

# UCM Student Handbook

Your Guide to Good Decision-Making

2024-2025

revised August 2024

## TABLE OF CONTENTS

**Welcome 2**

**Standards 3**

**Student Qualifications 3**

- Good Academic Standing 3
- Good Attendance and Participation 3
- Good Decision-Making 4

**Student Rights & Responsibilities 4**

- The Right to Pursue an Education 5
- The Right to Privacy & Free Expression 5
- The Right to Develop and Pursue a Personal Academic and Career Plan 6
- The Right to Non-Discrimination, Equal Access, and Fair Treatment 6
- The Right to a Reasonably Safe Learning Environment 7
- The Right to a Fair Process 7

**Student Conduct Expectations 8**

**The Educational Conduct Process and the Role of the Conduct Educator 8**

- Educational Conferences 9
- Learning Action Plans 10
- Reviews 10
- Evaluation Periods 10
- Restrictions in and Removal from the Academic Environment 11
- Mental Health & the Counseling Center 12
- Involving Families and Others 13

**Specific Policies 14**

- Academic & Personal Integrity 15
- Some Thoughts on Alcohol, Tobacco, and Other Drugs 16
- Emergency Amnesty 18
- UCM's Sexual Misconduct Policy & Title IX 20
- Digital Citizenship 23
- Treating Others with Respect 24
- Creating a Reasonably Safe Environment 27
- General Expectations for Ethical & Responsible Conduct 28



## **Housing Policies 30**

- A Community that is Conducive to Learning 30
- A Community that is Safety Conscious 31
- A Community that is Respectful of Others 33
- A Community that is Responsibly Regulated 35

## **Student Staff 37**

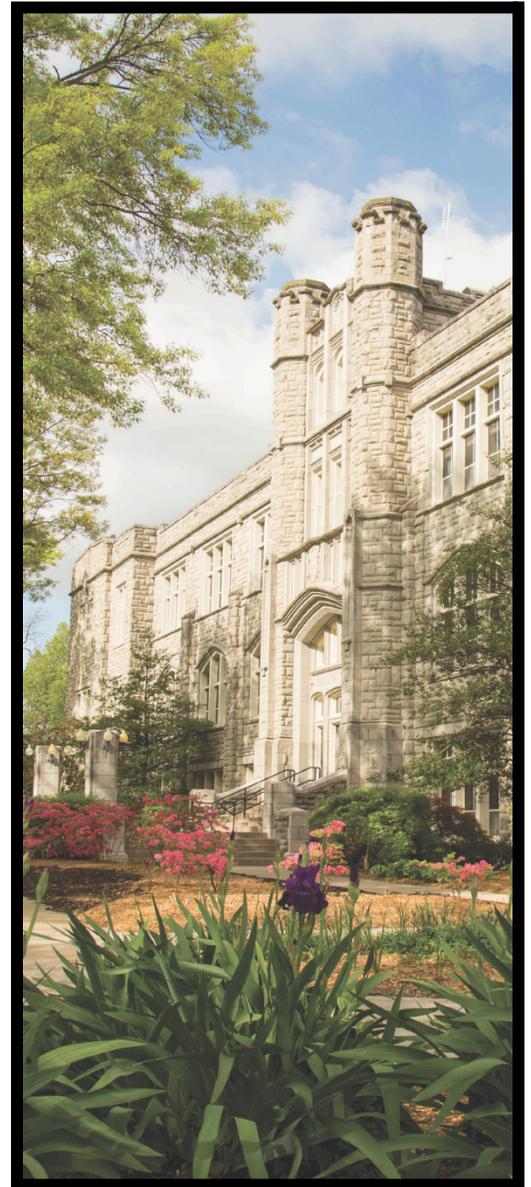
## **Registered Student Organization (RSO) Policies 38**

## **Academic Regulations 39**

- Academic Appeals 39
- Academic Honesty 40
- Attendance Policy 40
- Recording Devices in the Classroom 40

## **Other Policies and Guidelines 40**

- Computer/Network Acceptable Use Guidelines 40
- Copyright/DMCA 40
- Disability Accommodations 41
- Drug Free Schools and Workplace Statement 41
- Explosives and Weapons 41
- Family Educational Rights and Privacy Act (FERPA) 42
- Health Insurance 42
- Identification Cards 42
- Immunization Policy 42
- Motor Vehicles 43
- Nondiscrimination/Equal Opportunity Statement 43
- Parades 43
- Photos and Images 43
- Public Speech Activities Policy 43
- Solicitation Guidelines 44



# **WELCOME TO THE CENTRAL COMMUNITY!**

UCM provides exceptional academic resources and the opportunity to interact with the many outstanding students, faculty, staff, alumni, and friends who make our institution special. Founded in 1871, UCM is a comprehensive, public university that provides more than 150 areas of study and attracts students from around the world.

At UCM, we want your professors to know you by your first name. We want you to gain hands-on experience and have the opportunity to impact the community through service-learning projects. We strive to create a community that empowers you to shape the future and make friendships that will last a lifetime.

*“Community: The University of Central Missouri is committed to developing a caring community that*

*consciously works to foster an atmosphere where responsibility, collaboration, communication and respect thrive. UCM embeds and cultivates a culture of exemplary citizenship, a commitment to civic responsibility, a sense of global awareness and an appreciation for human diversity at all levels in all its manifestations.” - UCM Core Values*

## Standards

To create an atmosphere of academic excellence, the University must enroll and retain students who, through ongoing assessment and evaluation, meet or exceed established university academic standards. UCM grants degrees to students who fulfill program requirements and meet or exceed the minimum academic standards established by the University and the State of Missouri.

While in pursuit of their degree, students are expected to comply with all university policies and procedures, complete all degree requirements, and remain in good standing with the University.

At UCM, we expect you to learn more than the information that’s provided in books. We want you to discover “**opportunity in action.**” This is a challenging goal that requires commitment from both the University and the students. The University’s commitment and responsibilities are outlined in the annual student catalogs. Student qualification and responsibilities are outlined here.

## Student Qualifications

Being a student and getting a high-quality education is a **full-time job**. When you choose to attend UCM, you are investing a large amount of time and money in yourself and your future, and UCM is investing its resources in you.

You are here for an education and UCM is here to provide it. For this to be possible, students must demonstrate they are qualified for ongoing enrollment and participation by **remaining in good academic standing, engaging in good attendance and participation, and demonstrating good decision-making.**

## Good Academic Standing

Your most important job, as a student, is to learn. This is demonstrated, in large part, by your ability to meet classroom expectations and perform well in class. Student academic standing is determined by both the cumulative grade point average (GPA) and the UCM grade point average (GPA). UCM students who have both a 2.00 cumulative GPA and UCM GPA are in good academic standing and are eligible to enroll for classes.

Students can find their academic standing in MyCentral in the Student Services tab under “Check Your Registration Status” or “Unofficial Transcript.”

## Good Attendance and Participation

In order to reach these academic goals, you must regularly attend and participate in class. Regular class attendance and regular participation in online coursework are expected of all students at the University.

A college education is more than what happens in the classroom and at UCM, students are encouraged to participate in a variety of activities outside of the classroom that create a well-rounded educational experience.

There are many things for students to do on campus including dances, plays, films,

concerts, bowling, and being involved in clubs, intramural sports, and student government. Taking part in social, cultural, and athletic events provides students with many opportunities to learn about themselves, other people, and the world in which they live.

Getting involved on campus gives students the opportunity to develop interpersonal and leadership skills that will serve them throughout their lives.

## Good Decision-Making

The University of Central Missouri disseminates knowledge that transforms students into leaders who possess the **aptitudes, skills and confidence to succeed** (University Mission). Every student achieves that to which they aspire and leaves exceptionally **equipped, enriched and connected** to UCM (UCM's Vision). To facilitate this learning, students are expected to also reflect upon UCM's Core Values (Learning, Community, Diversity, Opportunity, Excellence and Service).

UCM has embraced the belief that students are here for the purpose of learning. In the modern college setting, learning is a process and students must have an active role in constructing knowledge and developing skills rather than have those delivered to them. This process of knowledge construction takes place in every aspect of the student's college experience, inside and outside the classroom; it can be a dynamic, imprecise, and unpredictable process.

Students are expected to integrate these ideas and aspirations into their daily decision-making processes. In accordance with this premise, students should expect to be supported when they make educationally purposeful choices and challenged when the choices appear to be incongruent with their academic success.

In order to be successful at UCM, students are **expected** to explore and exercise their rights, and it is understood that in this process some errors in judgment will occur. This is a natural part of the learning process. Students are expected to reflect upon these choices in the context of accountability, responsible decision-making, honest discourse, and the appropriate use of university resources. Students who fail to fully embrace their responsibilities during this period of personal exploration may face consequences that are designed to guide them toward a more responsible decision-making framework. Actions and decisions that threaten the safety of others or substantially compromise the integrity of the educational environment will not be tolerated, and students who repeatedly ignore their responsibilities may lose the opportunity to be a student at UCM.

**The Guide to Good Decision-Making was developed to assist students as they explore their rights and responsibilities; it is intended as an educational document not as a legal document.** It is about fifty (50) pages long and evolves over time. It is not uncommon for someone to ask, **"Do you really expect us to read all this?"** The answer is **"Yes, we do; it's important."**

## Student Rights & Responsibilities

At UCM, student rights and responsibilities are deeply and purposefully interconnected. To help facilitate student growth and development, the University has outlined six (6) of these key student rights and their corresponding responsibilities. These rights and responsibilities are further articulated in the Campus Community Creed and Core Values. This list is not all inclusive

but instead provides a framework for understanding certain student expectations as they relate to educational conduct. In reviewing this framework, students are advised to reflect on the “spirit of the rule” and not just the “letter of the rule.” Our rules reflect our deepest values and goals, and we ask you to do more than just comply with them—embrace them.

As responsible citizens, students are expected to comply with all local, state, and federal policies, statutes, laws, and ordinances. The University also has an obligation to comply with the law, and we have written our policies to comply with the requirements of the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics (Clery) Act, the Family Educational Rights and Privacy Act (FERPA), Title IX of the Educational Amendments of 1972, the Drug Free Schools and Communities Act (EDGAR Part 86), the Sexual Violence Elimination (SaVE) Act, and other federal and state statutes and regulations.

The University welcomes feedback on how we can better meet these requirements in service to our campus community. Please keep in mind that the law is constantly evolving and UCM’s policies and rules will adapt to reflect such changes periodically.

