ELIZABETH CITY STATE UNIVERSITY
Student Code of Conduct

The policies and procedures, herein described, govern the conduct of students of Elizabeth City State University (ECSU). Upon acceptance of admission to ECSU, each student agrees to abide by the policies of the University, as well as with the federal, state and local laws, and to conduct him/herself in a manner consistent with its educational mission. It is the responsibility of each student to be familiar with the University policies and procedures.

The Student Code of Conduct applies to all students, student organizations, and student groups regardless of whether or not the alleged behavior occurred on or off campus or whether the conduct was in direct relation to the university. Further, the Student Code of Conduct may also be applied to behavior conducted online, via e-mail, or through other electronic mediums. ECSU may take action if such information is discovered or brought to the attention of University officials. This includes conduct in connection with, but is not limited to:

a. Work related to co-curricular educational activities and experiences, such as class projects, field trips, work-study, study abroad, community service, or internships – not including academic dishonesty;

b. Activities sponsored, conducted, or authorized by ECSU or its student organizations;

c. Activities that cause or threaten harm to the health, safety, well-being, or property of ECSU or any member of the ECSU community;

d. Activities that unreasonably disturb the peace and privacy of a student’s neighbors when living in off-campus housing;

e. Any conduct by a student that occurs during or outside of the academic term, even if the student subsequently graduates, withdraws, takes leave, or is otherwise absent from ECSU, and/or if the University does not learn of such conduct until after the student graduates, withdraws, takes leave, or is otherwise absent;

f. The Student Code of Conduct applies to participants on overseas and off-campus programs, who are expected to act in accordance with University rules and regulations but assume added responsibility to the group and to the laws and customs of the host country or local jurisdictions.

NOTE: Student Conduct charges and associated process is independent and separate from local, state, or federal legal system. Student Conduct charges and associated process will proceed regardless of the status or outcome of a student’s local, state, or federal legal status.
A. RIGHTS AND RESPONSIBILITIES

The University embraces and strives to uphold the freedoms of expression and speech guaranteed by the First Amendment of the United States Constitution and the North Carolina State Constitution. The university has the right under appropriate circumstances to regulate the time, place, and manner of exercising these and other constitutionally protected rights. Students are guaranteed the following elements of fundamental fairness throughout the Conduct Process:

1. to be provided a fundamentally fair process;
2. to be presumed not responsible for a violation of the Code until determined otherwise;
3. to be given written notice of any allegation(s) or formal charge(s) of prohibited conduct;
4. the right to have a reasonable amount of time to prepare for a hearing;
5. to review the information that will be presented in any resolution, provided that the information may be given to the student in a redacted format;
6. to present relevant information on their behalf;
7. to be represented by an Attorney or Non-Attorney Advocate throughout the entire Student Conduct Process, provided written Notice of Representation, a signed FERPA authorization, and Certification forms;
8. to have sanction(s) imposed on the basis of the guidelines set forth in the Code;
9. to be informed of the final decision and results of a disciplinary proceeding;
10. to know the identity of individuals speaking or providing written information for consideration at any hearing;
11. to confront, in some manner, the allegations and information presented relevant to the formal charge(s) against them, which in all cases will be brought forward by the University;
12. to request a delay of the hearing for academic or extenuating circumstances;
13. to admit responsibility for any or all of the charges against them;
14. to request that a member of a Board be excluded from the hearing on the basis of a conflict of interest or bias;
15. to not speak or answer any question(s), if such testimony or answers would tend to establish against them a violation of the Code. When a student refuses to speak, therefore avoiding questioning, they relinquish the right to make a written or verbal statement at the end of the findings stage the hearing;
16. to pose reasonable questions to any witness appearing at a hearing in a manner determined by the Chair; except the alleged victim of alleged sexual violence;
17. to appeal any decision of a Hearing Panel, pursuant to Section 11 of the Code;
18. to have supervised access to a recording of the hearing proceedings; and
19. to have any disciplinary records kept confidential, unless an exception is allowed or required by law or regulation.

B. STUDENT CONDUCT DISCIPLINARY PROCESS

Disciplinary Process Purpose

When a student engages in behavior that may violate the Student Code of Conduct, the processes set forth in this section shall be followed. The Office of the Dean of Students shall delegate primary responsibility over the judicial process for resolution of student conduct issues.

The disciplinary procedures at ECSU are designed to address violations of disciplinary or conduct rules in a manner that prioritizes student development and education. While disciplinary procedures may result in the imposition of sanction in appropriate cases, the primary objectives of these disciplinary procedures are to uphold honor, integrity, and personal responsibility and to promote student learning, safety, health, and wellbeing.

At educational institutions, disciplinary proceedings do not follow the same procedures used in courtrooms. The university shall have the burden of proof responsibility by a preponderance of evidence. Preponderance of evidence shall be interpreted as a person being held responsible based upon information/evidence (that information/evidence which is more likely than not) presented from which any reasonable person would conclude that a violation of the Student Code of Conduct occurred. Disciplinary Procedures are not subject to the Federal Rules of Evidence or the Rules of Civil Procedure. As a result, information that might be deemed "hearsay" or is otherwise inadmissible during formal legal proceedings might be considered by the hearing administrator or the Student Conduct Board.

