, pledges or applicant for membership. It shall be the duty of each such group, team or organization, acting through its designated officer, to deliver annually, to the institution an attested acknowledgment stating that such group, team or organization has received a copy of this section and said section seventeen and eighteen, that each of its members, plebes, pledges, or applicants has received a copy of sections seventeen and eighteen, and that such group, team or organization understands and agrees to comply with the provisions of this section and sections seventeen and eighteen.

Each institution of secondary education and each public or private institution of post-secondary education shall file, at least annually, a report with the regents of higher education and in the case of secondary institutions, the board of education, certifying that such institution has complied with its responsibility to inform student groups, teams or organizations and to notify each full time student enrolled by it of the provisions of this section and sections seventeen and eighteen and also certifying that said institution has adopted a disciplinary policy with regard to the organizers and participants of hazing, and that such policy has been set forth with appropriate emphasis in the student handbook or similar means of communicating the institution's policies to its students. The board of regents and, in the case of secondary institutions, the board of education shall promulgate regulations governing the content and frequency of such reports, and

shall forthwith report to the attorney any such institution which fails to make such report.

Inclement Weather Policy

A decision to close or delay opening Worcester State University will generally be made by 5:30 a.m. by the president or the president's designee in consultation with other members of the University staff.

Notice will be given to the following outlets:

1. **Email:** All ...@worchester.edu email addresses
2. **Website:** homepage and the Student Portal
3. **Facebook:** <https://www.facebook.com/WorcesterStateUniversity>
4. **Twitter:** <https://twitter.com/worcesterstate>
5. **Text message:** you can optionally receive a text message by adding your mobile number to the Emergency Response Notification system

Important: Please do not call the University Police to find out if the university is open, closed, or delayed as this ties up the phone line for emergency calls.

Information Technology Policies

Violation of Information Technology Services policies www.worcester.edu/information-technology including but not limited to:

- a. Network Acceptable Use Policy**—This statement represents a guide to the acceptable use of the Worcester State University Network for data communications.
- b. Copyright and Protected Digital Content Policy**—Worcester State University supports the intellectual property rights of software and digital content developers and requires that faculty, staff, and students to follow all local, state and federal laws governing copyright protection of software and digital content.
- c. RIAA & MPAA Complaint Policy**—Worcester State University will support the privileges of copyright owners of intellectual or creative property. This policy outlines Worcester State University's response to complaints by RIAA, MPAA (or similar organizations) of potential copyright violations.

Insurance for Property Policy

Worcester State University is not responsible for loss or damage to personal property on campus. Individuals desiring such protection must make arrangements for coverage at their own expense.

Sales and Solicitation Policy

The sale or solicitation of goods or services including leafletting and those contracted by Worcester State University and/or the Board of Trustees, may occur on the WSU campus when authorized, sponsored and supervised by a recognized student organization or by an official organization recognized as being affiliated with WSU.

Social Network Code of Behavior and Caution

Members of the Worcester State University community who use social sites such as Facebook, Instagram, X (formerly Twitter) YouTube, etc., are cautioned to do so using the guidelines of WSU's Codes of Conduct. Violators may be subject to WSU disciplinary action.

It should be noted that users of these sites are subject to legal ramifications if State or Federal Laws are violated and may be subject to prosecution. Also be advised that these sites are frequented by predators, law enforcement agencies, employment agencies, and sports recruiters as a means to uncover background information and/or evidence. Use discretion when posting information on these or similar websites.

Statement on Student Jury Service

According to the Office of Jury Commissioner of the Commonwealth of Massachusetts, "Every U.S. Citizen 18 years of age or older who is a Massachusetts resident or an inhabitant for more than 50% of the time is eligible to serve as a juror. If you are a resident of another state but a student at a Massachusetts college, you are an inhabitant for more than 50% of the year and, therefore, eligible to serve as a juror in Massachusetts."

It is not unusual for students residing in Worcester County to be summoned to serve as trial jurors. Jury service, on a short-term basis, can provide students with a good opportunity to fulfill one of their

important responsibilities as members of the community. Worcester State University supports students in their fulfillment of this civic duty.

Student Travel Policy

Worcester State University does impose certain requirements and controls in connection with travel that it formally authorizes or sponsors. While Worcester State reserves the right to impose special requirements in any individual case, the general rules that are of application to such travel are set forth in these Student Travel Guidelines.

Who May Sponsor:

1. Worcester State-sponsored travel is travel that is sponsored by Worcester State itself through one of its departments or offices. In every case, a Worcester State-sponsored student travel program requires the prior approval of the Vice President of Student Affairs (VPSA).
2. Worcester State-authorized travel is any travel/trip sponsored by a recognized student organization, club, or athletic team (beyond regularly scheduled season's contests). This shall include individual travel related to the business/purpose of the organization, club, or team, and group travel (e.g. a bus trip within the state, all travel outside the state, and any overnight trips). In all cases, Worcester State-authorized travel program must be approved by the Vice President of Student Affairs (VPSA)
3. An individual may not solicit or offer trips to the campus population as an independent representative of a travel agency or tour operator. This is designed to prevent the "stinging" of participants, which has often occurred in the past when an inexperienced student was hired as an "agent" by a travel company or tour operator. Any student's failure to comply with the procedure may result in judicial action by Worcester State.

Who Must Approve:

1. In every case, Worcester State-sponsored or Worcester State-authorized travel requires prior approval of either the VPSA or the Vice President of Academic Affairs (VPAA).
 - a. Travel sponsored by an academic department or other academic program must be approved by the Vice President of Academic Affairs or designee.

- b. Travel sponsored by Athletics or a recognized student organization or club must be approved by the VPSA or designee.
- c. Once a Worcester State sponsored or authorized travel plan has been decided, representatives of the sponsoring organization must meet with the professional staff person designated by the VPSA, VPAA, or designee.
- d. As soon as possible after the deadline for submission of price quotations, the appropriate professional staff person (Athletics Director, advisor, coach, faculty member) and student leader (for non-athletic clubs/teams only) shall submit to the VPSA, VPAA, or designee the specifics of the travel program for review and approval. This proposal shall include:
 - i. purpose, dates, and itinerary
 - ii. estimated number of participants
 - iii. number and names of chaperones
 - iv. copies of price quotations and names of selected vendor(s)
 - v. source(s) of funding for the trip
 - vi. financial breakdown of total cost of trip
- e. Worcester State University reserves the right to require, as a condition of any student's participation in any Worcester State-authorized or Worcester State sponsored travel, that the student or their guardian sign a waiver of all claims against Worcester State University and its employees for liabilities that may arise out of such travel. Worcester State University may impose this requirement whenever Worcester State-sponsored or Worcester State-authorized travel occurs outside or inside the Commonwealth of Massachusetts.
- f. Worcester State University shall require the student organization's, club's, or team's advisor(s), coach(es), or professional staff person(s) to chaperone any trip which, in the judgment of Worcester State, requires the presence of a professional staff member. Their duties will be to assist in securing the services contracted and assist the members of the student organization and the participants in following the established guidelines for the trip.
- g. Written contracts will be required with all vendors. The agreements shall contain specific information to include: exact overall costs, hotel costs, transportation costs, departure and return dates, times and locations, number of spaces provided,

name of hotel(s) and public transportation carrier(s), clear statement of refund policy, payment deadlines if applicable, the availability of complimentary spaces, and a clear statement delineating routine or special expenses not included in the price of the trip. A copy of all contracts must be on file in the office of either the VPSA, VPAA, or designee.