## **The Right to Pursue an Education**

*“Learning: The University of Central Missouri is student focused. The university is dedicated to providing an educational experience rooted in a tradition of academic rigor while engaging our students in learning opportunities that are both dynamic and transformative. UCM is committed to educating students who are citizens of Missouri, the nation and the world through future-focused academics delivered by qualified, devoted faculty. The university educates the student as a whole person with an emphasis on continuous learning, preparing them to become lifelong learners and leaders, able to adapt and thrive in an ever-changing society.” - UCM Core Values*

- Students have the *right* to pursue an education.
- Students have a *responsibility* to make choices that are educationally purposeful.

Learning takes place inside and outside the classroom, on campus and off campus, throughout a student’s educational career. UCM supports this learning by creating a wide range of opportunities, forums, services and experiences, and students are strongly encouraged to use these resources. Students have the right to request reasonable and appropriate support and assistance from other campus community members, including students, staff, and faculty in maintaining a climate conducive to thinking and learning. No student, however, should take any action that will restrict other individuals from pursuing their educational goals.

Additionally, learning requires the creation of original material for your classes and direct evaluation of your work as a student. There is also tremendous value in collaborative work when it is assigned by your instructor. The academic integrity of the University is based on this foundation of honest dialogue and exchange between the instructor and the student.

Students who submit work that is not their own have violated this fundamental trust. Dishonesty, inappropriate collaboration, plagiarism, or other misrepresentations of your work are actions considered unethical to learning and will be treated as serious violations of university policy.

## **The Right to Privacy and Free Expression**

- Students have the right to express themselves. Students also have the right to expect a reasonable standard of privacy and should have the opportunity to limit the release of

their personal information.

- Students have a responsibility to express themselves in a manner that is purposeful, honest, situationally appropriate, and respectful of the rights and privacy of others. Students also have a responsibility to refrain from illegal, disruptive, or dangerous activities.

Student expression is essential to learning and personal expression is a fundamental right. It is likely that such expression could lead to lively discussion and constructive disagreement. Any expression that is unlawful or severely disrupts the learning of others or the learning environment is a violation of university policy.

Students should expect a reasonable standard of privacy, and they should have the right to limit how their personal information is accessed by a third party. This essential right to privacy, however, does not exempt the student from all interaction with others in the college environment nor does it shield their activities from all external scrutiny. Students are considered active participants in the college community and in order to learn, they have a responsibility to engage appropriately with others in the learning community. To this end, students have the responsibility to engage in reasonable standards of self-care, refrain from illegal, disruptive, or dangerous activities, and to use university resources safely and appropriately.

The university has an obligation to suspend the right of privacy when a student's health or safety may be compromised and may intervene to prevent foreseeable harm or campus disruption.

Additionally, as a state supported educational institution that accepts federal financial aid, UCM has a legal responsibility to comply with state and federal laws. This includes federal guidelines on the handling of student information (FERPA) and crime reporting statistics (CLERY) that must be shared with state and federal agencies.

## **The Right to Develop and Pursue a Personal Academic and Career Plan**

*"Excellence: Striving for excellence is the creative catalyst of what we do at the university, both collectively and as individuals. This aspirational mindset drives the university's evaluation of our own efforts thereby creating an institutional engine of continuous improvement. UCM recognizes this process encourages the development of curriculum and delivery methods that are both innovative and inspirational. This philosophy is integral to sustaining a culture of excellence in academics, scholarly activity and service. - UCM Core Values*

- Students have a *right* to chart their own path and develop a personal academic plan that moves them toward a promising future.
- Students have the *responsibility* to attend class, meet administrative and educational deadlines, complete course requirements, follow university policies and pay fees on time.

**Your degree must be earned; it will not be given to you.** Important elements of earning your degree include abiding by the rules, guidelines and procedures that govern the University; meeting academic expectations; and completing the requirements UCM has articulated for degree completion.

## **The Right to Non-Discrimination, Equal Access, and Fair Treatment**

*"Diversity: The University of Central Missouri strives to create an atmosphere where all individuals*

*feel welcomed and valued, and where the expression of different ideas from myriad perspectives contributes to learning that is multi-faceted and transformative. UCM encourages inclusion and respect of individuals with differing values, ideas, beliefs, abilities, life experiences and backgrounds. UCM advocates for principles and actions that support equity and inclusivity and understands that building unity within our various populations is a critical and foundational component of who we are.” -UCM Core Values*

Students should expect to be treated fairly and equitably by administrators, faculty, and staff in accordance with state and federal law. Students have the right to engage with other learners in an environment that is free from illegal intimidation, harassment and discrimination, and other conduct that is prohibited by law and UCM policy.

At UCM, we want students to be exposed to other individuals from widely diverse backgrounds. This opportunity is part of what makes the college experience extraordinary and exciting. Through these interactions, we want students to engage in lively, respectful debate of complex issues while simultaneously reflecting and developing their own world views.

In some cases, lively debate can lead to disagreement and misunderstanding. Students should develop the skills to handle such disagreements with respect and civility. Your faculty, Student Experience and Engagement staff, organization advisors and other students can help you learn these skills. At the same time, persons who engage in conduct that constitutes harassment or discrimination as defined in applicable university policies, or that is otherwise prohibited by law, will be held accountable in a manner consistent with their rights as citizens under state and federal law.

## **The Right to a Reasonably Safe Learning Environment**

- Students have the right to be reasonably safe and to take reasonable actions to protect themselves from violence.
- Students have a responsibility to refrain from actions that jeopardize their own safety or the safety of others.

Risk is an element of every human activity. We expose ourselves to varying degrees of risk when we step in the shower, walk down a flight of stairs, and drive to class. It is also normal to seek out risk in certain circumstances (such as trying something new, asking someone out on a date, challenging the status quo, etc.). While some risks are minor, other risky choices can put you or others in danger. Students are expected to avoid situations and choices that involve unreasonably dangerous risks, and they are expected to immediately and fully cooperate with university officials, law enforcement, and emergency personnel in the completion of their duties.

At UCM students have a right to a tobacco-free, drug-free, weapons-free, and alcohol-free learning environment. Some personal safety resources and tips can be found on the [Safety Tips](#) homepage.

## **The Right to a Fair Process**

- Students have a *right* to fair processes and the right to appeal or seek clarification on decisions which they believe are inappropriate or are inconsistent with University policy.
- Students have a *responsibility* to participate in those processes.

Students have a right to fair process which is, fundamentally, the right to receive notice they may have breached their student responsibilities and the opportunity to be heard on that issue. There is an important distinction between a fair process as it relates to educational conduct and the “due process” that is afforded to criminals in the legal system. Fair processes in educational conduct matters are intended to ensure that students have an opportunity to understand how they may have violated a policy and have the opportunity to explain their involvement, if any, in that event. Students will be assigned a Conduct Educator to assist them with this process and evaluate the situation. If the student has reason to believe the Conduct Educator cannot evaluate the case in an unbiased manner, they can request an alternate Conduct Educator. In some cases involving mental health concerns, serious legal matters, or potentially dangerous situations, this educational conference is compulsory and may require an immediate response from the student. In the interest of health and safety some actions, including temporary suspension, may be enacted before all elements of the educational conduct process are met. The University will fulfill its obligation to provide a fair process before a final decision is made about a student’s status.

This educational conference is outlined in greater detail in the following section, but the essential concept is the notion that the educational conduct process relies on full, honest participation by students.

## Student Conduct Expectations

The University has a direct educational interest in how one conducts oneself as a student. This concern extends beyond the classroom and is not restricted to formal educational experiences or the boundaries of campus. Student conduct refers to all the choices one makes in the learning landscape.

Student conduct expectations at UCM are based on the firmly held belief that students, faculty, and staff must constructively collaborate to create an environment that fosters, encourages, and supports the educational mission of the institution. Students have a unique and integral role in creating the educational environment. They are challenged to identify and pursue their personal educational objectives while simultaneously sharing responsibility for constructing the learning and living landscape in which that learning occurs.

UCM’s student conduct expectations are based on the precepts of **personal responsibility, educational purposefulness, and community accountability**. Appropriate student conduct is a condition of graduation.

## The Educational Conduct Process and the Role of the Conduct Educator

Students who may have violated a university policy will have an opportunity to meet with a “**Conduct Educator.**” These Conduct Educators are university personnel who critically examine your decision-making process, recognize examples of good judgment, and hold students accountable for incidents of poor judgment. The role of the Conduct Educator is to help students “**navigate their way toward full independence and individual responsibility**” (Bickel & Lake, 1999). To accomplish this, Conduct Educators will facilitate personal reflection and growth through the lens of student development. To this end, Conduct Educators are empowered to look at a student’s overall progress, including their overall academic performance, and outline courses of action that may be necessary in order for the student to remain in good standing as a

student at the University.

The Conduct Educator will review the available information and make a determination about the likelihood an error in judgment occurred. The decision of the Conduct Educator is the official determination by the University on whether or not a violation of policy has occurred. If it is their determination a policy has been violated, then the student should expect to be held accountable for that decision.

The student conduct process is purposefully distinct from external legal processes. It is an educational process that embraces the language and spirit of student development. It is a required Educational Conference to determine if an individual's actions are congruent with their responsibilities as a student. The educational conduct process is not bound by court timelines, external rules of evidence, confrontational discourse, or the same "burden of proof" used in the court system. The "burden of proof" for all University conduct matters is "preponderance of the evidence" standard, or more likely than not that a policy violation occurred.

## Educational Conferences

The primary tool of the Conduct Educator is the opportunity for an "**Educational Conference**" with the student.

When the University becomes aware of a student who may not be meeting the expectations of good decision-making (usually through an academic alert from faculty, public safety report, or housing report), then the student will be contacted (generally by email) to schedule an Educational Conference.

An Educational Conference might also be required if university personnel identify a pattern of behaviors or decisions that illustrate poor decision-making or potential risk. A student may also request an Educational Conference if there is a concern they would like to discuss. An Educational Conference may also be required in order to help UCM staff **prevent** a foreseeable negative event. For example, if staff become aware that students have planned a large and potentially risky party, those students might be required to meet with a Conduct Educator to discuss how they plan to manage that event and minimize the risk to attendees.

The Educational Conference should be viewed as an opportunity for a student to clarify their decision-making process and, in the case of poor judgment, take responsibility for correcting that error. The Educational Conference is designed to be a civil but critical examination of the student's decision-making process and direct discussion of choices the student has made. **This process is only effective if a student participates openly, respectfully, and honestly.** Deception and incivility reduce the ability of the Conduct Educator to assist the student in evaluating the educational purposefulness of their choices and will not be tolerated.