Initiation of the Disciplinary Process

1. Filing Complaints

1.1 Any member of the University community may file a written complaint with the Office of the Dean of Students against a student, student organization, or student athletic team for an alleged violation of the Student Code of Conduct policy. The report must include factual information supporting the allegation(s).

1.2 Complaints shall be submitted as soon as possible after the incident takes
place, preferably within thirty (30) days of the discovery of the violation.

1.3 Upon receipt of a complaint, the Office of the Dean of Students will conduct a preliminary investigation of the allegation(s) included in the report. In the absence of sufficient substantive evidence, a complaint will be dismissed.

2. Presumption of Innocence

2.1 Any student, student organization, or student athletic team charged with an alleged violation of the Student Code of Conduct shall be presumed innocent until proven responsible by a preponderance of evidence.

3. Notification of Misconduct Allegation(s)

3.1 Allegations of misconduct will be presented to Respondent by means of a written notice of referral from the University Police or in other cases by electronic notification to the student’s ECSU email directing the student to appear at a specified time and place for a Student Conduct Conference to discuss the allegation(s).

3.2 If an accused student fails to respond to the notification letter or attend the student conduct conference, the process will continue without the student’s input. A determination of responsible or not responsible will be made based upon available information. The student will be notified in writing.

4. Student Conduct Conference

4.1 The Student Conduct Conference shall be held within five (5) days of the notification.

4.2 The Student Conduct Conference shall be held with a conduct officer from the Office of Dean of Students or designee.

4.3 At the Student Conduct Conference, the Respondent will be:
   a. Afforded the opportunity to review his or her rights and responsibilities.
   b. Notified of the possible charges which may result from the allegation(s).
   c. Given the opportunity to discuss the allegation(s) and provide information.
   d. If the Respondent is formally charged with a conduct violation, the conduct officer will inform the student of his/her options available for resolution and procedures in cases of failure to respond or withdrawal from the University in
5. Options for Resolution of Disciplinary Charge(s)

5.1 Students who have disciplinary charge(s) pending against them may choose one or more of the following means of resolution:
   a. plead responsible for the charge(s), waive a hearing on the charges and accept the sanctions to be levied after an administrative review by the Dean of Students or his/her designee.
   b. plead not responsible to the charge(s) and request a hearing before an administrative hearing officer or the SCB where a determination of responsibility will be made. If the student is held responsible, an appropriate sanction will be determined.
   c. Request that an interim sanction be imposed so that the student may resolve any pending criminal charges prior to proceeding with the campus disciplinary process.

6. Administrative Hearing

6.1 An Administrative Hearing Officer shall become involved when a student who is charged with an alleged violation of the Student Code of Conduct requests a hearing before an administrative officer or when a case is referred by the Dean of Students or his/her designee. During this meeting, a student may accept responsibility for Student Code of Conduct violations and waive his/her right to a hearing before the SCB. A student who fails to attend the meeting with the administrative hearing officer will forfeit his/her right to respond on his/her behalf regarding the alleged violation, unless the student can demonstrate that an extraordinary circumstance prevented his/her appearance as determined by Office of the Dean of Students.

6.2 During the Administrative Hearing, the student will be provided with the following:
   a. an explanation of the charges;
   b. a summary of the information gathered in support of the charges;
   c. a reasonable opportunity for the student to reflect upon and respond on his/her own behalf to the charges; and
   d. an explanation of the applicable disciplinary procedures.

6.3 The Administrative Hearing Officer will determine whether he/she finds the responding party responsible or not for the violation(s) of the Student Code of Conduct.
Conduct and, if so, the appropriate disciplinary sanction(s) to apply. In determining the sanction(s), the administrative hearing officer will consider any aggravating or mitigating factors, including any prior violations of the Student Code of Conduct.

6.4 The student will be notified of the decision in writing within three (3) days of the conclusion of the hearing.

6.5 The written decision will include a statement of the charges, the determination, and the sanction to be imposed, if any. This decision is considered to be in full force and effect, unless the Vice Chancellor of Student Affairs receives a notice of appeal within forty-eight (48) hours after the student is notified in writing of the decision.

6.6 A student who fails to attend his or her scheduled hearing shall have the case adjudicated by the administrative officer in the student's absence. Note: An Advisor without the presence of the student in question cannot fulfill the student's attendance obligation.

7. Student Conduct Board

7.1 The Student Conduct Board (SCB) shall become involved when a student requests a hearing before the SCB. The SCB is a board composed of faculty, staff, and student members. The Dean of Students or his/her designee serves as the advisor to the SCB.

7.2 A quorum shall consist of any three (3) individuals (to include the chair) selected from the pool of members, which includes a minimum of five (5) students, faculty, and staff members from the University:
   a. a minimum of five (5) students recommended by the president of the student body;
   b. a minimum of five (5) faculty members recommended by the Vice Chancellor for Academic Affairs or his/her designee;
   c. a minimum of five (5) administrative staff members recommended by the Vice Chancellor of Student Affairs or his/her designee.