- h. Individuals may forfeit deposits in the event they cancel out of the event and cannot find a replacement. All cancellation, refund, and deposit policies must be clearly stated in the contract. A copy of these policies, which will vary from trip to trip, must be given to each participant prior to his/her initial deposit and the participant must read and sign a copy of the cancellation, refund, and deposit policy.
- i. All trips will be offered either to students only (or students and a guest only) first. For example, a Spring Break trip to Florida would be offered “to students only” first, while a Senior Class trip to NYC may be offered to “Seniors and a guest only” first. A trip offered “to students only” first shall have a specified time period announced for students to reserve spaces. Thereafter, additional available spaces may be filled by a student adding a guest to the list and paying the appropriate deposit.
- j. Participants in any Worcester State-sponsored or Worcester State authorized travel are expected to behave responsibly. Students who violate standards of conduct set forth in this or any other Worcester State policy will be subject to the procedures and sanctions of the student judicial code. All participants in such travel are personally responsible for any injury or damage they cause to other persons or their property. Worcester State and its agents assume no liability for any such damage or injury. All participants are personally liable for any costs, however incurred, that are not included in the travel package as advertised.
- k. The travel agency or tour operator will be required to carry adequate liability insurance and/or show proof of adequate liability coverage by carriers.
- l. It is the responsibility of the students to be aware of and adhere to departure times. Participants who miss travel connections are personally liable for any costs incurred in securing substitute transportation.

- m. Worcester State assumes no liability for a student choosing to ride in a private vehicle to or from the trip's destination. Participants who travel in private vehicles do so at their own risk.
- n. A student organization may subsidize a trip's cost. Any complimentary trips will be decided by the organization's officers and advisor(s). Attendance at an educational program or conference related to the organization's purpose can be subsidized up to one hundred percent (100%).
- o. NEITHER WORCESTER STATE UNIVERSITY NOR ANY STUDENT ORGANIZATION ASSUMES ANY FINANCIAL OR OTHER RESPONSIBILITY FOR ITS OR ANY OTHER PERSON'S FAILURE TO PROVIDE, IN WHOLE OR IN PART, ANY SERVICE OR PRODUCT IN CONNECTION WITH ANY WORCESTER STATE-SPONSORED OR WORCESTER STATE-AUTHORIZED TRIP. NOR DOES WORCESTER STATE UNIVERSITY OR ANY STUDENT ORGANIZATION ASSUME ANY FINANCIAL OR OTHER RESPONSIBILITY FOR THE QUALITY OF ANY SUCH SERVICE OR PRODUCT THAT IT OR ANY OTHER PERSON DOES PROVIDE IN CONNECTION WITH ANY SUCH TRIP. In the case of every trip, such are the responsibilities of the travel agency, tour operator, and other vendors of services and products. Worcester State may, in any particular case, but at its sole discretion, take such steps as it deems appropriate to secure such vendor's fulfillment of any obligations undertaken in connection with a trip to secure refunds from vendors with respect to services or products not provided or not properly provided, but Worcester State University assumes no obligation to take such steps and no liability in consequences of its doing so. WORCESTER STATE UNIVERSITY ASSUMES NO OBLIGATION TO MAKE REFUNDS TO STUDENTS IN THE EVENT A TRIP IS CANCELLED, POSTPONED, OR ALTERED.

International Travel Requirements

1. Passport must be valid for at least 6 months after return date.
2. Check to see if a visa is required to enter the country or countries to which travel is planned. International students or students in other visa status must check with Worcester State's International Student Advisor.
3. Check with your health insurance provider to ensure you will be covered overseas. Consider an additional insurance plan which covers medical evacuation and repatriation. Information is available at the International Programs Office.
4. Travel to countries that the US Department of State has issued travel warnings for will not be approved by Worcester State. Check with International Programs for the latest warnings.
5. Make sure that all documents are prepared for travel and you have copies of them at home with a relative or other responsible person. Include passport and visa information, credit card number(s), and insurance information.

Worcester State University does impose certain requirements and controls in connection with travel that it formally authorizes or sponsors. While Worcester State reserves the right to impose special requirements in any individual case, the general rules that are of application to such travel are set forth in these Student Travel Guidelines.

Tailgating Policy

As part of an ongoing effort to promote a healthier and safer campus environment, Worcester State has implemented the following policy regarding tailgating activities at football games. Beginning in the fall the following guidelines regarding tailgating will be in force.

- The tailgating (setting up grills and tables, etc.) will be located in Lot O ,(side of Wellness Center) and will be in the area across from the Science & Tech loading dock.
- Tailgating will be allowed two hours prior to game time.
- No alcohol will be allowed at any time. Any person with alcohol will be asked to dispose of it. The second time the person will be asked to leave the premises.
- At game time, the tailgating area will be shut down and cleared by University Police and all individuals will be asked to enter the stadium or required to exit the premises.
- Those who refuse to vacate the area will be viewed as trespassers and will be subject to police action.
- No individual will be permitted to exit the stadium and linger in the tailgate area, including returning to the area during half time.
- Additionally tailgating will be allowed for players and/or their families after the game for 90 minutes. After the ninety minutes have expired the area will be cleared.
- No Charcoal Grills permitted

Our aim in these policy is to allow for families of players and students at Worcester State to enjoy the football atmosphere without the use of alcohol.

This policy is subject to change for Homecoming events. Please refer to the annual campus-wide email notification for details regarding the Homecoming Tailgate Policy.

Tobacco Free Campus Policy

Background: In 1997, the Massachusetts Legislature passed a law prohibiting smoking in State buildings. Mass. Gen. Laws Chapter 270, section 22. Specifically, this law prohibits smoking in (1) the State House; (2) any building owned by the Commonwealth; and (3) any space occupied by a state agency or department of the Commonwealth but located in a building not owned by the Commonwealth. This law also prohibits smoking on public transportation and in all state vehicles.

Smoking in the Workplace: Pursuant to Mass. Gen. Laws Chapter 71 section 37H, smoking is prohibited in all public-school buildings and grounds. All public-school employees, students, and visitors are restricted from using any tobacco product, including smoking or chewing, within school buildings, the school facilities, or on school buses. Worcester State University accepts this law as binding upon its students and employees, as well as visitors to our school and buildings.