**Students are responsible for regularly checking their campus email** and for responding to the request for an Educational Conference in a timely manner (within five (5) class days of the date on the email). **This is a basic expectation of all students and failure to do so can have significant consequences.**

A student may choose to bring one support person to the Educational Conference. In most cases, this support person is a peer, parent, or trusted advisor. The role of this support person is to assist the student in reflecting on their choices and to assist with the learning process. The support person will not be involved in determining the facts of a situation. It is important to note that the Conduct Educator will direct all discourse to the student.

The student is expected to participate fully and respectfully in the Educational Conference. In some cases, students may choose not to meet with a Conduct Educator. This decision may have significant consequences. In a classroom setting, students who choose not to

attend class may fail the course, lose financial aid resources, and drop out of good standing with the University. In the educational conduct setting, students who choose not to meet with their Conduct Educator must still abide by the decisions of the Conduct Educator. In situations where a significant error in judgment has been made, the student may lose their opportunity to continue their studies at UCM.

## **Learning Action Plans**

At the conclusion of the Educational Conference, the Conduct Educator may decide that the situation has been resolved or is a misunderstanding that requires no additional follow up. In other cases, the Conduct Educator may require the student to take additional steps (such as participation in an educational program) to demonstrate that they have learned from this process. It is the responsibility of the student to complete this **learning action plan** in the manner and timeframe determined by the Conduct Educator.

Some incidents of poor decision-making may require an immediate response on the part of the student in order to demonstrate they understand the important nature of their choices. Other decisions may result in restitution to a harmed party, mandatory participation in a course or program at the student's expense, among other potential consequences. Serious lapses in judgment (particularly those that involve dishonesty or harm to others) may necessitate altering or terminating a student's status.

In general, a student should expect to be contacted by the Conduct Educator (by email or letter) within five (5) class days after the Educational Conference. Students are responsible for following up on the action plan outlined in this email or letter.

## **Reviews**

Students have a right to request a review of the decision of the original Conduct Educator if they disagree with that individual's assessment of the situation or the learning action plan they have outlined. This review must be submitted, by letter or by email, to the Vice President for Student Experience and Engagement or his/her designee (for university matters), or an Assistant Director from University Housing (for Housing, Greek Life, and apartment matters), within five (5) class days of the decision of the original Conduct Educator.

This review agent is also a Conduct Educator. This individual's role is to review the original process, the learning action plan (or change to student status), and the rationale for the review. They may choose to reject the request for review outright, directly act on the request, or invite the student in for a new Educational Conference. He/she will then make a determination about whether or not to uphold, alter or reverse the original decision in whole or in part.

The new Conduct Educator will notify the student of their decision within five (5) class days of his/her decision. The decision of this Conduct Educator is final and will not be reviewed further.

## **Evaluation Periods**

Another important tool of the Conduct Educator is the "Evaluation Period." The Evaluation Period is intended as an opportunity for personal reflection and purposeful action during which time a student may expect enhanced scrutiny by Conduct Educator(s). This period of reflection is an opportunity for students to demonstrate excellent decision-making.

The intent of the Evaluation Period is to help students refocus on purposeful educational decisions. To help students succeed in this endeavor, some external parameters may be applied

to their decision-making framework. For example, in some cases, the Evaluation Period may:

- Limit your ability to work on campus
- Restrict your campus living options
- Delay enrollment in a future semester

While this may be unwanted, the intent is constructive. If you have questions, you should discuss these restrictions with your Conduct Educator.

The Evaluation Period is distinct from “Academic Probation” but may prompt educational interventions and could include the addition of mandatory coursework.

Except in unusual circumstances, the Evaluation Period will not exceed one calendar year.

## **Restrictions in and Removal from the Academic Environment**

In some cases, it may be necessary for a student to be restricted from certain areas of campus (for example, due to safety concerns) or removed from the learning environment altogether.

**Building or campus restrictions:** If a student has harmed or threatened to harm another student, trespassed, violated privacy concerns, or made other choices that put individuals at risk, they may be restricted from some or all of campus. Generally, this is done to protect others from harassment or possible harm. These restrictions are enforced by the Office of Public Safety, and anyone violating such a restriction will be arrested for trespassing and may be immediately restricted from all of campus.

**Suspension:** Suspension is a temporary interruption in coursework during which time a student may be restricted from attending class. The duration of a Suspension may range from a few days to a year or more depending upon the circumstances. Short suspensions (up to ten (10) class days) may be issued by the Office of Student Experience and Engagement (SEE) **prior** to an Education Conference if there is reason to believe an individual poses a risk to themselves or others. In these cases, the student is expected to schedule an Educational Conference with the Associate Vice President for Student Services (or their designee) within the ten (10) day timeframe. If the student does not arrange this conference, the Associate Vice President may choose to end the suspension, extend it indefinitely, or take other actions.

**Expulsion:** Expulsion is the permanent severing of the relationship between the University and the student. Expulsion is reserved for serious situations that pose a risk to others or for situations where the academic integrity of the University has been compromised.

**Medical withdrawals:** In some cases, a student may miss a portion of a class due to a medical situation. It is important, in these situations, for the student to contact the Office of Student Experience and Engagement (SEE). SEE will assist you in notifying faculty in order to give you an opportunity to make up missed work. If a student is out for an extended period of time, that student should work with SEE to explore withdrawal and refund options.

**Other Mandatory Withdrawals:** If a student fails to attend class, is institutionalized, or is incarcerated for an extended period of time (generally two (2) or more weeks), they may be administratively withdrawn from classes without the student’s approval. Additionally, students who are no longer qualified to be students may be administratively withdrawn.

**Previous misconduct:** The University reserves the right to deny admission to any person because of previous misconduct that may substantially affect the interest of the University, or to admit such a person on an appropriate disciplinary status. The University also reserves the right to withhold the ability to register from any student or former student because of previous misconduct that may substantially affect the interests of the University or to assign appropriate disciplinary status to the student or former student.

**Other safety concerns:** To create a safe environment, UCM officials may situationally require students to take constructive actions including referrals to on or off campus care providers, trainings, and verification from outside medical professionals about a student's ability to function safely in a university environment. Students who fail to complete these constructive actions may be restricted from returning to campus or to the learning environment.

## **Mental Health and the Counseling Center**

College is usually a time of many changes and new challenges. Naturally you will experience some ups and downs. Much of the time, you will take on and overcome these difficulties on your own. Sometimes you will turn to friends, family or faculty for guidance or support, but there are times when professional help is useful. How will you know if it's a good idea to seek help at the Counseling Center?

- **Your usual ways of coping are not working.** Maybe you have talked to friends or family and still you are struggling. It might be that those close to you are encouraging you to "get some help." Maybe you have tried "simply working harder" to no avail. It might be that your current difficulty is a challenge you have faced before without success.
- **You have a lot of emotional distress, such as anxiety or depression or you are not doing well academically, socially, or physically.** Maybe you are not sleeping well or are drinking alcohol more than usual. It might be that people close to you are saying they are concerned about you. Maybe you are less interested in, or are withdrawing from, friends. It could be that friends are responding to you in ways you don't understand or appreciate. Possibly you are not concentrating as well as usual, not attending classes regularly or maybe your motivation is sliding.

If you are experiencing these concerns, the Counseling Center can help. Call 660-543-4060 to schedule an appointment. A clinician will meet with you to talk with you about your concerns and help you develop a plan of action.

If you have been in on-going counseling before coming to college and want to continue in counseling, it is best to keep working with the same counselor if at all possible. If your current counselor is some distance away, check to see if you can have appointments over the phone or by computer. If you cannot continue with the same provider while in college and you want on-going counseling, be aware that the Counseling Center offers only brief services. If you want open-ended counseling, you would need to obtain services from an off-campus provider. You can get information about local providers from the Counseling Center staff. This information is also on the Counseling Center website along with crisis hotline numbers and other resources.

If you are taking medication for a mental health concern, you should not stop or change the medication without talking to your prescribing physician. While college can be a "fresh

start,” it is also a transition with many challenges and stressors. Generally, it is not a good time to stop taking medication, unless you and your physician agree that it is the right plan for you.

### **Taking Care of Caregivers**

Sometimes those who are demonstrating care and concern for others forsake their own well-being in the efforts to be helpful. If you are assisting a peer, friend, or loved-one with difficult issues, please be aware that campus resources are available to help you. If someone you know is thinking about hurting themselves, don't try to bear that burden alone; ask for help.

### **A Caring Approach to Recovery from Self-Harm**

If a student has attempted self-harm, expressed intent to harm oneself, or has caused a significant disruption to the campus community in relation to a mental health concern, they are required to meet with the Associate Vice President for Student Services before returning to class.

This mandatory meeting is an opportunity to explore resources and develop strategies for success. This is a Wellness Follow-up, not an Educational Conference as previously described. It is a critical, educationally purposeful meeting; students who do not fulfill this requirement may not be allowed to continue their coursework.

### **Involving Families and Others**

The Associate Vice President for Student Services facilitates communication between the University and families in support of student success. The purpose of this communication is to mobilize resources to support students as they strive to reach their potential.

We believe strongly that families can best contribute to student success when they are fully aware of the challenges and opportunities facing today's college students, including academic and co-curricular expectations for students. We strongly encourage parents to learn about student support services and understand how their students can access these resources (for example: tutoring programs and the many resources available in the Learning Commons).

As a part of this partnership, families are encouraged to discuss and embrace UCM's goals for student learning. These goals include:

- Challenging the student to identify, define, and solve problems independently.
- Encouraging the student to set and achieve personal goals and make responsible decisions related to academics, career planning, social interactions, and community engagement.
- Understanding and supporting UCM's commitment to academic excellence and access to support services to succeed, integrity, ethical behavior, diversity, respectful relationships, freedom of inquiry and sustainability.
- Empowering the student to examine personal values.
- Encouraging the student to learn about and respect the values and beliefs of others.
- Supporting the student as they face conditions of uncertainty and learn to perform in complex environments and challenging situations.
- Allowing the student to accept consequences of his/her actions and accept responsibility for personal errors.
- Urging the student to examine disappointments and unexpected experiences in order to assess what caused them, what can be done about them, and how to avoid them in the future.

**We know it may be hard for a parent or guardian to know when to step in and when to empower your student.** We believe family members are often mentors to their children. It is our hope that you will promote their self-advocacy by allowing them to make decisions independently and demonstrate responsibility when those choices result in negative outcomes.

If you are concerned about your student's physical or mental health, please contact appropriate campus or community authorities immediately.