7.3 The chair of the SCB shall be appointed by the Vice Chancellor of Student Affairs or his/her designee and is a non-voting member, except when there is a tie vote.
7.4 The students recommended by the president of the student body for appointment to the SCB are selected through a campus wide application process.

7.5 SCB members will be appointed by September 1st each year. Appointments are for one (1) year SCB members may be reappointed by the Vice Chancellor of Student Affairs or his/her designee.

7.6 Vacancies occurring during the course of the year will be filled by the Vice Chancellor of Student Affairs or his/her designee.

7.7 Members of the SCB become active members only after they have been trained by the Division of Student Affairs.

8. Student Conduct Board Hearing Procedures

8.1 The chair of the SCB will state that the hearing is closed to the public. The chair will also remind everyone present that the hearing proceedings are confidential.

8.2 The chair will facilitate the introductions of those present and will explain the hearing procedures to the parties.

8.3 The chair will state the charge(s) against the Respondent, advise the student of his/her rights and ask the Respondent whether or not he/she agrees or disagrees to the charges.

8.4 The Dean of Students or Designee will present the University's case in the form of documentary evidence and witnesses.

8.5 The SCB will be permitted to question the Dean of Students or Designee and his or her witnesses.

8.6 The Respondent may respond to the charges and may also present evidence in the form of documents and witnesses.

8.7 The SCB will be permitted to question the Respondent and his or her witnesses.
8.8 The Dean of Students or Designee and the Respondent will be permitted to present rebuttal evidence.

8.9 The Dean of Students or Designee will be provided with the opportunity to make a closing statement.

8.10 The Respondent will be provided with the opportunity to make a closing statement.

8.11 The Chair will conclude the evidentiary portion of the hearing and the SCB will deliberate in closed session.

8.12 The decision of the SCB shall be determined by majority vote.

8.13 If the SCB finds the Respondent responsible, Dean of Students or Designee and the Respondent may present evidence and argument regarding the appropriate sanction. Written statements by either party are permissible.

8.14 The SCB will then deliberate and determine an appropriate sanction. All sanctions imposed shall be pursuant to and in accordance with the sanctions outlined in this policy. These deliberations shall be conducted in closed session.

8.15 The SCB shall render a written decision as to the Respondent responsibility and any sanctions determined within three (3) business days of the conclusion of the hearing. The decision shall state the procedures for an appeal.

8.16 Decisions and sanctions rendered by the SCB are considered effective immediately unless the Respondent files a notice of appeal.

8.17 A student who fails to attend his or her scheduled hearing shall have the case adjudicated by the SCB in the student's absence. Note: An Advocate without the presence of the student in question cannot fulfill the student's attendance obligation.

9. Representation During Disciplinary Procedures

9.1 In accordance with North Carolina General Statute §116-40.11[1], students and student organizations at Elizabeth City State University who
have been accused of a violation of disciplinary or conduct rules may be represented by a licensed attorney or a non-attorney advocate during any disciplinary procedure except when the violation:

a. will be heard by a Student Honor Court; or
b. is an allegation of Academic Dishonesty, as defined by ECSU.

9.2 When scheduling disciplinary procedures, ECSU will make reasonable efforts to accommodate a licensed attorney or non-attorney advocate. However, the availability of students or student organization members; witnesses; the designated administrator, panel members, or board members assigned to the matter; and other necessary participants may take priority when determining the date and time for a disciplinary procedure.

9.3 Nothing in this policy shall be construed to create a right to be represented during a disciplinary procedure at public expense.

9.4 A student or student organization may be represented by a licensed attorney or non-attorney advocate provided written Notice of Representation, a signed FERPA authorization, and Certification forms are received as outlined in the letter of notification sent via email to the Responding Party. Note: The Notice of Representation must include the identity of the Advisor and specification of their status, address, telephone number, and email where they may be reached. The FERPA Authorization and Certification forms will be provided in the notification email.

9.5 Licensed attorneys or non-attorney advocates may fully participate in disciplinary procedures only to the extent afforded to the student or student organization they represent. Additionally, licensed attorneys and non-attorney advocates may not delay, disrupt, or otherwise interfere with a disciplinary procedure.

9.6 An attorney or other individual representing ECSU may participate in disciplinary procedures in which a licensed attorney or non-attorney advocate represents a student or a student organization.

10. Appeal of Administrative/Student Conduct Board Determinations

10.1 In the event that a responding student disagrees with a findings of an administrative hearing officer or the SCB, the responding student may request
an appeal to the Vice Chancellor of Student Affairs within forty-eight (48) hours after notification of the decision. The responding student must submit the Request for Appellate Consideration form to the Dean of Students or his/her designee within forty-eight (48) hours for prompt consideration.

10.2 An appeal may be sought on two grounds:
   a. On a claim of error in the hearing procedure;
   b. On a claim of new and significant information that would have affected the outcome of the hearing and that was not known, or could not reasonably been discovered and/or presented at the time of the hearing.

10.3 Following a review of the appeal, the Vice Chancellor of Student Affairs may:
   a. Uphold the original decision;
   b. Modify the original decision and adjust the imposed sanction;
   c. Overturn the original decision and remand for a new hearing

10.4 The responding student will be notified in writing of the decision within five (5) calendar days after receiving the request for appellate consideration. If the Vice Chancellor overturns the original decision and remands the case to a new hearing, that hearing shall be held within five (5) calendar days of such determination and notification shall be given in writing, specifying the hearing date, time, and location. The notification will also include information to the student regarding his/her rights.