Policy

1. Smoking and/or the use of tobacco products, including any nicotine delivery system, will not be permitted in or on University property, University- leased property, including buildings, residence halls, grounds, community garden, athletic fields, walkways, parking lots, and bus stops; all other property (enclosed or outdoors) owned, leased or operated by the University. The sale of any tobacco products, including smokeless tobacco, and nicotine delivery systems is prohibited on any property owned or leased by the University.
2. Smoking and/or the use of tobacco products in the University owned or leased vehicles is prohibited. Smoking and/or the use of tobacco products is also prohibited in personal vehicles when those vehicles are on University property.
3. Compliance with this policy is mandatory for all employees, faculty, staff, students, and visitors of the University.
4. Any employee who repeatedly violates this policy may be subject to disciplinary action.
5. Any student who repeatedly violates this policy will be referred to the University's Office of Community Standards for disciplinary action.

6. The University will not tolerate retaliation against any person who takes any action in furtherance of the enforcement of this policy or who exercises any right conferred by this policy.
7. The University expects that all members of the campus community will respect the intent of this Policy and will comply with it voluntarily; however, it is the responsibility of anyone observing or affected by a violation of the policy to remind the user of the policy. If such a reminder is not effective, the individual should report the violation to University Police. If the alleged violator is an employee or a student, the violator may be subject to disciplinary action.
8. Worcester State University asks our students, employees, faculty, and staff to help maintain a positive relationship with our neighbors. Smoking off campus does not give any smoker the right to litter on private or public property.

Weapons and Hazardous Materials Policy

The possession or concealment of any type of firearm or other dangerous weapon, including but not limited to replica weapons, stiletto, dagger, dirk knife, any knife having a double-edged blade or a switch blade, or any knife having an automatic spring release device by which the blade is released from the handle, having a blade of other two and one-half inches, or a sling shot, knuckles, blackjack, metallic buckles or any item which could be used as a weapon, is strictly prohibited on Worcester State premises or off campus where Worcester State jurisdiction applies.

The use or possession of pepper spray and/or other dangerous propellants or apparatus capable of launching projectiles is prohibited.

The use or storage of fireworks or other explosives and hazardous chemicals except under controlled circumstances in a supervised classroom or laboratory setting is strictly prohibited.

In addition, no paintball guns are allowed on Worcester State property, including the Residence Halls.

Violators of the above will be subject to immediate legal and/or Worcester State disciplinary action.



WORCESTER

S T A T E

UNIVERSITY

STUDENT CODE OF CONDUCT
AND THE
CONDUCT SYSTEM



PUBLISHED BY THE DIVISION OF STUDENT AFFAIRS

WORCESTER STATE UNIVERSITY

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PURPOSE

This booklet contains the complete text of the *Student Code of Conduct and Conduct System*. The publication is designed to serve as a resource and guide for the Worcester State University community. The Code of Conduct and Conduct System section provides a reference for conduct and appellate board members as well as students going through the conduct process.

The complete text of the *Academic Honesty Policy* can be found in the Worcester State University Catalog and online at **www.worcester.edu/catalog**. Other Worcester State University policies and the full text of the Student Handbook can also be found online at **www.worcester.edu/handbook**.

WORCESTER STATE UNIVERSITY
STUDENT CODE OF CONDUCT
AND
THE CONDUCT SYSTEM
INTRODUCTION

Worcester State University seeks to promote the peaceful and productive pursuit of the intellectual and social development of its *students*, and to ensure the safety and welfare of all *members of the Worcester State University community*. To help accomplish these fundamental ends, it is essential for students and others to cooperate when dealing with *Worcester State University* representatives in any matter and to understand both the rights and the obligations they have as members of this community. This “Student Code of Conduct and Conduct System” will enumerate and explain some of those rights and obligations, but the underlying rationale for any such code is the recognition that, as students and employees of Worcester State University, we comprise a community that, like all communities, calls on its members to conduct themselves with proper regard for the rights of others and for the mission and goals of the institution. All members of the Worcester State University community share the responsibility for maintaining an environment in which all actions are guided by care, concern, respect, integrity, and reason.

The functioning of Worcester State University as an intellectual community depends, in the first instance, on establishing a set of rights that all members of the community can be confident will be guaranteed and preserved by the institution. In addition to the basic rights granted by the United States and the Commonwealth of Massachusetts, members of the Worcester State University community share some other rights crucial for the conduct of free inquiry that is central to Worcester State University’s mission. These include the right to reasonable use of Worcester State University facilities, the right to privacy with respect to one’s personal effects and academic records, the right to organize a democratic student government, and the right to establish a responsible Worcester State University-recognized press that will be free of censorship. It is understood that any such rights that any student has are equally possessed by all students (without regard to race, color, gender, sexual orientation, gender identity, gender expression, religion, national origin, age, disability, genetic information, marital or parental status, pregnancy, or veteran status). Further, the exercise of any

of these rights must not interfere with a similar freedom for any other member of Worcester State University.

The Student Code of Conduct that follows outlines the policies and procedures that Worcester State University will follow when the rights and responsibilities that we acquire as members of the Worcester State University community are violated. The details of the policies and procedures to follow are included to ensure that both the charged student and, where applicable, the impacted party are treated fairly. But those details should not obscure the fundamental point: we are a community and, as such, we provide a set of fair and explicit rules to govern our behavior.

JURISDICTION OF **WORCESTER STATE UNIVERSITY**

Worcester State University *shall* have jurisdiction over conduct that adversely affects the Worcester State University community and/or the pursuit of its objectives, wherever the conduct occurs.

If the conduct occurs off-campus Worcester State University shall have jurisdiction when any one or more of the following apply:

- a. The offense occurred at a Worcester State University-Sponsored or sanctioned event.
- b. The charged student used their status as a member of the Worcester State University community to assist in the commission of the offense.
- c. The offense has a detrimental effect on the reputation of Worcester State University.
- d. The impacted party of such offense is a member of the Worcester State University community.

VIOLATION OF LAW AND WORCESTER STATE UNIVERSITY DISCIPLINE

Worcester State University disciplinary proceedings *may* be initiated against a student charged with violation of a law that is also a violation of this Student Code of Conduct, for example, if both violations result from the same factual situation, without regard to whether civil litigation in court or criminal proceedings are pending. Conduct processes under this Student Code of Conduct may be carried out prior to, simultaneously with, or following civil or criminal proceedings off-campus.

CONDUCT – RULES AND REGULATIONS

Any student found to have committed the following misconduct is subject to the disciplinary sanctions outlined in the Conduct Procedures. Please note that this list is not all-inclusive.

GENERAL CONDUCT

1. Conduct that has a detrimental effect on the reputation of Worcester State University.
2. Conduct unbecoming of a member of the WSU Community, including but not limited to:
 - a. Conduct that is lewd
 - b. Conduct that is indecent such as stripping, public urination, public defecation, and/or streaking
 - c. Conduct that is Disorderly
 - d. Conduct that Disturbs the Peace
 - e. Aiding, abetting, or procuring another person to disturb the peace or be disorderly
3. Acts of dishonesty, including but not limited to the following:
 - a. Cheating, plagiarism, or other forms of academic dishonesty. (See Academic Honesty policy)
 - b. Furnishing false information to any recognized Worcester State University official or office.
 - c. Forgery, alteration or misuse of any Worcester State University document, record, one card, keys or instrument of identification.
 - d. Tampering with the process of any recognized Worcester State University student organization including but not limited to elections, time sheets, budgets, etc.