- Department of Public Safety: 660-543-4123
- The University Counseling Center: 660-543-4060
- Student Experience & Engagement: 660-543-4114

Please be aware the University of Central Missouri may contact and involve families in order to gain assistance from parents when students under the age of twenty-one (21) have an alcohol or drug violation or if they are engaged in other behaviors that pose health or safety risks to themselves or other students.

We also want to remind families that there are federal laws (for example the Federal Educational Rights and Privacy Act of 1974 (FERPA) and the Health Insurance Portability and Accountability Act of 1996 (HIPAA)) that place limitations on parents' ability to access student records. Please contact Student Experience and Engagement if you have questions about these limitations and how we can still partner and appropriately communicate to promote the success of your student.

## Specific Policies

The preceding discussion focused on the concepts of student development, integrity, and ethical decision-making. This is intended to help students develop a personal and purposeful decision-making model that will help them excel in the college environment. It is also intended to provide a framework for outlining how the University will respond to incidents of poor judgment.

The following section describes several important university policies including policies that are unique to certain environments (such as university housing). These policy descriptions should not be construed to be comprehensive. **The absence of a clear rule does not necessarily justify a poor decision.** As previously stated, the purpose of the educational conduct process is the development of a consistent and ethical decision-making framework. In all cases, students are advised again to reflect on "the spirit of the rule" and not just "the letter of the rule." If a student finds themselves in the position of arguing about the wording of a policy, they may well have violated the spirit of the rule, not solely the wording, and they can expect to be held accountable for that decision. If students feel like a policy can be improved, they are encouraged to contact the Office of Student Experience and Engagement to provide feedback and suggestions.

The University recognizes that from a practical standpoint, it is helpful for students to know these specific rules and the likely consequences of violating these rules. The drawback to this approach is the tendency for students to make decisions based solely on the severity of the consequence. The educational conduct process is designed to help individuals examine policy violations through the lens of good decision making. The consequences for poor decision making may vary from student to student depending upon the degree to which they understand and act to rectify poor choices. Students who recognize their mistakes and take responsibility for their

choices are generally demonstrating greater self-reflection and understanding than those who blame others for their own choices. Consequently, two individuals may make the same poor choice but face very different outcomes from the educational conduct process.

The following specific policies are provided as a guide to good decision-making, but this should not be interpreted as an all-inclusive list of inappropriate behavior.

## **Academic & Personal Integrity**

All members of the UCM community are expected to act with professional, personal, and academic integrity. These simple principles lie at the heart of our intellectual community. Academic integrity, in particular, means honesty and responsibility in scholarship and it is absolutely essential in the college environment. It is one of our highest ideals and highest standards. Academic assignments exist to help students learn; grades exist to show how fully this goal is attained. Therefore, all work and all grades should result from the student's own understanding and personal effort.

The University has the responsibility for maintaining academic integrity so as to protect the quality of education on our campus and to protect those who depend upon our integrity. It is the responsibility of the student to refrain from violations of academic integrity, from conduct that may lead to suspicion of academic misconduct, and from conduct that aids others in such misconduct. It is the responsibility of the faculty to establish and maintain an environment that supports academic integrity. An essential part of this faculty responsibility is the enforcement of existing standards of academic integrity. If faculty members do not discourage and act upon violations of which they become aware, respect for those standards is undermined. Faculty members are expected to provide students with a clear statement of their expectations concerning academic integrity.

UCM recognizes that standards and expectations for citing the work of others in the modern, digital age can be confusing. We also recognize that most students want to do their own work, contribute appropriately to group work, and be recognized for their own accomplishments. In general, academic misconduct is interpreted as any act which improperly affects the evaluation of a student's academic performance or achievement. Misconduct occurs when the student either knows, or reasonably should know, that the act constitutes misconduct. The following guideposts are intended to help students avoid accidental misconduct and reflect on what constitutes academic integrity.

- **Protect your work.** Do not let other students in your class diminish the value of your achievement by claiming your work as their own. In examinations, do not allow your neighbors to see what you have written; you are the only one who should receive credit for what you know.
- **Acknowledge your sources.** When you are presenting words or ideas that are not your own, you are expected to appropriately acknowledge your source. For example, when writing a paper, use quotation marks where appropriate and cite your source in a footnote or in a list of sources that you consulted.
- **Avoid the appearance of dishonesty.** Do not put yourself in a position where you have unauthorized material in a testing environment or where you can be suspected of having copied another person's work. Even the appearance of dishonesty may undermine your instructor's confidence in your work.
- **Do your own original work, collaborate when assigned to do so by your instructor,**

**and don't resubmit work previously completed for another class.** The purpose of assignments is to develop your skills and measure your progress. Letting someone else do your work defeats the purpose of your education and may lead to serious charges against you. Resubmitting old work does not promote new learning.

- **Never falsify a record or permit another person to do so.** Academic records are regularly audited and students whose grades have been altered put their entire transcript at risk.
- **Never fabricate data, citations, or experimental results.** Many professional careers have ended in disgrace, even years after the fabrication first took place.
- **Always tell the truth when discussing your work with your instructor.** Any attempt to deceive may destroy the relationship between the instructor and the student.
- **Report any academic dishonesty** you see to your instructor or department chair.

Violations of [Academic Honesty](#) are determined by your instructors and can result in serious academic consequences including failing grades, removal from class, removal from a field of study or even the termination of your student status. Please take this issue seriously and proactively ask for guidance from your instructors if you are uncertain how to properly cite the work of others.

Students are also expected to be honest and demonstrate integrity in non-academic matters outside of class. The University of Central Missouri seeks to promote and ensure personal integrity among students and other members of the university community by taking a stand against dishonesty, theft, fraud, and misrepresentation of facts. Students are encouraged to take responsibility for their decisions and be thoughtful of how their actions impact on others. In support of this important goal, the following actions may be considered serious violations of university policy:

- Lying, deceiving, or conveying false information for the purpose of causing another person or official to act or refrain from acting.
- Stealing any property or services from another person, group, or the University.
- Embezzling, defrauding, or procuring any money, goods, services, or thing of value under false pretenses, including the issuance of check, draft, money order or use of a credit card knowing that it will be dishonored upon presentation for payment.
- Purchasing, receiving, using, or benefiting from any property, money, services, or thing of value knowing it to have been obtained or made available through theft or deceit.
- Forging, altering, or misusing any document, record or identification or causing any false information to be entered upon any record or presented at any proceeding.

## **Some Thoughts on Alcohol, Tobacco, and Other Drugs**

Our expectation is that your decisions about alcohol, tobacco or other drug use will be guided by the law and common sense, by information about how these substances may impact your ability to be successful as a student, and by an understanding of the potential impact your use may have on those in the university community. All students, employees and visitors are expected to comply with local, state, and federal laws that govern the possession, use, distribution, and sale of alcohol, tobacco, or other drugs.

Misuse of alcohol or other mind or body-altering substances can negatively affect cognitive processes and may limit your ability to exercise good judgment and to learn

effectively. This is contrary to the educational purposefulness described earlier and is cause for concern by the University. In addition, all alcohol and other drug use carries with it some inherent risks. These include but are not limited to addiction, accidents, or injury due to impairment, overdose, damage to internal organs or a developing fetus, and unpredictable or violent behavior.

Therefore, regardless of age or legal standing, students who underperform in class due to alcohol or other drugs, become over-intoxicated, or suffer medical consequences such as blacking out, should expect to discuss their alcohol or other drug use with a Conduct Educator and evaluate how their decisions may be impacting their academic success.

### **Alcohol Policies**

The use of alcohol on campus by those over twenty-one (21) is regulated by the University and is only allowed where explicitly indicated. Students ages twenty-one (21) or older who choose to consume alcoholic beverages in their residence hall rooms are expected to do so in moderation to ensure residents' rights to privacy, sleep, and study. Students twenty-one (21) or older who distribute alcohol, consume alcohol in public areas, or otherwise compromise the safety of themselves or others due to intoxication should also expect to discuss how their decision-making process is impacting their success and the integrity of the academic environment.

In each of these cases, poor decision-making will likely result in a referral to the Office of Health Promotion for a brief assessment, motivational interview, or mandatory educational program. Students may be financially responsible for these referrals.

The following is a general list of local, state, and federal laws to be aware of. It is illegal:

- to purchase or consume alcohol if you are under the age of twenty-one (21).
- to provide alcohol to those under the age of twenty-one (21).
- to sell alcohol without a liquor license provided by the city and state. This includes charging admission to an event to cover the cost of the alcohol. If the alcohol cannot be consumed without money being provided, the law views this as selling alcohol.
- to possess an open container of alcohol in public in the city of Warrensburg, including the UCM campus.
- to possess, sell or use a fictitious or altered identification, or identification belonging to another.
- to drive under the influence of alcohol or other drugs.
- to possess, sell or use any controlled substance or paraphernalia used with a controlled substance.
- to possess, sell or use prescription drugs without a prescription.

### **Marijuana and Other Drugs**

Federal law and university regulations prohibit possessing, using, and distributing illegal drugs, drug paraphernalia, and/or controlled substances (including, but not limited to, marijuana, narcotics, or prescription drugs intended for use by another individual) in any residential complex or anywhere on university property. Using or possessing marijuana in any form, including without limitation tinctures, edibles and topicals, is prohibited on all UCM property, and students who use or possess marijuana are subject to disciplinary action.

Students who misuse prescription drugs, use illegal drugs, distribute drugs, or otherwise compromise the safety of themselves or others due to intoxication or drug use should also expect to discuss how their decision-making process is impacting their success and the integrity of the academic environment. In each of these cases, poor decision-making will likely result in a referral to the Office of Health Promotion for a brief assessment, motivational interview, or mandatory educational program. Students may be financially responsible for these referrals.

UCM's concern regarding mind-altering and body altering substances is not limited by the current legality of those substances. This concern extends to include all known illegal drugs but also includes the misuse of prescription and non-prescription drugs, misuse of new and emerging drugs, and/or misuse of other substances not intended for human consumption.

### **Other Considerations and Assistance**

Students should know the sanctions for violating these laws may be significant, including fines, community service, or jail time. Additionally, a violation such as this can have long-term impact on your career. For example, using a fake ID to purchase alcohol is not only unlawful but is also viewed very negatively by many employers, particularly those associated with educational agencies, aviation, safety and criminal justice programs, government agencies, etc.