11. Prohibited Conduct

The following conduct, committed or attempted, is prohibited for all students and student organizations, and is subject to disciplinary sanctions:

11.1 Academic Misconduct
   All academic related matters, not associated with a student’s classroom behavior, are handled by Academic Affairs. The following are several types of academic related matters that are prohibited by Academic Affairs:

   a. Plagiarism: Using another’s work, in whole or in part, without acknowledging the source, presenting that material as one’s own academic work or in violation of course assignment standards.
   b. Cheating: Any attempt by a student to answer questions on a test, quiz, or assignment by means other than his or her own knowledge, without
authorization from the instructor in an attempt to obtain an unfair academic advantage.
c. Multiple Submissions: Submitting the same academic work for credit more than once unless specifically authorized by the instructor of record.
d. Fabrication or Falsification: Knowingly using and/or presenting invented or fabricated information, falsified research, or other findings.
e. Misrepresentation: Misrepresenting facts in an attempt to gain an academic advantage.
f. Posing as another student, including, attempting to meet a course or graduation requirement.
g. Providing specific information about a recently given test, examination, or assignment to a student who thereby gains an unfair advantage.
h. Providing aid to another person, knowing such aid is expressly prohibited by the faculty member, in the research, preparation, creation, writing, performing, or publication of work to be submitted for academic evaluation.
i. Permitting one's academic work to be represented as the work of another.
j. Sharing or distributing academic materials, including class notes, in violation of the UNC Policy Manual 500.2 – Patent and Copyright Policies.

11.2 Acts of Dishonesty
Making or furnishing false information, to include but is not limited to:

a. Furnishing false information to University officials or law enforcement officers acting within the scope of their job duties.
b. Forgery, alteration, defrauding or misuse of individual and/or University documents or records.
c. Possession, use, and/or attempted use, manufacture, distribution or sale of false identification.
d. Misrepresenting self in or regarding any transaction, whether oral, written or by other means.
e. Transferring, lending, borrowing, or altering University identification.
f. Withholding, with full knowledge, information from the University.

11.3 Alcohol
The illegal and irresponsible use, possession, manufacture, and distribution of alcohol on university policy is prohibited, to include but is not limited to:

a. Possession and/or use of alcohol under the age of 21.
b. Sale and/or distribution of alcohol to an individual under the age of 21.
c. Being intoxicated or overcome by alcohol while in public.
d. Operating a motor vehicle while intoxicated or under the influence of alcohol.
e. Manufacture of any type of alcoholic beverage while living in student housing.

f. Possession and/or use of common source alcohol containers.

g. Hosting a social event with alcohol that involves disruptive behavior, illegal use/possession of alcohol, and/or other violations of university policy.

h. Participation in behaviors/games/devices which are consistent with rapid consumption of alcohol, including, but not limited to, beer funnels/bongs, keg stands, shot-gunning/chugging, flip cup, circle of death, quarters, etc.

11.4 Assault
The act of physical harm or threaten to cause physical harm to another person. This includes, but is not limited to, any unwanted touching or attempted unwanted touching that causes physical injury or pain to another person.

11.5 Disruptive and Disorderly Conduct
Such behavior that disrupts or prevents the peaceful or orderly conduct of classes, lectures, meetings, or other University functions. Conduct that is disorderly, lewd, or indecent, including but is not limited to:

a. Disrupting and/or interfering with university operations including, but not limited to, obstruction of teaching, learning, research, and/or administrative activities that occur on or off campus.

b. Causing, inciting, or participating in any disturbance that presents a clear and present danger to others, causes physical harm to others, or damage and/or destruction of property.

c. Failure to comply with lawful orders of University officials or law enforcement officers acting within the scope of their job duties.

d. An act that deliberately interferes with the freedom of speech of any member or guest of the university community.

11.6 Drugs, Drug Paraphernalia, and Other Controlled Substances
The illegal and irresponsible use, possession, manufacture, and distribution of drugs, drug paraphernalia and other controlled substances on university property is prohibited.

a. Unauthorized possession and/or use of a controlled substance.

b. Sale and/or distribution of a controlled substance.

c. Being intoxicated or overcome by a controlled substance or drug while in public.

d. Operating a motor vehicle while intoxicated or under the influence of a controlled substance.

e. Manufacturing any type of controlled substance or drug.
f. Possession of any drug related paraphernalia, including, but not limited to, devices commonly used for smoking marijuana and other drug devices commonly employed in the use of drugs.

g. Hosting a social event in which controlled substances or drugs are being used.

h. Knowingly being in the presence of others violating the drug policy.

11.7 Electronic Devices
Any unauthorized use of electronic or other devices to make an audio or video record of any person while on university premises without their prior knowledge, or without their effective consent when such a recording is likely to cause injury or distress. This includes, but is not limited to, surreptitiously taking pictures or video of another person in what is considered a private area (i.e. gym, locker room, or restroom).