CONDUCT - HEALTH AND SAFETY

1. Conduct that threatens or endangers the health or safety of any person including but not limited to:
 - a. physical abuse: physical fighting and/or any unauthorized mutual physical contact of any nature including but not limited to pushing, shoving, wrestling, punching, and hitting.
 - b. verbal abuse: harsh and insulting language directed at a person.
 - c. threats/threatening behavior: expressing or suggesting an intention to inflict harm, injury, or danger to self or others.
 - d. intimidation: inducing fear or a sense of inferiority into another.
 - e. harassment: to create an unpleasant or hostile situation by uninvited and unwelcome verbal, physical, or digital conduct.
 - f. coercion: to compel another to an act or choice, to achieve or restrain by force or threat.
 - g. retaliation: intentional (direct or indirect) act that causes harm in response to a perceived or actual harm. Including retaliation toward reporting parties or others involved in the conduct process.

2. Use, possession or distribution of narcotic or controlled substances is prohibited, except permitted by federal/state/ and local law. Possession of any item considered paraphernalia for the purpose of administering or consuming illegal or unauthorized substances is prohibited. Being in the presence of illegal drugs, drug paraphernalia, or under the influence is also prohibited.

3. Consumption, possession, distribution, or evidence thereof, of alcoholic beverages, except as expressly permitted by the law and Worcester State University regulations. Being in the presence of alcohol, possession of empty containers and public intoxication are also prohibited.

4. Possession of firearms and/or explosives, other weapons, dangerous chemicals, paintball guns or other devices capable of launching projectiles on Worcester State University premises or off-campus where Worcester State University jurisdiction applies. For more information see also the Weapons and Hazardous Materials Policy within the Student Handbook.

INFRASTRUCTURE

1. Tampering with equipment intended for emergency or assistance notification and/or response that results in a false alarm or interferes with the operation of equipment in the event of an emergency.
2. Tampering with any mechanical, plumbing, or electrical infrastructure.
3. Damage and/or Vandalism to Worcester State University property or property of a Worcester State University community member or other public property.

CAMPUS DISRUPTION

1. Disruption or obstruction of teaching, research, administration, disciplinary proceedings, or other Worcester State University sponsored activities, including its public- service functions on or off-campus, or other authorized non-Worcester State University activities when the act occurs on Worcester State University premises.
2. Participation in a campus demonstration that significantly disrupts the normal operations of Worcester State University by infringing on the rights of other members of the Worcester State University community.
3. Illegal or unauthorized occupation of an office, building or University premises.
4. Create an intimidating, hostile or demeaning environment for education, Worcester State University-related work, activities on premises or off-campus where Worcester State University jurisdiction applies.
5. Behavior that is disruptive in nature to the Worcester State University community.

THEFT

1. Attempted or actual theft of Worcester State University property, property of a Worcester State University community member, or other property.

ABUSE

1. Hazing, defined as an act which endangers the mental or physical health or safety of a student, or which destroys or removes public or private property, for the purpose of initiation, admission into, affiliation with, or as a condition for continued membership in a group or organization. For more detail, see the Hazing Policy within the Student Handbook.

2. Bullying/Cyberbullying, defined as the severe or repeated use by one or more students of a written, verbal or electronic expression, or a physical act or gesture, or any combination thereof, directed at another student or a member of the Worcester State University community that has the effect of:
 - Causing physical or emotional harm to the other student or damage to the other student's property.
 - Placing the other student in reasonable fear of harm to themselves or of damage to their property.
 - Creating a hostile environment for others.
 - Infringing on the rights of others.
 - Materially and substantially disrupting the education process or the orderly operation of Worcester State University.
 - Bullying through the use of technology or any electronic means (cyberbullying).

COMPLIANCE

1. Failure to comply, which includes, but is not limited to the following: a failure to cooperate with and/or a failure to adhere to the directions of recognized Worcester State University officials or law enforcement officers acting in performance of their duties and/or failure to identify oneself to these persons when requested to do so.

2. Failure to comply with state, local and university health directives

3. Interference with the processes of the Conduct System, including, but not limited to:
 - a. Falsification, distortion, or misrepresentation of information before a Administrative Hearing Officer/ Conduct Board/ Appellate Board.
 - b. Disruption or interference with the orderly conduct of a conduct proceeding.

- c. Creating a false report or institution of a conduct proceeding knowingly without cause.
 - d. Attempting to discourage an individual's proper participation in, or use of, the conduct system.
 - e. Attempting to influence the impartiality of an Administrative Hearing Officer or a member of a Conduct Board/ Appellate Board prior to, and/or during the course of, the conduct proceeding.
 - f. Harassment (verbal or Physical) and/or intimidation of an Administrative Hearing Officer or a member of a Conduct Board/ Appellate Board or a witness prior to, during, and/or after a conduct proceeding.
 - g. Failure to comply with the sanction(s) imposed under the Student Code/Conduct System.
 - h. Influencing or attempting to influence another person to commit an abuse of the conduct system.
4. False reporting of an emergency. The false reporting of a bomb, or other emergency, falsely activating a fire alarm or otherwise causing an emergency response.

MOTOR VEHICLE

1. Motor Vehicle Violations:
 - a. Failure to operate a motor vehicle in a safe and reasonable manner
 - b. Failure to abide by posted traffic regulations or campus parking and motor vehicle regulations.
 - c. speeding
 - d. non-compliance with traffic signs, signals and/or parking lot/roadway markings.

ONE CARDS

1. Unauthorized possession of and/or duplication of keys or OneCard to any Worcester State University premises, or unauthorized entry to or use of Worcester State University premises.
2. Misuse of OneCard which includes, but not limited to: possession of another person's OneCard and/or giving out your OneCard to another person.

FIRE

1. Unauthorized Open air fires are prohibited anywhere on Worcester State University premises or at Worcester State University-sponsored or supervised activities, with the exception of Chandler Village barbecues (charcoal only), or with expressed written permission from the Vice President of Student Affairs or designee.