If you or someone you know is struggling with their use of alcohol or other drugs, the University has resources that can help. Information on referrals and assistance with alcohol or drug-related problems is available for students from the Counseling Center (660-543-4060), University Health Center (660-543-4770), or for employees from Human Resources (660-543-4255). Additionally, within Warrensburg, the following recovery and treatment resources are available: Alcoholics Anonymous (660-747-6313), Compass Health Network (844-853-8937) and Recovery Lighthouse (660-429-2222).

### **Tobacco-Free UCM**

UCM desires to provide a respectful, safe, healthy, and clean environment for all of our students, faculty, staff, and visitors, and is proud to be a tobacco-free campus. As a tobacco-free campus, UCM provides a healthier, cleaner living-learning environment for the campus community and those who visit us. Out of respect for guests and those who may find it difficult not to use tobacco while on campus, individuals may continue to use tobacco in their personal vehicles. UCM provides tobacco cessation assistance for students and employees who would like to stop using tobacco. See [ucmo.edu/free](http://ucmo.edu/free) for more information about our tobacco-free campus.

### **Emergency Amnesty**

The University of Central Missouri is committed to the safety and welfare of our students and seeks to facilitate access and remove barriers to students seeking medical assistance for alcohol and/or drug related emergencies, and in cases involving sexual assault or sexual misconduct. UCM expects students to seek immediate medical or emergency assistance (e.g. calling the police at 911 or 660-543-4123, asking for immediate assistance from a Community Adviser, etc.) when they are concerned about their own health or that of another student.

The amnesty process was developed to emphasize that UCM supports students who make the decision to seek assistance from an emergency or medical professional for themselves or a friend. UCM never wants to be witness to a tragedy that could have been prevented, simply because a person feared coming forward to seek help.

The amnesty process applies to the student in need of medical attention and to the

student(s) seeking medical attention on behalf of another person. It also applies to students seeking assistance in relation to an instance of sexual violence. We recognize that students are sometimes reluctant to seek help because they believe that by doing so, they will expose themselves to disciplinary action. We want to remove this fear and focus on student safety.

This amnesty process tries to ensure that students receive:

1. Immediate medical assistance.
2. Follow-up interventions, if appropriate, to reduce the likelihood of future occurrences.

Students receive amnesty when it is determined by a Conduct Educator that they appropriately sought emergency or medical attention for themselves or others, or medical assistance was sought for them, even if they had been using alcohol or other drugs. If amnesty applies, the student will not be found in violation of university alcohol or drug policy (and potentially other policy violations) but may still be required to complete a referral and/or discuss behaviors in an educational context.

Through this referral, students may be required to:

- Complete an assessment with a substance abuse prevention professional.
- Comply with the substance abuse prevention professional's recommendations by an established deadline. For most first-time alcohol incidents, the Campus Behavior Profile program will be used. First-time drug incidents will utilize a similar program. Students are responsible for any costs associated with these referrals.

Students seeking medical attention on behalf of another person will not receive disciplinary actions for seeking help. However, depending on their involvement, they may also be required to meet with university administrators such as the substance abuse prevention professional and follow through with recommendations.

Failure to comply with either emergency medical treatment (including refusal to follow the recommendations of campus personnel, University Health Center personnel, Public Safety, and/or Johnson County EMS personnel concerning transportation to the University Health Center or one of the local emergency rooms) or follow-up interventions may disqualify a person from the Amnesty Policy and the student may be referred back to the Associate Vice President for Student Services or designated Conduct Educator for action.

Please note this process does not protect those students who repeatedly or flagrantly violate the Student Code of Conduct. The availability of amnesty is at the discretion of the Associate Vice President for Student Services or designated Conduct Educator.

### **Signs of Alcohol Poisoning or Overdose**

Alcohol poisoning can occur when an individual has consumed a large amount of alcohol in a short amount of time. Recognizing the signs of alcohol poisoning or drug overdose is extremely important. It is not necessary that all symptoms are present before you seek help. If you are unsure, it is imperative that you err on the side of caution and get immediate help.

Signs of alcohol poisoning or drug overdose include, but are not limited to:

- vomiting
- confusion
- stupor
- seizures
- slow breathing (less than eight breaths a minute)
- irregular breathing or heartbeat
- blue-tinged skin or pale skin
- low body temperature (feels cold or clammy)
- semi-conscious or unconscious and unresponsive

Amphetamine overdose may include rapid heartbeat, increased body temperature, and behavior changes. To seek help, call 911 or UCM Police at 660-543-4123.

Never leave an unconscious person alone or assume they will sleep it off! While waiting for help, turn the intoxicated person on his or her side. Do not try to make them vomit. Persons with alcohol poisoning have an impaired gag reflex and may choke on their vomit or accidentally inhale vomit into their lungs.

If you have any questions about the amnesty process, please contact the Associate Vice President for Student Services at 660-543-4114.

If you would like information about signs and symptoms of alcohol poisoning or drug overdose, please contact the University Health Center at 660-543-4770.

## **UCM's Sexual Misconduct Policy & Title IX**

The University of Central Missouri (UCM) seeks to foster a safe and healthy environment built on mutual respect and trust and is committed to affording equal opportunity in employment and education. UCM believes everyone should have the opportunity to experience our educational environment and University activities free from discrimination.

Sex discrimination, including sexual harassment, sexual violence, and other forms of sexual misconduct will not be tolerated. The University prohibits discrimination on the basis of any protected characteristic, including sex, pregnancy, gender identity, gender expression, and gender (non)conformity. Sexual misconduct and discrimination (including sexual harassment, sexual assault, sexual violence, dating or relationship violence and stalking) are prohibited at UCM under UCM's sexual misconduct policy, which includes Title IX and Title VII protections.

UCM is committed to protecting all participants in connection with all University programs and activities, including academic, educational, extracurricular, athletic, employment and other programs of the school, whether those programs take place on or off campus. UCM is fully committed to developing and fully implementing effective sexual discrimination and misconduct policies and to providing training for students and staff.

Due to legal requirements, incidents which may involve a violation of an individuals' Title IX protections (including sexual misconduct and other forms of sexual discrimination) have a process that is distinct from the educational conference described in the preceding section. UCM provides support for members of the University community who have experienced sexual misconduct while also providing a fair and equitable resolution process. A formal complaint does not need to be filed in order to seek assistance or supportive measures. The University's

grievance process acts independently from any civil or criminal proceedings. UCM will act to ensure all involved persons are reasonably safe, including while an investigation is ongoing.

The University sexual misconduct grievance process:

- Provides options and support for members of the University community who have experienced sexual misconduct, while also providing an equitable resolution process.
- Provides equitable treatment and equal rights for the complainant and respondent – no disciplinary action will be taken until a determination on responsibility has been made.
- Will provide a timely, fair, and impartial resolution of the complaint, under the evidentiary standard of preponderance of the evidence, i.e., more likely than not that the alleged conduct occurred.
- Is carried out by University officials who have received training on these issues, are trained to conduct an investigation and make a determination that promotes safety, equity, and accountability free of bias.
- Provides the complainant and the respondent the right to have a support person/advisor present during all aspects of the investigation and resolution process.
- Allows a complaint to be resolved informally with mutual agreement if the respondent is not a UCM employee.
- Provides the complainant and respondent the opportunity to review and comment on all evidence and investigation reports.
- Provides the complainant and respondent the opportunity to cross examine parties through an advisor during a formal complaint hearing process.
- Ensures that both the complainant and the respondent will be notified simultaneously in writing of the status of the complaint at all stages of the process, including investigation, hearing and appeals.
- Allows complainant and respondent the right of appeal following the hearing officer's decision in a formal complaint.
- Prohibits retaliation against a complainant for making a complaint and against anyone else for participating in the investigation.

### **Additional Information**

In implementing University policy and the grievance process, UCM will not restrict rights protected under the U.S. Constitution, including the First Amendment, Fifth Amendment, and Fourteenth Amendment.

The University cannot guarantee that sexual harassment or other conduct prohibited by University policy will never occur in education programs or activities, but the University will respond to allegations of misconduct in ways designed to ensure complainants' and respondents' equal access to education programs and activities without depriving any party of educational access without due process or fundamental fairness.

UCM's actions in response to reports of sexual misconduct are also guided by the safety needs of the UCM community. If any occurrences of a sexual nature pose a physical health or safety threat to the UCM community, UCM will determine whether to, and how to take, appropriate steps to notify the University community of the potential danger while working to

alleviate the threat.

In order to facilitate the University response, all University employees (other than student employees or temporary employees) are identified as Mandated Reporters. This includes all faculty and staff, except those designated as confidential in their role. Public Safety officials are also Mandated Reporters. Mandated Reporters are required to report incidents of possible sexual misconduct as defined in this policy to the Title IX Coordinator, regardless of whether the recipient of the alleged behavior is a student, employee, volunteer, or visitor of the University.

The following areas are designated as confidential and are not required to report incidents to the Title IX Coordinator:

[University Health Center](#)

600 S. College Ave.  
Warrensburg, MO 64093  
(660) 543-4770

[UCM Counseling Center](#)

Humphreys 131  
(660) 543-4060

[UCM Office of Health Promotion](#)

600 S. College Ave.  
Warrensburg, MO 64093  
(660) 543-8947

UCM Title IX Support Line  
Confidential 24-Hour Hotline  
(660) 441-4855

Off-campus Options

Off-campus counselors, advocates and health care providers are generally able to maintain confidentiality and do not share information with the University unless you request the disclosure and sign a consent or waiver form.

If you are unsure of someone's duties and ability to maintain your privacy, ask them before you talk with them. An employee will be able to tell of their reporting responsibility and can help an individual make decisions about who can best assist them.

**In all cases, personal information will only be shared as necessary, and all efforts will be made to protect the privacy of those involved in a University process. All confidentiality requests may be discussed with Title IX officials.**

For more information about sexual misconduct complaints and the University process, please contact any of the following Title IX Coordinators, who monitor and oversee the overall implementation of the University process:

**Dr. Corey Bowman (Title IX Coordinator)**

Associate Vice President for Student Services  
Office of Student Experience and Engagement

Administration 214, 660-543-4114, [bowman@ucmo.edu](mailto:bowman@ucmo.edu)

**Heather Jennings (Deputy Title IX Coordinator)**

Title IX Investigator

Office of Student Experience and Engagement

Administration 213, 660-543-8030, [hjennings@ucmo.edu](mailto:hjennings@ucmo.edu)

Please visit the [Title IX home page](#) for sexual misconduct information, reporting options, support and resources, and the [University's Policy Prohibiting Sexual Misconduct, Sexual Harassment and Sex Discrimination](#) for the University's process and response to sexual misconduct.