11.8 Endangering Health and Safety
Any act or conduct that threatens the health and safety, or well-being of one's self or another person; threatening another individual physically, verbally, or by any other means in a manner to make that individual reasonably believe that the threat or threats are likely to be carried out, this includes harassment, intimidation, or coercion.

11.9 Failure to Comply
a. Failure to comply with the official and proper of a clearly identifiable university official or law enforcement officer acting within the scope of their employment.

b. Uncooperative response to faculty members, university officials, or any local, state, and federal law enforcement officer acting within the scope of their employment.

c. Failure to present personal identification when requested to do so by a university official acting within the scope of their employment.

11.10 False Alarm/Misuse of Fire or Safety Equipment
Misusing, tampering with, or disturbing without proper cause any fire prevention and control equipment. This includes, but is not limited to, setting, attempting to set, or assisting in setting a fire, or misusing or damaging fire safety equipment including, but not limited to smoke detectors, fire extinguishers, or hoses. This also includes not evacuating during a fire drill.

11.11 Gambling
Placing a bet or wager on an uncertain outcome for money or other items of value
unless permitted by law. Also includes engaging in activities further defined by North Carolina law.

11.12 Harassment, Bullying, or Intimidation
Repeated, persistent, severe, or pervasive actions directed toward specific individual(s) with the intent or effect to harass, harm, or alarm, including attempted or threatened physical contact, or acts that create the reasonable apprehension of unwanted contact. Such acts may include but are not limited to face-to-face interactions, phone calls, text messages, and/or use of social media.

11.13 Hazing
Any action that recklessly or intentionally endangers the mental, emotional, or physical health and/or safety of a another person in connection with initiation, admission into or affiliation with or as a condition for continued membership in a club, organization, fraternity, sorority, or other group, regardless of the person’s willingness to participate in such activity.
   a. Brutality of a physical nature including, but not limited to, paddling, whipping, beating, branding, forced calisthenics, exposure to the elements.
   b. Coerced consumption including, but not limited to, any food, alcoholic beverage, liquid, drug, or any other substance - especially those that may subject the student to a risk of harm.
   c. Acts intended to cause mental stress including, but not limited to, sleep deprivation, transportation and/or abandonment, confinement to a small space, forced exclusion from social contact, forced contact which could reasonably result in embarrassment, any forced activity that is designed to shame and/or humiliate, or any act of harassment.
   d. Coerced activities including, but not limited to, violation of local/state/federal laws, violation of university policies/rules/regulations, and personal servitude.

NOTE: It is illegal to haze, or be hazed, pre and post the timeline of a regulated and sanctioned new member process. In other words, it is illegal to pre-pledge/haze and it is illegal to post-pledge/haze.

11.14 Misuse of the Student Conduct System
   a. Falsification, distortion, or misrepresentation of information during the Student Conduct Process, including filing a false complaint against another person.
   b. Hindering or interfering with the Student Conduct Process, including, failing to abide by the notice from a University official to appear for a
11.15 Offensive or Disruptive Speech/Conduct
Engaging in objectively offensive or disruptive speech or conduct directed toward a member of or visitor to the university community if such language or conduct is obscene or so severe and pervasive as to constitute legally prohibited harassment in that it effectively prevents an individual from obtaining an education or creates an objectively hostile educational work environment.

11.16 Sexual Misconduct
The University prohibits Sexual Assault, Sexual Exploitation, Intimate Partner Violence, Stalking, Sexual or Gender-Based Harassment, Complicity in the commission of any act prohibited by this policy, and Retaliation against a person for the good faith reporting of any of these forms of conduct or participation in any investigation or proceeding under this policy (collectively, “Prohibited Conduct”). The Policy on Sexual and Gender Based Harassment and Other Forms of Inter-Personal Violence can be found in policy 900.4.1.5.

11.17 Theft
Stealing or attempting to steal, aiding or abetting, receiving stolen property, selling stolen property, or embezzling the property of another person or the University.

11.18 Unauthorized Entry/Trespassing
Entering or accessing or attempting to enter or access University premises or property of another without permission, including but is not limited to roofs, storage facilities, crawl spaces, mechanical rooms, and buildings or student property (i.e. automobiles, lockers, residences) or unauthorized possession, duplication, loan, or use of keys to any University premise or property.

11.19 Vandalism and Damage to Property
Vandalism, malicious destruction, damage, misuse or abuse of public or private property, including library materials and computer programs and equipment.

11.20 Violation of Local, State, and/or Federal Law
Conduct that would constitute a violation of any local, state, and/or federal law.
11.21 Violation of University Policies, Regulations, and/or Rules
Conduct that would constitute a violation of any written policies, regulations or rules of the University.

11.22 Weapons, Explosives, and Dangerous Chemicals
Possession, use, manufacture, and distribution of weapons, explosives, and dangerous chemicals is prohibited on university property.
   a. Possession, storage, or use of weapons including, but not limited to, firearms, compressed-air guns, stun guns, pellet BB guns, etc. on university owned or affiliated property except as expressly permitted by law.
   b. Possession, storage or use of dangerous materials including but not limited to fireworks, explosives or chemicals which are corrosive or explosive on university owned or affiliated property except as expressly permitted by law.
   c. Any object not mentioned above used to intimidate, threaten, harm, and/or provide force can be considered a weapon under this provision.