UNIVERSITY POLICIES

The rules and regulations of this student code are supplemented by the following Worcester State University policies, which were established by each division of Worcester State University within its area of authority with the approval of the President and, where appropriate, the Board of Trustees: (see appropriate complementary sections online at www.worcester.edu/handbook)

- a. Academic Honesty Policy
- b. Alcohol and Drug Policy
- c. Bomb Threat Policy
- d. (Use of) Drone Policy
- e. Equal Opportunity, Nondiscrimination, and Title IX Plan
- f. Excessive and Unreasonable Noise Policy
- g. Gambling and Bookmaking Policy
- h. Guest Policy
- i. Hazing Policy/Chapter 665
- j. Hoverboard Policy
- k. Violation of Information Technology Services policies
www.worcester.edu/information-technology
- l. Leafleting Policy
- m. Mutual Contract of Social Responsibility
- n. Sales and Solicitation Policy
- o. Social Network and Code of Behavior and Caution
- p. Tobacco Free Campus Policy.
- q. Violation of Worcester State Residence Hall Policies.
- r. Weapons and Hazardous Materials Policy
- s. WSU Statement on Community and Free Speech

Alcohol and Marijuana/THC

The following is a chart of **MINIMUM** sanctions for violations of the **Alcohol and Marijuana/THC Policies**. More severe sanctions may be imposed based on the severity of the violation (**including first offense**). Sanctions are determined on a case by case basis.

Level **Levels may be increased with number of violations.**

1 RESIDENT STUDENT	COMMUTER STUDENT
General Probation for one semester (15 weeks)	General Probation for one semester (15 weeks)
Complete an online alcohol or drug education course	Complete an online alcohol or drug education course
Parental/Guardian Notification for student under the age of 21	Parental/Guardian Notification for student under the age of 21

2 RESIDENT STUDENT	COMMUTER STUDENT
General Probation for an additional one semester (15 weeks)	General Probation for an additional one semester (15 weeks)
BASICS one on one educational course	BASICS one on one educational course
Complete five (5) hours of service	Complete five (5) hours of service
Residence Hall Probation for up to one academic year	Residence Hall Probation for up to one academic year
Parental/Guardian Notification for student under the age of 21	Parental/Guardian Notification for student under the age of 21

3 RESIDENT STUDENT	COMMUTER STUDENT
Disciplinary Probation for one semester (15 weeks)	Disciplinary Probation for one semester (15 weeks)
Residence Hall suspension for up to one academic year or residence hall expulsion	Permanent No Trespass Notice for the residence halls
Parental/Guardian notification for student under the age of 21	Parental/Guardian notification for student under the age of 21

4 RESIDENT STUDENT	COMMUTER STUDENT
Suspension from Worcester State University for no less than (1) semester	Suspension from Worcester State University for no less than (1) semester
Disciplinary Probation for no fewer than 15 weeks and no more than 30 weeks upon return from suspension	Disciplinary Probation for no fewer than 15 weeks and no more than 30 weeks upon return from suspension
Parental/Guardian notification for student under the age of 21	Parental/Guardian notification for student under the age of 21

*If students are found in the presence of or in possession of EMPTY containers of alcohol, they may be given a written warning. Please note that subsequent violations for being in the presence of or possession of empty containers of alcohol (including decorative containers) will result in increased sanctions and levels.

Other Drugs (Not Marijuana)

The following is a chart of **MINIMUM** sanctions for violations of the **Drug Policy (Not Marijuana)**. More severe sanctions may be imposed based on the drug class and the severity of the violation (**including first offense**). Sanctions are determined on a case by case basis. Levels may be increased with number of violations.

Level **Levels may be increased with number of violations.**

1 RESIDENT STUDENT	COMMUTER STUDENT
General Probation for two semesters (30 weeks)	General Probation for two semesters (30 weeks)
BASICS one on one educational course	BASICS one on one educational course
Complete five (5) hours of service	Complete five (5) hours of service
Residence Hall Probation for up to one academic year	Residence Hall No Trespass Notice for up to one academic year
Parental/Guardian Notification for student under the age of 21	Parental/Guardian Notification for student under the age of 21

2 RESIDENT STUDENT	COMMUTER STUDENT
Disciplinary Probation for one semester (15 weeks)	Disciplinary Probation for one semester (15 weeks)
Complete ten (10) hours of service	Complete ten (10) hours of service
Residence Hall suspension for one academic year	Permanent No Trespass Notice for the residence halls
Parental/Guardian Notification for student under the age of 21	Parental/Guardian Notification for student under the age of 21

3 RESIDENT STUDENT	COMMUTER STUDENT
Disciplinary Probation for no fewer than 15 weeks and no more than 30 weeks (upon return from suspension if applicable)	Disciplinary Probation for no fewer than 15 weeks and no more than 30 weeks (upon return from suspension if applicable)
Residence Hall Expulsion and/or suspension from Worcester State University	May be suspended from Worcester State University
Parental/Guardian notification for student under the age of 21	Parental/Guardian notification for student under the age of 21
Referral to Worcester State's Student Intervention Team	Referral to Worcester State's Student Intervention Team

4 RESIDENT STUDENT	COMMUTER STUDENT
Suspension from Worcester State University for no less than one semester	Suspension from Worcester State University for no less than one semester
Parental/Guardian notification for student under the age of 21	Parental/Guardian notification for student under the age of 21
Disciplinary Probation for no fewer than 15 weeks and no more than 30 weeks (upon return from suspension if applicable)	Disciplinary Probation for no fewer than 15 weeks and no more than 30 weeks (upon return from suspension if applicable)

INAPPROPRIATE BEHAVIORS THAT WILL NOT BE TOLERATED

The following partial list of inappropriate behaviors depicts those behaviors, which may lead to a student's suspension or dismissal from Worcester State University whenever a determination of responsibility has been made. While not an exhaustive listing, students should use this list as a general reference. Immediate interim suspension pending a hearing/investigation will occur whenever the charged student is deemed a safety threat.

Acts against persons, including, but not limited to:

- Hate Crimes
- Murder
- Physical Assault: unwanted forceful physical contact on/with another person that either intentionally, recklessly or negligently causes injury.
- Violation of the Equal Opportunity, Nondiscrimination, and Title IX Plan

Acts against property, including, but not limited to:

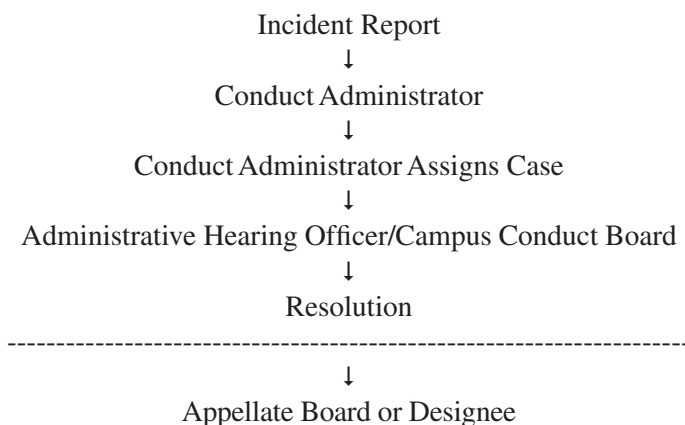
- Arson
- Illegal occupation of a building
- Intentional destruction of property (including electronic property medium)
- Possession or discharge of illegal weapons
- Illegal alcohol or drug distribution

Jeopardizing the safety of self and/or lives of others, including, but not limited to:

- Creating or false reporting of bombs
- Hazing
- Inciting a riot
- Resisting Arrest
- Intentionally tampering with fire safety equipment including pulling a fire alarm
- Driving under the influence of alcohol or drugs
- Driving to Endanger
- Level 4 offense of the alcohol policy or marijuana drug policy
- Level 3 offense of the drug policy (not marijuana)

III. CONDUCT PROCEDURES

The following flow chart demonstrates the due process of the conduct system:



A. Definition of Roles

1. **Conduct Administrator** - The Worcester State University official who coordinates and oversees the implementation of the Student Code of Conduct and the Conduct System.
2. **Administrative Hearing Officer** - Any person authorized by the Vice President of Student Affairs or designee to individually hear a student conduct case, determine whether a student has violated the Student Code of Conduct, and to determine sanctions.
3. **Conduct Board** - At least three persons authorized by the Vice President of Student Affairs or designee to determine whether a student has violated the Student Code of Conduct and to determine sanctions.
4. **Appellate Board** - At least three persons authorized by the Vice President of Student Affairs or designee to consider an appeal of a Hearing Officer or Conduct Board's determination of findings/results and/or sanctions. The Associate Dean of Student Affairs or designee shall serve as chairperson of the Appellate Board.

B. Conduct Authority

1. The Conduct Administrator shall determine which conduct body shall be authorized to hear each case.
2. The Conduct Administrator shall develop and implement procedures for the administration of the conduct policies and the conduct

of hearings that are consistent with provisions of the Student Code of Conduct.

3. Decisions made by a Administrative Hearing Officer/Conduct Board and/or the Conduct Administrator shall be final, pending the normal appeal process.
4. A conduct body may be designated as arbiter of disputes within the student community in cases that do not involve a violation of the Student Code of Conduct. All parties must agree to arbitration and to be bound by the decision with no right of appeal.

C. Initiation, Notification and Hearing Process

1. Any member of the Worcester State University community may report any student for violation of the code of conduct. Reports shall be directed to the Conduct Administrator. Reports should be submitted as soon as possible after the incident takes place, preferably within Thirty (30) days. The Conduct Administrator has the authority to extend this timeframe on a case-by-case basis.
2. The Conduct Administrator will determine if the report has merit and/or if it can be disposed of by mutual consent of the parties involved, on a basis acceptable to the Conduct Administrator. Such disposition shall be final and there shall be no subsequent proceedings. If the case cannot be disposed of by mutual consent, the Conduct Administrator may later serve in the same matter as the Administrative Hearing Officer or a member of the Conduct Board.
3. All charges shall be delivered to the charged student via email to the student's Worcester State University email address. The hearing shall be scheduled not less than two (2) or more than fifteen (15) calendar days after the student has been notified. In the event of an emergency, the Conduct Administrator reserves the right to change the time limit for a hearing.

Students registered with the Student Accessibility Services Office (SAS) should present their accommodation documents to the Conduct Administrator at least 24 hours prior to their hearing if planning to use their accommodation during the hearing.

In the event a hearing must be conducted outside of the academic year or during breaks they will be scheduled at the Conduct Administrator discretion. Hearings are scheduled based on the students' academic schedule only.

4. The Conduct Administrator, may schedule an Administrative Hearing, Conduct Board and if applicable, an Appellate Board
An Administrative Hearing is a hearing conducted by a Hearing Officer appointed by the Vice President of Student Affairs or designee on an annual basis in consultation with the Conduct Administrator.

A Conduct Board is comprised of trained faculty members, administrators and/or students. A full Board consists of three (3) members. In addition to these members, the Board will be chaired by the Conduct Administrator or their designee, who will vote only in the event of a tie.

Prior to any Conduct Board, the Conduct Administrator may hold a pre-hearing meeting with the charged student to discuss the process and go over all rights and responsibilities.

An Appellate Board is comprised of trained faculty members, administrators and/or students. A full Board consists of three (3) members. In addition to these members, the Board will be chaired by the Assistant Dean of Student Affairs or their designee, who will vote only in the event of a tie.

The pool of board members for both the conduct and appellate board(s) will be appointed by the Vice President of Student Affairs or designee on an annual basis in consultation with the Conduct Administrator.

5. Hearings shall be conducted by a conduct body according to the following guidelines:
 - a. The University will provide a prompt, fair, and impartial investigation and resolution of all matters subject to hearing.
 - b. All administrative hearings and conduct hearings will be conducted by officials, including students, who sit on the conduct board, who receive annual training.
All procedural questions are subject to the final decision of the chairperson of the conduct board/appellate board present at the hearing.
 - c. Hearings shall be conducted in private, i.e. not open to the public.

- d. In hearings involving more than one charged student, the chairperson of the conduct board/Administrative Hearing Officer, at their discretion, may permit the hearings concerning each student to be conducted separately. Charged students may request to have their hearing conducted separately.
- e. The complainant and the charged student have the right to have a support person of their choice; however, support persons are not permitted to speak or to participate directly in any hearings before. A support person will not be permitted admission into a hearing if the student they are supporting does not attend the hearing. The complainant and/or the charged student are responsible for presenting their own information.
- f. All parties to the case shall have the right to present witnesses, subject to the right of questioning by all parties present (excluding support persons).
- g. Admission of any person to the hearing shall be at the discretion of the Administrative Hearing Officer or the chairperson of the conduct board/appellate board.
- h. Pertinent documentation, exhibits, questions to witnesses, and written statements may be accepted for consideration by a Administrative Hearing Officer or conduct board/appellate board at the discretion of the chairperson.
- i. After the hearing, the Administrative Hearing Officer/conduct board/appellate board shall determine (by majority vote for board hearings that consist of more than one person) whether the student has violated each alleged Student Code of Conduct policy.
- j. The Administrative Hearing Officer/conduct board/ appellate board's determination shall be made based on the preponderance of the evidence; meaning whether it is more likely than not that the charged student violated the student code of conduct.
- k. Formal rules of process, procedure and/or technical rules of evidence, such as are applied in criminal or civil court, are not used in Worcester State University conduct proceedings.
- l. All parties associated with the case may request to review the report(s) prior to the hearing. This review will take place on campus. The timeframe to review the report(s) is at the discretion of the Conduct Administrator.

6. There may be a written and/or recorded summation or other type of record as determined by the Administrative Hearing Officer/ conduct board/ appellate board and/or Conduct Administrator, of all hearings. The record shall be the property of Worcester State University.
7. A student may not be found to have violated the Student Code of Conduct solely because the student failed to appear at a hearing. In all cases, the materials and information in support of the charges shall be presented and considered, as the hearing will be held in the absence of the student, should they fail to attend.
8. In the absence of a functioning conduct board or appeals board, such as during final exams, when classes are not in session, during the summer, or in the case of off-campus academic programs, disciplinary hearings will be the responsibility of the Conduct Administrator or their designee for all students. Appeals during such time shall be heard by the Vice President of Student Affairs or designee.
9. Charged students have the right to refuse to incriminate themselves. All statements made in the hearings or any information submitted is subject to subpoena.