## **Digital Citizenship**

Technology brings tremendous educational value to a student's experience at UCM. Successful students develop both the capability to use technology and the wisdom to know when and how to use it. To achieve this end, UCM strives to be a community comprised of principled students and educators who work collaboratively to build an online culture of academic discovery, critical but civil discourse, and full electronic participation in society.

As both partners in, and representatives of, this community, UCM students enjoy both the privileges and duties of Digital Citizenship. It is our belief that good digital citizens use the internet and social media effectively, critically, and ethically.

Effective use of digital technology requires students to develop and explore their own capacity to make informed choices in pursuit of their full potential. UCM challenges students to embrace emerging technologies and learn new skills. It is our hope that students will use these skills to develop the ability to adapt to educational challenges and cultural changes with a sense of optimism, excitement, discovery, and hope.

Critical use of digital technology requires students to carefully examine the information and ideas they encounter online. We encourage students to learn, innovate, communicate, and explore online while carefully considering and evaluating the reliability and trustworthiness of that information.

Ethical use of digital technology requires students to consciously consider how their participation in the online community affects themselves and others. As responsible digital citizens, students are expected to take reasonable precautions to guarantee their own personal safety, privacy, and the security of university resources they use to connect with the digital environment. We want students to be conscious of, and guardians of, their own online reputation and the digital dignity of the UCM community. Responsible digital citizens do not give out too much personal information online, misrepresent or negatively represent themselves through social media, or engage in conduct that constitutes harassment or discrimination as defined in applicable university policies, or that is otherwise prohibited by law, such as defamation, libel, or slander. Additionally, ethical digital citizens are conscious of and respectful of the intellectual property of others and they are expected to comply with laws, license agreements, and contracts governing network, software, and hardware use. Any breach of computer security, harmful access or invasion of privacy may result in a student's immediate removal from UCM.

## **Cyber-bullying, Cyber-harassment, and Cyber-stalking**

UCM is committed to supporting students when they are faced with assaults or attacks that might limit their ability to participate in the digital community or reach their academic potential. Digital citizens should understand that attacking an individual through cyber-conduct that

constitutes harassment or discrimination as defined in applicable university policies, or that is otherwise prohibited by law, is just as inappropriate and unacceptable as engaging in such conduct in-person. Students who believe they are targets of such misconduct should seek assistance from hall staff or the Office of Student Experience and Engagement.

### **What is Cyber-bullying?**

Cyber-bullying is bullying that takes place using electronic technology. Electronic technology includes devices and equipment such as cell phones, computers, and tablets as well as communication tools including social media sites, text messages, chat, and websites.

- Students who are being cyber-bullied are often bullied in person as well. Additionally, students who are cyberbullied have a harder time getting away from the behavior.
- Cyber-bullying can happen twenty-four (24) hours a day, seven (7) days a week, and reach a student even when they are alone. It can happen any time of the day or night.
- Cyber-bullying messages and images can be posted anonymously and distributed quickly to a very wide audience. It can be difficult and sometimes impossible to trace the source.
- Deleting inappropriate or harassing messages, texts, and pictures is extremely difficult after they have been posted or sent.

### **Cyber-harassment**

- Cyber-harassment usually pertains to unlawful threatening or harassing email messages, instant messages, or to blog entries or websites dedicated solely to tormenting an individual.

### **Cyber-stalking**

- Cyber-stalking is the use of the internet, email, or other electronic communications to stalk, and generally refers to a pattern of threatening or malicious behaviors. Cyber-stalking may be considered the most dangerous of the three types of Internet harassment, based on posing a credible threat of harm.

### **Effects**

Cell phones and computers themselves are not to blame for cyber-bullying, cyber-harassment, or cyber-stalking. Social media sites can be used for positive activities, like connecting students with friends and family, helping students with school, and for entertainment. But these tools can also be used to hurt other people. Whether done in person or through technology, the effects are similar.

*It is also important to understand that Missouri State law specifically addresses certain forms of behavior online.*

## **Treating Others with Respect**

### **Assault, Intimidation & Bullying**

In order to promote learning and the development of an academic community, the university environment must be free from violence and the threat of violence. For this reason, any physical confrontation, including fighting, threats of violence, and domestic violence, will be confronted.

**Due to the significant potential that violent behavior could prevent others from being successful in the academic environment, anyone engaged in violence or threats of violence may be immediately removed from UCM.**

Additionally, the community cannot thrive when some members are prevented, or intimidated, from participating due to misconduct. For this reason, persons who engage in conduct that constitutes harassment or discrimination as defined in applicable university policies, or that is otherwise prohibited by law, will be held accountable for their actions.

### **Bullying Definition**

Bullying has been the subject of considerable public discussion and is often misunderstood. There is a difference between experiencing mean behavior and experiencing bullying. Bullying occurs when a person is exposed, repeatedly and over time, to extreme negative actions on the part of one or more other persons, and he or she has difficulty defending himself or herself. Bullying is unwanted aggressive behavior that involves a real or perceived power imbalance.

Bullying can take many forms including verbal conduct, such as, but not limited to, physical threats, incitement, illegal intimidation, discrimination and harassment, or defamation, libel, or slander. However, as a public institution, UCM upholds freedom of speech rights grounded in the first amendment to the U.S. Constitution and similar state laws. Exposure to mere speech that a person disagrees with or finds offensive does not constitute bullying.

Physical bullying involves hurting a person's body or possessions and may include hitting, pushing, slapping, and tripping. The University takes bullying very seriously and does not condone any behavior that compromises the educational opportunities of others.

### **Hazing**

UCM values the learning and service that is possible through active involvement in Student Organizations. The majority of learning in college will take place outside the classroom and this learning is greatly enhanced by active student involvement and engagement with others. In order to reach this goal, however, these group environments must be completely free from hazing.

Hazing in university environments is frequently misunderstood. Hazing includes a wide range of behaviors and activities that may not seem harmful to participants but are unacceptable from the standpoint of the University. It is not confined to Greek chapters, and it will be confronted wherever it manifests.

Student groups may unwisely choose to use hazing as a way to try and achieve the admirable goals of group membership selectivity, group unity, and loyalty. UCM wants to help students learn how to build strong groups without relying on strategies that intentionally cause their prospective members harm. Student organizations that historically may have used hazing in their organizations are invited to consult with the Office of Student Activities or other university resources to learn better options for building strong groups. Coming forward to seek assistance will not result in retroactive punishment for hazing incidents.

**Consent to be hazed does not excuse hazing and will not be considered an excuse or a defense for this dangerous and unacceptable behavior.** It also does not matter where the hazing occurs. The University is empowered to take action whether the hazing takes place on or

off university premises.

It is important that all groups and organizations understand this statement: **Hazing puts others at risk and may undermine all of the good work done by a student organization; it will not be tolerated at UCM.**

To assist groups in planning safe, constructive activities, Missouri's law regarding hazing should be considered:

**"Hazing"**, a willful act occurring on or off the campus of an educational institution, directed against a student or a prospective member of an organization operating under the sanction of an educational institution, that recklessly endangers the mental or physical health or safety of a student or prospective member for the purpose of initiation or admission into or continued membership in any such organization to the extent that such person is knowingly placed at probable risk of the loss of life or probable bodily or psychological harm.

Acts of hazing shall include:

- a) Any activity which recklessly endangers the physical health or safety of the student or prospective member, including but not limited to physical brutality, whipping, beating, branding, exposure to the elements, forced consumption of any food, liquor, drug or other substance or forced smoking or chewing of tobacco products; or
- b) Any activity which recklessly endangers the mental health of the student or prospective member, including but not limited to sleep deprivation, physical confinement, or other extreme stress inducing activity; or
- c) Any activity that requires the student or prospective member to perform a duty or task which involves a violation of the criminal laws of this state or any political subdivision in this state.

At UCM, hazing is even more broadly defined to include any action taken or situation created by members of an organization or group that intentionally causes embarrassment, harassment, or ridicule.

Examples of hazing activities may include but are not limited to the following:

- misuse of alcohol
- paddling in any form
- creation of excessive fatigue
- physical and psychological shocks
- quests
- treasure hunts
- scavenger hunts
- road trips or any other such activities carried on outside or inside of the confines of the University, chapter house or private residence
- wearing of public apparel which is conspicuous and not normally in good taste
- engaging in public stunts
- morally degrading or humiliating games and activities
- any other activities which are not consistent with fraternal law, ritual, or policy; state and federal law, or the regulations and policies of UCM.

If the activity appears to be hazing, it may be treated as hazing even if it does not fit any of the preceding descriptions. In order to remain in good standing, student groups are expected to

educate their membership, seek training for their leadership, and report all incidents of possible hazing.

## **Retaliation**

Retaliation is any adverse action taken against a person because of that person's participation in protected activity. That includes, without limitation, intimidating, threatening, coercing, or discriminating against any individual for the purpose of interfering with any right or privilege secured by university policies, or because the individual has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an educational conference, investigation, proceeding, or hearing under university policy.

## **Creating a Reasonably Safe Environment**

The University of Central Missouri is committed to creating a reasonably safe environment for collegiate activities. Each of us can promote safety in our community by knowing and adhering to university policies, taking steps to protect ourselves and others, and promptly reporting criminal or suspicious behavior to university authorities.

It is our expectation that students will actively seek to improve the campus environment by sharing their ideas about how to improve safety on campus. Students are also expected to refrain from creating any form of fire, safety, or health hazards, and they are expected to operate their personal vehicles in a safe, legal, and responsible manner.

Please be aware that violence between students, threats to self or others, destructive or disruptive behavior, and disturbances of the learning environment or other university processes will not be tolerated. Students who disrupt the learning of others and students who engage in acts of violence, on or off campus, may face severe disciplinary action including suspension from the University of Central Missouri. Obstructing or disrupting any university processes, including instruction, research, study, administration, meetings, ceremonies, or student activities is also a violation of university policy.

For safety reasons, all students are expected to handle emergency equipment appropriately and to only activate fire alarms in the case of an emergency. Damaged or misused emergency equipment creates a hazard and can be time consuming to repair. Students who misuse this equipment should expect substantial fines.

Additionally, please be aware that **weapons are not allowed on the University of Central Missouri campus** (including main campus, classroom demonstrations, the airport, the farm, and all residences). This includes, but is not limited to, all forms of firearms, or any mechanical or gas operated mechanism that propels a projectile (such as nerf guns and airsoft guns), ammunition, fireworks, and knives with any blade more than four (4) inches in length, throwing stars and blackjacks. The possession or use of non-lethal weapons, projectiles and small fireworks is also prohibited. Anyone who brings weapons to campus may face immediate removal from campus and students may face suspension.