12. Sanctions
A conduct sanction is an educational tool designed to address violations of Prohibited Conduct.

Upon any final finding of responsibility of a Student Code of Conduct violation, one or more sanctions may be imposed for each violation. Failure to complete any assigned sanction is a separate violation of the Student Code of Conduct. Sanctions relate to the nature and context of the policy violation as well as the developmental needs of the student found responsible. Progressive sanctions are necessary when a student is found responsible for repeated or similar violation of misconduct.

The following sanctions are not recorded on a student’s transcript. These sanctions are not reported to external agencies as a University disciplinary action, unless required by law:

12.1 Disciplinary Warning
An official reprimand that is formally communicated by a letter to the student, group, organization - its advisers and members, giving notice and warning that any subsequent Student Code of Conduct violation will carry more serious sanctions.
12.2 Disciplinary Probation
Permits continuation of the relationship between the responding student and the University; a specified period of time, a minimum of one semester, requiring the respondent to avoid a recurrence of any conduct that violates the Student Code of Conduct and/or any University policy that may result in additional University sanctions including but not limited to suspension or expulsion. Probation is a status in which the Responding student is deemed not to be in good conduct standing with the University for a defined period of time.

NOTE: The sanction of probation may prohibit graduation until the period of probation has ended and the student has complied with all requirements.

Any student, who is on “disciplinary probation,” will not be allowed to run or hold office, participate in Greek organization intake activities and/or participate in step shows and other activities, or play on athletic teams during the term of the probation. This restriction applies but is not limited to members of the Student Government Association, athletes, resident advisors, Viking Assisting New Students, members of the band and members of fraternities and sororities. This policy also includes any student who represents the University in an ambassador capacity must relinquish his or her responsibilities during the probationary period.

12.3 Educational Experience
Learning opportunities, including but not limited to, community service, drug and alcohol education, and written papers.

12.4 Removal of Privileges
Loss of access to University services, activities, facilities or registration privileges which may impact participation in extracurricular activities, residence in University housing, University employment, Honors College, leadership within student.

12.5 Restitution
Appropriate reimbursement for a wrongful or negligent act which resulted in loss, damage, or actual expenses occurred by the University.

12.6 Disciplinary Hold
The Dean of Students (or designee) may issue a Disciplinary Hold limiting activity on a Student's University records and prevents the Student from completing the following University processes: pre-registration, registration, drop/add, withdrawal, graduation, receiving official transcripts, etc. A
Disciplinary Hold may be applied to a Student's account to facilitate participation in the Student conduct process; to facilitate completion of sanctions.

12.7 No-Contact Order
The Dean of Students (or designee) may issue a University temporary no-contact order pending the outcome of any conduct proceeding or investigation. The respondent is instructed to avoid direct and indirect contact with an identified individual or group. This includes but is not limited to contact in person, through electronic means, or through a third party.

12.8 Deferred Suspension
Permits continuation of the relationship between the responding student and the University; a specified period of time; a designated period of time during which a student is given the opportunity to demonstrate the ability to abide by the Student Code of Conduct. Subsequent violations of the Student Code of Conduct during the term of a deferred suspension will result in a full suspension.

The following sanctions are recorded on a student’s transcript. These sanctions are reported to external agencies as a University disciplinary action and as required by law.

12.9 Suspension
The removal of a responding student for a defined period of time, for a maximum of six consecutive semesters, during which a student loses all University privileges, which generally includes access to facilities, programs, classes, and premises. Consistent with the University’s continuous enrollment policy, all students who do not attend ECSU for one or more successive semesters, must submit an application for readmission.

12.10 Expulsion
The permanent dismissal from the University, administrative withdrawal from classes and loss of all University privileges. This sanction implies permanent separation from North Carolina Central University and any institution within the University of North Carolina System, and will likely prevent admission to any other institution of higher education. Respondents separated from the University by expulsion for reasons, which represent a threat to persons, or property may not enter University premises or university-related premises without securing prior approval from the Office of the Dean of Students.
INTERIM ACTIONS

When the Dean of Students (or designee) has reasonable cause to believe that a student or student organization may pose a risk to the safety or well-being of those involved or others in the University community, the student or student organization may be issued one or more interim actions. Interim actions may include but are not limited to: issuing a no contact order(s); restriction from specific facilities or locations; requirement to secure a psychological, or other personal, evaluation; cease and desist mandates; restriction from facilitating or participating in student organization business or activities; suspension of student status or student organization recognition, etc. An interim action shall remain in effect until removed or altered by the Dean of Students (or designee) or as the result of the student conduct hearing.