A. Sanctions

Worcester State University adheres to and upholds a philosophy of progressive discipline. The conduct system and the imposition of sanctions contribute to the teaching of appropriate individual and group behavior and foster the ethical development and personal integrity of students.

In each case in which an Administrative Hearing Officer/conduct board/ appellate board determines that a student has violated the Student Code of Conduct, the sanction(s) shall be determined and imposed. Following the hearing, the charged student(s) shall be informed in writing, of its determination and of the sanction(s) imposed, if any.

1. The following sanctions, included, but not limited to, may be imposed, deferred, or held in abeyance:
 - a. Warning
 - b. Loss of Privileges
 - c. Fines
 - i. Fines must be paid by cash, check or money orders ONLY. No debit or credit cards.

- ii. All cash payments must be received in paper currency format. Coinage will not be accepted.
 - iii. Any concerns related to fines may be directed to the Community Standards Office
- d. Restitution
- e. Discretionary Sanctions, including but not limited to:
- i. Service Hours: work hours served with the WSU Facilities Office.
 - ii. Educational Programs: presentations designed by the student to inform others about the designated topic related to the violated policy.
 - iv. Written Assignments: essay about the designated topic related to the violated policy.
 - v. Bulletin Boards: passive presentation of material designed by the student to inform others about the designated topic related to the violated policy.
 - vi. Apology Letters: a statement written by the student to the affected party to express an apology for the actions of the student related to the violated policy.
- f. Probation
- i. General Probation:* a probationary status imposed for a specified time period, during which time a student is expected to demonstrate a positive change in behavior. In addition, conditions and restrictions appropriate to the violation may be imposed. Further violations during the probationary period will result in additional, more severe disciplinary sanctions
 - ii. Disciplinary Probation:* a restrictive probationary status imposed for a specified time period, during which a student is prohibited from the following:
 1. Representing Worcester State University in intercollegiate (NCAA) varsity athletics and/or Club Sports,,
 2. Holding an elected or appointed student office, including Class Committee, academic governance committees, and executive board positions,
 3. Selecting their room for the following year during the lottery process. The student must wait until process is completed before selecting their space in accordance with the date set forth by Residence Life and Housing.

Additional conditions or restrictions may be imposed. Students found responsible for any further infraction of WSU policies, or who violate the conditions or restrictions of disciplinary probation, are subject to further conduct actions by Worcester State University, which may include suspension or expulsion from Worcester State University.

iii. Residence Hall Probation: formal notice to the student that their behavior is unacceptable in the residence halls and additional policy violations, however minor, may result in further disciplinary action not limited to room relocation or removal from the residence halls. Residence Hall Probation is for a specific time period. During probationary period, the student must demonstrate that they are willing and able to act in accordance with the behavior standards outlined in the Student Code of Conduct, Student Handbook, Residence Life Occupancy Agreement and the Residence Hall Handbook.

iv. Residence Hall Review: a review of the student's status as a member of the residence hall community. The review will be made in conjunction with the Office of Residence Life and Housing.

g. Suspension

i. University Suspension: separation of the student and the University for a defined Period of time, after which the student is eligible to return. Conditions for readmission may be specified. During the time period of the suspension, the student is not permitted on University premises without the expressed written permission of the Vice President of Student Affairs or designee. If a suspended student violates any University policy or any condition of the suspension, the student may be subject to further conduct action by the University.

Upon completion of the student's university suspension, if a student plans to return, a re-entry meeting with the Conduct Administrator or their designee is required prior to a student registering for classes. It is the responsibility of the student to initiate this process, usually one (1) month prior to the semester starting.

ii. Residence Hall Suspension: separation of the student from the residence halls for a defined period of time, after which the student is eligible to return to live in the residence halls. While suspended from the residence halls, the student loses all guest/visitation privileges.

iii. Interim Suspension: In certain circumstances the Vice President of Student Affairs or designee may impose a Worcester State University, residence hall, organizational, or athletic team suspension prior to the hearing. During the interim suspension, students shall be denied access to the residence halls and/or to the campus (including classes) and/or all other Worcester State University activities, athletic team games and practices, or privileges for which the student might otherwise be eligible, as the Vice President of Student Affairs or designee may determine to be appropriate. A student on whom an interim suspension has been imposed will be accorded a hearing as promptly as circumstances permit.

In the event that a student is suspended/expelled from Worcester State University housing or from Worcester State University for any disciplinary infraction(s) no refund of any Worcester State University fees or tuition will be given to the student (to include residential meal plans).

h. Expulsion

i. University Expulsion: permanent separation of the student from Worcester State University. The student is not permitted on Worcester State University premises without the expressed written permission of the Vice President of Student Affairs or designee.

ii. Permanent Residence Hall Separation: permanent separation of the student from the residence halls including permanent removal of all guest/visitation privileges.

i. No Contact Order

A no contact order may be used as a sanction or as an interim measure if needed. A no contact order prohibits a person from having contact—directly, indirectly, electronically, social networking, or through a third party, from another.

1. More than one of the sanctions listed above may be imposed for any single violation.
2. More severe sanctions shall be imposed for repeated violations of the same policy.
3. For serious violations, Worcester State University may impose a severe sanction for the first offense.
4. The conduct history of a student will be considered when determining sanctions for additional violations of Worcester State University policy. Conduct history is established at the time of the first documented policy violation and remains in effect through graduation or permanent separation from Worcester State University.
5. Disciplinary sanctions shall not be made part of the student's permanent academic record, but shall become part of the student's conduct history.
6. A "disciplinary hold" may be placed on a student's academic record. Students with a disciplinary hold may not be permitted to register, request transcripts, receive a diploma, add or drop courses, register for Worcester State University housing, or participate in other Worcester State University activities.
7. Federal and State Notification Regulations:
 - a. As recommended by the Massachusetts Board of Higher Education and permitted by the Family Educational Rights and Privacy Act (FERPA), Worcester State University may notify parents/guardians when students under the age of 21 have been found responsible for violating Worcester State University's Alcohol or Drug policies. (See minimum sanctions under Alcohol and Drug Policies.) In addition, the sanctions of removal from housing, suspension or expulsion from Worcester State University may be accompanied by parental notification.
 - b. The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act requires that the victim of a sexual assault be informed of the first outcome of any campus disciplinary proceeding against the alleged attacker in the matter of the sexual assault. 20 U.S.C. § 1092(f)(8)(B)(iv)(II) (2000). FERPA allows institutions to share the outcome of a disciplinary proceeding with the alleged victim of a "crime of violence." 20 U.S.C. § 1232g(b)(6) (A) (2000). In 1998, FERPA was further amended to allow institutions to release to the public the first results of a campus

disciplinary proceeding alleging a “crime of violence” when the Accused Student is found responsible. Pursuant to Title IX and the Educational Amendments of 1972, 20 U.S.C. § 1681, and the reauthorized Violence Against Women Act 42, U.S.C. § 14045(b) (“VAWA”), the university shall simultaneously notify both the accuser and the accused, in writing, of:

- i. The outcome of the disciplinary proceeding involving sexual harassment, sexual assault, sexual violence, dating violence, domestic violence and/or stalking;
- ii. the procedures for the charged and the impacted party to appeal the results;
- iii. any change in the results that occurs prior to the time the results become final; and
- iv. when the results become final.