UCM strives to create an environment that supports the free exchange of ideas, and we support the rights of students and others to peacefully gather in support of a cause or concern. Any acts detrimental to the functioning of the University as an academic community, however, are incongruent with the University's mission and may be treated as a serious breach of university policy. Disturbances of the learning environment or other university processes will not be tolerated. This includes:

- A. Participating in group behavior that involves damage to property, actual violence or threatened damage to property or violence;
- B. Inciting a group toward immediate violent behavior;
- C. Defying or refusing to obey police orders to disperse when the group is engaged in violent actions;
- D. Inciting or encouraging a group to defy police orders to disperse when the group is engaged in violent actions;
- E. Assaulting, throwing objects at, or otherwise endangering police officers or city or university officials and employees engaged in quelling a riot or mass disturbance;
- F. Starting, stoking, or using fire, creating barricades, or blocking streets and passageways, as part of a riot or mass disturbance;
- G. Interfering with police, fire, and emergency medical personnel in carrying out their duties during a riot or mass disturbance; or
- H. Attempting to circumvent or defeat police crowd-control measures.

Anyone who disrupts university events or processes or interferes with the learning of others may be removed from campus and students who violate this policy may be subject to immediate interim suspension from the University of Central Missouri.

Creating and maintaining a safe environment requires participation by each community member. As a student, you are absolutely expected to comply with directions, instructions, and reasonable requests of university officials and their designees, law enforcement and emergency personnel when they are performing their job-related duties. For example, **a student is required to produce his/her university ID card upon request of any official.** A student is also required to evacuate a building when directed to do so by university staff or emergency personnel.

Failure to complete a learning action plan or other mandated activity must be treated as a progressively serious policy violation. (Violation of this policy may be determined administratively and does not require an additional educational conduct meeting.)

## General Expectations for Ethical and Responsible Conduct

As long as a student is enrolled at UCM, the University expects them to conduct themselves as ethical and responsible adults both on campus and off campus. Students may be held accountable for their choices regardless of where those choices take place. The University also recognizes that mistakes will be made. It is our belief that your character is reflected in how you take responsibility for correcting those errors in judgment.

The University expects students to behave as rational, ethical, responsible adults and avoid situations that call those qualities into question. For these reasons, the following actions and activities are restricted:

- **Assisting in the Violation of Policy** - Helping someone else to violate policy is an example of poor decision making. A student who assists others in violating university policy will be treated as a responsible participant.
- **Attempted Violation of Policy** - Students who knowingly attempt to violate policy, but are prevented from doing so, will still be held accountable for their poor decisions. An attempt to violate any provision of university policy will be considered a violation of university policy.
- **Behavior of Guests** - Due to the nature of the campus community, students are expected to accept responsibility for the actions of their guest(s). If a student is having difficulty

communicating expectations to their guests, they should ask for assistance from staff or choose to limit who they invite into the community environment. University Housing reserves the right to remove and restrict guest(s) from university housing facilities and property when behavior deems necessary.

- **Evidence of Policy Violation in the Public Domain** - UCM does not aggressively monitor social media for policy violations, but we also do not ignore a student's decision-making that is evident in the public domain. Policy violations discovered posted on public domain sources may lead to university action. Students are encouraged to take precautions with personal information and postings on such places as (Facebook, Twitter, SnapChat, Blogs, etc.).
- **Gambling** - In accordance with state law, gambling is not permitted on University of Central Missouri property.
- **Hate related offenses** - Committing a criminal offense, against a person or property, motivated in whole or in part by an offender's bias against a race, color, religion, disability, national origin, ethnic origin, gender, or sexual orientation [including gender identity] is unacceptable in a civil community and will not be tolerated at UCM.
- **Invasion of Privacy** - Everyone in the University environment should expect a reasonable level of privacy and no one should be subjected to eavesdropping, surveillance, or other intrusions by means of bugging devices, concealed recorders, magnifying optics, webcams, etc. Additionally, knowingly viewing, photographing, or filming another person in a state of full or partial nudity without that person's knowledge and consent is unethical and a violation of policy and is illegal.
- **Littering & Vandalism** - UCM has a beautiful campus and well-maintained residential facilities and classrooms; careless littering is harmful to this environment and disrespectful of the hard work performed by university custodial staff. Destroying, damaging, or vandalizing university property or the property of another is very harmful to the community and will not be tolerated.
- **Solicitation** - Door to door solicitation, as well as sliding advertisements and other material under doors, is generally unwelcome by other students and is prohibited unless conducted by authorized personnel such as Community Advisors in the performance of their jobs.
- **Transportation/Parking Violations** – This includes violations of the University's [Parking and Traffic Regulations](#) including (but not limited to) violations of bicycle regulations, low speed vehicle policy, skateboarding, habitual parking violations or any violation that may be hazardous to life or property.
- **Trespassing and Unauthorized Access** - Trespassing, entering into or upon, or using restricted university facilities (for example, unauthorized access to roofs, maintenance rooms, computer labs, etc.) can be dangerous, cause harm to you or others, or lead to property damage. This includes but is not limited to access gained by unauthorized or duplicate keys, bugging devices, computer codes or other methods or devices used to afford unauthorized access to restricted areas or information or operation of equipment.

Criminal conduct involving the violation of local, state, or federal statutes shall also constitute a violation of policy and may result in university action, even if this behavior is not prosecuted by public officials.

## Housing Policies

Students who live in the residence halls and campus apartments have a unique and exciting opportunity to directly engage with other students in a vibrant and dynamic learning environment. Compared to students who live off campus, students who live in university housing have higher grade point averages, higher retention rates, and report greater satisfaction with the University. Living in this environment includes responsibilities that are unique to residential life.

These responsibilities are codified into policies designed to help create a community that is:

- conducive to learning
- safety conscious
- respectful of others
- responsibly regulated

Some of these policies address how you should interact with others (roommate disagreements, cohabitation, use of shared resources, actions that disrupt the educational atmosphere, etc.) while other policies address environmental matters directly related to safety (fire safety concerns, creating hazards).

The residential community is a learning community. UCM wants students to develop important communication and social skills through their experiences in the residence halls. Residents will learn lifelong skills of living cooperatively with others, being an active member of a community, respecting others' space and property, and how to appropriately confront and work through conflicts with neighbors.

Occasionally there are competing interests in a living learning environment. For example, one student may desire a celebrative environment where they can share their personal musical tastes with others, while another student in that same community may desire a quiet study environment so they can prepare for a test or exam. The following policies will help you navigate these competing interests. Students are encouraged to communicate and enjoy their experience while recognizing and balancing the needs of others for a quiet study environment.

The following policies apply to students who live in campus housing as well as to their guests. In all cases, students will be held accountable for the actions of their guests, so it is important that students make responsible choices about who they invite into this community. Students who live in campus housing have a responsibility to discuss these responsibilities with their guests.

### **A Community that is Conducive to Learning**

Housing staff members strive to create a vibrant and dynamic community while preserving a learning atmosphere. This is a difficult balance. In general, no noise should be heard in the hallways or by neighbors including those above or below the student's room. Residents should refrain from running, horseplay and loud communications in the hallways, stairwells, and other public areas and slamming doors. Residents should be able to study and sleep without undue disturbance. Specific courtesy and quiet hours may be developed for your hall community, and you are expected to honor these covenants.

In order to maintain an environment conducive to learning, Housing has specific policies/restrictions/expectations.

## **Policies Conducive to Learning:**

### **Alcohol Policy:**

- Alcohol is allowed in upper-class communities in housing as long as the residents of the room/apartment and everyone present are all twenty-one (21) years of age or older. To prevent a disruptive party-like atmosphere, no more than four (4) people can be present in a room where alcohol is being consumed.
- Mass quantities of alcohol (such as kegs) are not allowed in the halls.
- Alcohol competitions (beer pong, etc.) are also not allowed in housing.
- Beer bottles and cans must be disposed of properly.
- The door must remain closed when alcohol is being consumed.
- Alcohol is not allowed in first year communities or in common areas of the housing facilities.

### **Hall Sports:**

- Residents should refrain from running, horseplay and other activities that can create noise and distractions from residents' ability to sleep and study.

### **Noise Policy:**

- Quiet Hours are Sunday through Thursday, ten (10) p.m. - ten (10) a.m., and Friday & Saturday, midnight - ten (10) a.m. No noise should be heard in the hallways or by neighbors including those above or below student rooms during Quiet Hours.
- Courtesy Hours are in effect twenty-four (24) hours a day. Residents should refrain from slamming doors, running, horseplay and loud communications in the hallways, stairwells, and other public areas. Residents should be able to study and sleep without undue disturbance.

## **A Community that is Safety Conscious**

When students live in close proximity, poor decisions or careless choices can significantly impact on the safety of others. For example, a candle left burning in a room after residents have gone to class could result in a fire that harms or displaces hundreds of students. For this reason, we are very restrictive with personal items that could pose a risk to others.

### **Policies Concerning Safety:**

- **Air Conditioners** - Students are not allowed to install window air conditioning units. Non-window air conditioning units may be allowed and must use one thousand (1000) watts or less of power and should have an energy rating of ten (10) or more. Portable AC units should not be left unattended for long periods of time.
  - In university apartments where air conditioners are provided, the air conditioner should not be used when outside temperatures are below fifty (50) degrees. Running air conditioners in low outside temperatures can damage the unit and the student may be responsible for the cost of repair/replacement.
- **Bunk Beds** - Students who choose to bunk their beds are expected to get a safety rail to install on the top bunk. Safety rails are available at the front desk of the residence hall.
- **Can & Bottle Collections** - In order to create a safe and healthy environment the

collection of cans and bottles for display is not permitted. All cans and plastic/glass bottles should be disposed of in the trash dumpsters outside the building.