12.11 Interim Suspension

Interim suspension shall be exercised when there is reasonable cause to believe that the Respondent's alleged act of misconduct is of such a serious nature that his or her continued presence on campus may pose a significant threat to the health and safety of others, and/or when the student’s behavior(s) significantly disrupts the educational pursuits and/or living environment of others. Such acts of misconduct include, but are not limited to, all acts of assault and/or battery with any type of weapon or instrument; gross sexual misconduct; rape; hazing; possession of weapons; false bomb threats or community threats against University officials, staff or faculty; armed robbery; arson; the manufacture, distribution, and/or possession of any incendiary or explosive device; and other acts which might endanger persons or property. This list is not exhaustive or conclusive.

a. The Respondent will be issued written notice of the interim suspension. Upon notice, the Respondent must leave campus, not to return unless in compliance with explicit instruction or directive in the notice.

b. While operating under an Interim Suspension, the student shall exit the premises of University property and not reenter any such property unless in compliance with explicit instruction or directive outlined in the Notice of Interim Suspension. Non-compliance will result in arrest for trespass and the student may be subject to additional actions in ECSU’s disciplinary process.

c. The Respondent may appeal within five (5) business days of the issuing of the Interim Suspension by submitting a written request to appeal (email is an acceptable form of formal written notice). The Interim Suspension
will remain in effect pending the outcome of the appeal meeting.

d. If the Respondent does not appeal the interim suspension, or if the appeal is denied, the regular student conduct process shall proceed on the normal schedule.

e. If the appeal is approved, the Respondent will be notified in writing of the decision to uphold, modify, or terminate the interim suspension within five (5) days of receiving the written appeal. The decision of the Vice Chancellor of Student Affairs shall be final and is not subject to further appeal. The Vice Chancellor of Student Affairs may require the Respondent to provide additional information relevant to the determination of health and safety risks posed by the student, and the timeframe for decisions outlined herein may be extended in order to enable the development and review of such information.

NOTE: The interim suspension process is separate and distinct from the processes of investigation and adjudication undertaken pursuant to other ECSU policies and regulations, including those occurring under the Student Code of Conduct Policy. Interim suspension is authorized as an interim measure to protect the University community pending resolution of charges of misconduct.

13. Records

The following pertains to student records from student conduct matters involving ECSU undergraduate and graduate students.

Disciplinary files retained by the Office of the Dean of Students shall be in compliance with the Family Educational Rights and Privacy Act of 1974 (FERPA). A Respondent's disciplinary file is not released outside the University without the written and dated consent of the Respondent identified in the record and a record shall be maintained of each request for a Respondent's disciplinary file. Disciplinary information will be provided within the University to individuals who are determined to have a legitimate, educational interest in obtaining this information. Disciplinary records may also be shared with third parties to the extent allowed under FERPA. Victims of violence will be notified of the final disposition of the case to include the name of the accused, the written notification of the charges filed against the accused, the decision of the administrative hearing office or hearing panel, the sanctions imposed (if any), the date the sanctions were imposed and the
duration for which the sanctions shall be imposed. When students under the age of 21 are found responsible for violating alcoholic beverage and/or controlled substance laws or policies, ECSU will notify their parent or guardian of such violations if the student is under the age of 21 at the time of the notification, in accordance with FERPA.

13.2 Awarding of Degree(s)
The University does not award degrees solely because a student successfully completed all academic requirements. Violations of the Student Code of Conduct, including academic and non-academic violations, might result in a degree not being awarded. When a student has a conduct case pending, the awarding of the degree might be delayed until the case is adjudicated and/or closed.

13.3 Withdrawal
Students with a pending conduct case will not be permitted to withdraw from the University without first resolving the case or receiving permission from the Dean of Students to do so. Withdrawal from the University will not alter the student conduct process.

13.4 Administrative Withdrawal for Disciplinary Reasons
Students who are suspended for violations of the Student Code of Conduct will be administratively withdrawn from their courses for the semester of the case outcome. An Involuntary Administrative Withdrawal for Student Conduct letter will be forwarded by the Office of the Dean of Students or designee to the Registrar’s Office, Financial Aid, and Academic Affairs. Continual Enrollment: Students with a pending conduct case might be prohibited from future enrollment until the conduct matter is resolved by the University.

13.5 Readmission following Student Conduct Withdrawal
Students who are suspended for violations of the Student Code of Conduct must be approved for readmission by the Vice Chancellor of Student Affairs, or their designee before they are eligible to return. The student must submit, in writing, a request for readmission to the Vice Chancellor of Student Affairs. This request should show evidence that all conditions of the suspension have been satisfied/completed. The Vice Chancellor of Student Affairs will take into consideration the student’s conduct history, completion of the sanctions associated with the suspension, and any additional circumstances related to the student’s ability to successfully reenter and navigate the university. Students
suspended for arrests related to felony or misdemeanor charges must provide
documentation to show that their legal case has been adjudicated. A
determination of readmission will be forwarded to the Registrar’s Office,
Financial Aid, and Academic Affairs for action by the Vice Chancellor of
Student Affairs Office. While the student may be cleared for readmission for a
conduct related suspension they must still meet all academic and financial
standards, as determined by the Office of the Registrar and Office of Financial
Aid, for readmission to the university.

13.6 Release of Student Conduct Records (to student)
A student wishing to receive a copy of their conduct record must complete
and submit the Release of Information / Authorization Form to allow the
Office of the Dean of Students to provide a copy of the requested conduct
file(s) to the student. Please allow up to five (5) business days to process
this request, as all documents must be redacted for identifiable information
pertaining to other students.