9. Failure to comply/complete any Office of Community Standards sanction(s)/Student Affairs required prevention education (Educational and Prevention Programs Policy) may result in one, or more, of the following until the original sanction(s)/required prevention education has been completed:

- a. A disciplinary/Student Affairs hold being placed on a student’s account
- b. Imposition of Disciplinary Probation
- c. Imposition of a more severe sanction, if a student is already on Disciplinary Probation

D. Appeals

1. A decision reached by a administrative hearing officer/conduct board may be appealed by the charged student(s) to the Conduct Administrator no later than 5:00 p.m. on the fifth (5) calendar day from the date of the decision letter. Students must complete the appeal form found in the *Student Services* portion of their MyWooState student portal.
2. If a student fails to appear at their original hearing without consent of the Conduct Administrator or designee they may lose their right to appeal.

3. An appeal is not a new hearing but a review of the summation/ record of the initial hearing and supporting documents for one or more of the following purposes:
 - a. To determine whether the original hearing was conducted fairly in light of the charges and evidence presented, and in conformity with prescribed procedures.
 - b. To determine whether the finding of responsible is supported by the weight of the evidence or to consider new evidence, sufficient to alter a decision, or other relevant facts not brought out in the original hearing, because the person appealing did not know such evidence and/or facts at the time of the original hearing.
 - c. To determine whether the sanction(s) imposed were appropriate.

A request for an appeal shall be denied if the Conduct Administrator determines that it does not meet the above criteria.

4. The appellate board reserves the right to change the sanctions which may include a more severe sanction than previously as signed.
 5. Upon completion of the appellate hearing, the appellate board shall promptly notify the charged student of the outcome of the appeal. The decision(s) shall take one of the following forms:
 - a. Appeal Upheld: The charged student's request for appeal has been honored. In the case of an upheld appeal, the new findings/sanctions shall be stated
- or-
- The matter may be remanded to the Conduct Administrator for re-opening of a hearing to allow reconsideration of the original determination and/or sanction(s).
- b. Appeal Denied: The charged student's request for appeal is denied and the findings and/or sanctions stand.
6. In the case of extraordinary circumstances, the Vice President of Student Affairs, or designee, may waive the deadline for filing an appeal. The decision to waive a deadline shall be final.
 7. The decision of any appellate board is final.

No disciplinary sanction shall be imposed while an appeal is pending unless the Conduct Administrator determines that such action would be in the best interests of the charged or other members of the Worcester State University community. An Interim Suspension shall remain in force while an appeal is pending unless the Conduct Administrator directs otherwise.

E. Reopening A Case

1. A case may be reopened after the final decision is made if both of the following conditions are met:
 - a. There is newly available evidence which could not reasonably have been discovered and available at the time of the original hearing.
 - b. The request to reopen is made within the two academic semesters following the date of the original final decision. The Conduct Administrator has the authority to extend this timeframe on a case-by-case basis.

INTERPRETATION AND REVISION

- A. Any question of interpretation regarding the Student Code of Conduct shall be referred to the Conduct Administrator or designee for final determination.
- B. Worcester State University policies may be established or revisions made to existing policies through appropriate procedures. When changes are made, such additions or revisions will be made public.
- C. The Student Code of Conduct shall be reviewed at least every three years under the direction of the Conduct Administrator or designee.
- D. Alcohol and other drug policies and cases shall be reviewed at least every other year to determine effectiveness and consistency of sanction enforcement in order to identify and implement any changes.

GLOSSARY

Administrative Hearing Officer:

Any person authorized by the Vice President of Student Affairs or designee to individually hear a student conduct case, determine whether a student has violated the Student Code of Conduct, and to determine sanctions.

Appellate Board:

At least three persons authorized by the Vice President of Student Affairs or designee to consider an appeal of a administrative hearing office/conduct board's determination of findings/results and/or sanctions. The Associate Dean of Student Affairs or designee shall serve as chairperson of the Appellate Board.

Conduct Administrator:

The Worcester State University official who coordinates and oversees the implementation of the Student Code of Conduct and the Conduct System.

Conduct Board:

At least three persons authorized by the Vice President of Student Affairs or designee to determine whether a student has violated the Student Code of Conduct and to determine sanctions.

Deferred:

When a sanction is postponed to be completed at a predetermined date in the future. Manipulate, humiliate, isolate, frighten, threaten, blame, hurt, injure, or wound someone. Domestic and dating violence can occur in relationships between persons of any gender.

Guest:

Includes but is not limited to, any person(s) a student invites to their room, apartment, building, or to Worcester State University premises; and/or person(s) present and involved in activity within their room, apartment, building, or elsewhere on the Worcester State University premises.

Hate Crime(s):

An incident or incidents of mistreatment because of race, gender, disability, age, marital status, religion, color, national origin, sexual orientation, gender identity, gender expression, veteran status, genetic information, or other personal characteristic(s).

Held in Abeyance:

When a sanction is suspended for a set period of time rather than being imposed immediately. If the student is found responsible for any other policy violation during the prescribed time period, the sanction may be imposed immediately in addition to any other sanctions assigned for the new violation.

Imposed:

When a sanction is assigned to be completed within the time limit delineated in the results letter.

May:

Is used in the permissive sense

Member of the Worcester State University Community:

Includes any person who is either a student or employed/contracted by Worcester State University. The Vice President of Student Affairs and/or Conduct Administrator or designee shall determine a person's status when in question.

MPAA:

Motion Picture Association of America

Organization:

Any fraternity, sorority, association, corporation, order, society, corps, athletic group or team, cooperative, club, service, social or similar group, whose members are or include students, operating at or in conjunction with Worcester State University.

Policy:

The written regulations of Worcester State University as found in, but not limited to, the Student Code of Conduct, Residence Life Handbook, Student Handbook, and Graduate/Undergraduate Catalog.

Recognized Worcester State University Officials:

Faculty, Worcester State University staff and students who are employed by Worcester State University and acting on behalf of Worcester State University.

RIAA:

Recording Industry Association of America.

Shall:

Is used in the imperative sense

Student: “Student” includes an individual who has paid an acceptance fee, registered for classes, or otherwise entered into a contractual relationship with the university to take instruction.

Support Person:

An individual selected by a student participating in the conduct system to accompany the student to hearings to provide support for the student.

Volunteer:

Individuals who participate in athletic or academic experiences and for extracurricular activities during periods in they are not registered for academic credit do so on a volunteer basis. If individuals are involved in activities that are not related to course in which they enrolled, they are considered volunteers.

Worcester State University Premises:

Includes all land, buildings, facilities, and other property in the possession of, owned, used, rented/leased, or controlled by Worcester State University including adjacent streets and sidewalks.