13.7 Release of Student Conduct Records (to someone other than the student)
Students wishing to release information pertaining to their conduct record must
complete and submit the Release of Information/Authorization Form. The Dean’s
Certification Form will be given in person or sent to the authorized e-mail address
provided by the student. Please allow up to five (5) business days to process this
request, as all documents must be redacted for identifiable information pertaining
to other students.

14. Definition of Terms

The below definitions apply to the Student Conduct Process. For definitions and other
information related to the Sexual Misconduct Process, see the Sexual Misconduct,
Stalking, and Dating Violence Policy (900.4.1.5).

14.1 Campus - Property or buildings owned, leased, rented, operated, controlled,
managed, or otherwise under the jurisdiction of ECSU or its affiliates, regardless
of their location.

14.2 Members of the University Community - Refers, collectively and individually, to
faculty, staff, students, Trustees, volunteers (e.g., advisors), organizations,
divisions, sub-divisions, groups, alumni, and contractors of the University or any
of its campuses, facilities, programs, or events.
14.3 **Student** - Any person from the time he or she accepts admission to ECSU up through the date of graduation or official withdrawal from the University. This includes, but is not limited to, new students at orientation, persons not currently enrolled but who are still seeking a degree from ECSU, persons currently under suspension, and any other person enrolled in a course or program offered by ECSU.

14.4 **Student Groups** - A number of persons who are associated with the University and each other, but who have not registered, or are not required to register, as a student organization (included but not limited to athletic teams, musical or theatrical ensembles, academic or administrative units, clubs not registered as a student organization).

14.5 **Student Organizations** - A number of persons who are associated with the University and each who are registered with and recognized by the University (included but not limited to Greek letter organizations, social, service, and thematic groups).

14.6 **University** - Elizabeth City State University (ECSU), including online programs and off-site locations.

14.7 **University Facility** - Any building or other facility, including an athletic or recreational field that is owned, operated, and/or under the jurisdiction of the University.

14.8 **University Official** - Any person employed by the University (including but not limited to faculty, staff, administration, and student staff members) acting within the scope of their job duties.

14.9 **Referral/Incident Report** - Document which contains the basis for the alleged violation of the Student Code of Conduct including, but not limited to, police reports, formal statements from university officials submitted to the Dean of Students and/or designee.

14.10 **Referring/Reporting Party** – The person or office that reported the alleged violation of the Student Code of Conduct to the Dean of Students and/or designee. The Referring Party may be the person who was subject to alleged misconduct, a witness to the misconduct, or a university official who the alleged violation has been reported to. There may be more than one reporting party for an incident.
14.11 Responding Party or Respondent - The accused student, student group, or student organization who is alleged to have violated the Prohibit Conduct section of the Student Code of Conduct. There may be more than one Responding Party or Respondent for an incident. In the cases of student groups or student organizations senior most officer or officers will participate in the Student Conduct Hearing on behalf of the group or organization.

14.12 Witness – Person(s) requested to participate in an investigation, by interview or written statement, or attend and give a verbal witness statement at a hearing because they may have information about the alleged misconduct. Suggested witness names may be supplied by the Referring Party, Responding Party, or others with knowledge of the matter.

14.13 Hearing Officer - Any person, or persons, authorized by the Dean of Students, or designee to be a member of an administrative hearing or hearing board designated to give reasoned judgement of finding as to whether a student has violated the Prohibited Conduct section of the Student Code of Conduct. They have the authority to conduct Administrative Hearing and to serve on a Hearing Board. Hearing Officers have the authority to impose the full range of sanctions under the Student Code of Conduct Policy and Procedures.

14.14 Student Conduct Board - A select group of several hearing officers (students, faculty, and staff) that has been designated to make findings as to whether a student has violated the Prohibited Conduct section of the Student Code of Conduct.

14.15 Hearing Chair - A specific hearing officer who is designated to lead the hearing process during all hearings, to guide the hearing board through deliberation and determination/outcome of each case, and is responsible to completing and filing critical paperwork with the Office of the Dean of Students.

14.16 Non-Attorney Advocate - A person selected by the Responding Party (responding student) to assist them in navigating the Student Conduct Process. A student may have only one advocate; a legal attorney may be used as an advocate The advocate may advise, assist, and accompany the Responding Party in the preparation for any meetings or hearings and may fully participate in such procedures. Advocates may not be witnesses in the matter at hand, and they may not provide direct information or testimony at any point in the process. The student is responsible for the behavior and actions of their advisor.
14.17 Attorney - Legal representation serving on behalf of the Responding Party (responding student). An attorney may serve as an advisor during the Student Conduct Process. The attorney, serving in the advisor capacity, may advise, assist, and accompany the Responding Party in the preparation for any meetings or hearings and may fully participate in such procedures. Advisors may not be witnesses in the matter at hand, and they may not provide direct information or testimony at any point in the process. The student is responsible for the behavior and actions of their advisor.

14.18 Preponderance of Evidence - Standard of proof used by the hearing officer. Preponderance of evidence means that the statements and information presented in the matter must indicate that it is more likely than not that the Responding Party a violated the Student Code of Conduct.

14.19 Good Standing - A student is considered to be “not in good standing” with the University if they have been a pending conduct matter, have not completed sanctions associated with their student conduct case or have been expelled from the University.