- **Candles/Incense/Scented devices** - Students are not allowed to burn candles or incense in the housing facilities. Candles may be used as decorations if the wicks have been removed.
  - **Candle warmers:** Desktop candle warmers may be used when residents are present in the room and cannot be left unattended.
  - **Scented warmer devices** including those using wax are not allowed in housing facilities.
- **Cooking Appliances** -
  - Residence Halls: Only microwaves and coffee makers are permitted to be used in student rooms. Other cooking appliances (Foreman grills, air fryers, etc.) must be used in the **community kitchen** and must NEVER be left unattended.
  - Apartments: All cooking appliances may be used following appliance instructions and proper safety measures are taken. Appliances in use should not be left unattended.
- **Decorations** - All decorations must remain on the door or inside the student room (nothing should be in the hallway other than small welcome mats immediately up against the door). String lights and other electronic decorations are not permitted on the exterior of the room door. All electronic decorations inside the room must be UL approved devices. No cans and bottles of any kind can be used as decorations. Decorations in the hallway, corridors, floor lounges, and stairwells cannot be electrical decorations or products that have limited life/shelf spans such as pumpkins, flowers, food items, etc. Decorations in corridors, hallways, floor lounges and stairwells can NEVER impede safety instructions and equipment. Common Lobby spaces of the building may be decorated with support and assistance from hall staff.
  - All decorations in lobby spaces must be removed at break closings.
- **Evacuations/Drills** - Drills will also be conducted on a regular basis. In an emergency or emergency drill, all students must comply with the directions of housing staff and university officials. For fire alarms students are expected to exit the building. For tornado alarms expected to go to the appropriate interior location. Students may not return to their rooms until instructed. Evacuation routes (halls, stairways, lobbies, and lounges) must remain clear of obstructions.
- **Food Preparation** - Food may be prepared in microwaves and coffee makers in student rooms. Clean up of food prep should take place in the community kitchen sinks, and leftovers and garbage from food prep must go in the trash, not down sinks or toilets.
- **Grills** – Charcoal Bar-B-Que are NOT permitted to be used. Gas or Electric grills may only be used when at least six (6) feet from the building. Residents should exercise appropriate care in using these grills and should never be left unattended when in use.
- **Halogen Lamps** - Halogen lamps with bulbs over one hundred (100) watts are not permitted in the residence halls.
- **Hazardous Materials** - Any form of hazardous material and containers are not allowed in university housing.
- **Hazardous/Strong Odor Products** - Products that produce strong odors that may be considered hazardous or create discomfort to the community (paints, acrylic nail products, etc.) are not allowed to be used inside housing facilities. They must be used outside but

can be stored inside if they are not flammable and are tightly sealed producing no odor.

- **Hoverboards** - hoverboards are not permitted in any university housing facility at any time.
- **Lava Lamps**- Lava lamps are not permitted in Housing facilities.
- **Live/cut trees** - no live/cut trees may be used at holidays for decoration.
- **Lofts** - Only approved lofts rented through the loft rental program can be used in any residence hall room.
- **Microwaves** - Microwave ovens are permitted with no more than one thousand (1000) watts.
- **Needles & Syringes** - Residents using legal medications which require injections should not dispose of needles or syringes in the trash can. The Campus Community Health can provide containers for disposal at no charge.
- **Other Electrical Appliances** - Underwriters Laboratories (UL) electrical appliances (hair dryer, curling/straightening irons, irons, etc.) are permitted to be used in student rooms only when the student is present.
- **Refrigerators** – Residence Halls: Refrigerators are permitted in student rooms if they are six (6.0) cubic feet or smaller and use less than one thousand (1000) watts of power.
  - Apartments: Must use University provided refrigerator.
- **Scooters** - The University prohibits the use of scooters on campus. Effective as of January 12, 2025, electric scooters and electric bikes are not allowed to be stored inside any housing facility. This includes all residence halls, apartments, and dining facilities.
- **Space Heaters** - Space heaters are not permitted in the housing facilities, due to high electrical demands and other safety reasons.

- **Tampering with Life Safety Equipment** - It is never acceptable to tamper with alarms, pull stations, detectors, extinguishers, emergency evacuation signs and postings or any equipment that helps monitor and ensure your safety. Hanging items from, covering, or disabling smoke detectors/sprinkler heads, removing emergency evacuation signs and postings, and discharging of fire extinguishers for non-fire reasons is considered tampering with fire safety equipment. The charge for tampering with life safety equipment is **two hundred twenty-five dollars (\$225)**
- **University Property & Equipment:** Students may not alter any University property and equipment (such as thermostats, faucets, painting of walls, etc.,) Doing so will result in students being assessed the charge for University personnel to correct the alteration.
- **Window Opening Devices** - For safety and security measures the windows in the residence halls and some apartments are restricted to opening an appropriate space. Devices to ensure this happens are installed on all windows. Tampering with the window opening device can lead to a two hundred twenty-five-dollar (\$225) fee assessed to the student(s).
- **Window Safety** - Throwing any items from windows is dangerous and prohibited. Speakers and other noise devices are not permitted in windows or to be placed facing out. Leaning out windows is prohibited.
- **Window Screens** - Window screens must remain securely fastened to the window frame. Please be aware that removing the screen is not allowed and will result in a fine of the cost for repairs.

## **A Community that is Respectful of Others**

### **Respect Your Community:**

All residents are responsible for maintaining and caring for the space they share with others. Common damage (vandalism) is the responsibility of the community where it occurs. Residents may be held responsible for common area damages that occur in the building ( elevators, hallways, stairwell, lobbies, lounges, entries)

### **Respect Your Roommate and Suitemates**

Some students have grown up sharing rooms with their siblings while others have always had their own room. Some students like to go to sleep early while others generally stay up quite late. Some students study in their rooms while others prefer to go to the library. Small differences like these can become big challenges if you do not enjoy mutual respect with your roommates and suitemates.

As a member of the residential community, you are expected to show respect to others; this is particularly important with those who share your space. It is very important that you show your respect for your roommates and suitemates as they also make this important transition to college life. You can do this by discussing expectations, developing roommate agreements, and generally talking openly and honestly with each other. For example, cleaning the bathroom is the equal responsibility of all persons living in the suite. Bathrooms should be cleaned on a regular basis with a schedule agreed to by all students living in the suite. You and your suitemates should discuss this and other issues. If you have trouble starting this discussion, ask your CA for help. Roommate and Suitemate Agreements are available to facilitate discussion and agreements among the parties. Please understand that only residents assigned to a room/apartment are permitted to live there and keep belongings in the room/bathroom.

### **Respect Your Guests (Guest Policy)**

Students are encouraged to have guests visit them in their room or apartment. A guest is anyone not officially assigned to live in the room/apartment regardless of their gender. Any guest staying in the room past midnight must have permission from the host's roommate prior to the guest staying. The host is responsible for the behavior of the guest at all times and any location within the building. Additionally, at a certain point, a guest has to leave. Guests may not spend more than three (3) consecutive nights or no more than nine (9) nights per month in the room/apartment.

### **Respect Your Community**

All residents are responsible for maintaining and caring for the space they share with each other. Common area damage (vandalism) is the responsibility of the community where it occurs. Residents may be held responsible for common area damages that occur in the building (hallways, stairwells, lobbies, lounges, entries).

Tobacco use of any kind including electronic smoking devices, vaping or smokeless tobacco is **not allowed** on UCM property (except inside personal vehicles). To view the University's policy on the use of tobacco go to [ucmo.edu/free](http://ucmo.edu/free).

Marijuana: Due to Federal laws marijuana cannot be used or possessed in/on ANY University property. (This is true regardless of state laws of any sort regarding marijuana).

## Respect Your New Home

Students will spend a significant amount of time in their new home, and they are expected to take good care of this space. Students will be responsible for any damage to their room or furniture. No nails or permanent mounting devices can be used on walls, doors, or furniture. Damages done to doors or residue left on room and closet doors as results of decorations may result in charges to the student.

## A Community that is Responsibly Regulated

As discussed earlier, University Housing provides a great opportunity to participate in a unique and important college experience - the residential community. In this community you can learn about cultural differences, socialize with your peers, relax, celebrate, be a leader, and form friendships that last a lifetime. It is dynamic and exciting, and it can, at times, be a bit overwhelming - especially for the staff who are trying to help you make the most of this experience. To manage this complex environment, additional regulations must be responsibly upheld.

### Responsible Regulations:

- **Animals (Service Animals and Emotional Support Animals)**
  - Only Service Animals and University approved Emotional Support Animals are permitted in Housing facilities. Guests are NOT allowed to bring animals into Housing facilities.
  - Service Animals: Only individuals who have a disability and a trained service animal as recognized by the Americans with Disabilities Act (ADA) should have a service animal in the halls. Individuals who require a service animal may wish to register with the [Office of Accessibility Services](#).
  - Emotional Support Animals: Emotional Support Animals are not trained service animals. However, emotional support animals will be permitted in Housing facilities with **prior** approval from the [Office of Accessibility Services](#) pursuant to University procedures and standards and regulations of the [University's Animals on Campus Policy](#). In accordance with the University policy on Animals on Campus: Service and Emotional Support Animals must be controlled by the owner/handler and pet sitting/care of the animal by others is not permitted. Students must take the animal with them or board them OFF campus if leaving campus for extended periods of time (overnight/weekends/University break periods/holidays). Behavior problems of the ESA could lead to removal of the ESA from campus.
- **Bicycles** - Bicycles, motorcycles, motor scooters & electric bikes should be parked and secured responsibly by their owners outside the building. They are not allowed to be used inside the building. Bicycles are to be removed from residence halls at the conclusion of the Spring semester.
- **Businesses** - Most businesses in the State of Missouri fall under state regulations and must follow all regulations and licenses/certifications required by the State. University housing facilities are a residential facility and **not approved** for operating a business that requires a state license/certificate of any kind.
- **Doors** - Sharing room keys is prohibited and propping exterior doors is prohibited.
- **Furniture** - Students are responsible for the furniture in their room when they check in. This furniture must always remain in the student room. Furniture cannot be moved to other

parts of the suite without permission granted in advance by the Residence Hall Director/Assistant Residence Hall Director.

- **Hall Supplies:** Residents may check out supplies from the Front Desk for a limited time use. Residents are responsible for the replacement cost of the supply if damaged or broken when checkout out to them.
  - Time Limits are: Cleaning Supplies (vacuum, cleaning supplies etc.) 1 hour; Entertainment and other supplies (ping pong paddles, pool sticks, etc.) 24 hours.
- **Improper Check Out** - Student rooms/apartments must be returned to the order in which they were arranged at check in. Residents who fail to check out properly at any time during the year and at closing will be charged fifty dollars (\$100). At the end of each semester students should vacate their room/apartment by the designated date and time. Students can be asked to vacate their room/apartment within twenty-four (24) hours of their last final if the student's behavior warrants such.
- **Keys/Fobs/Mailboxes** - Residents are responsible for their room and mailbox key/fob at all times. Sharing keys/fobs and duplicating keys/fobs is not allowed. There is a charge for the lock re-core for all lost room keys/fobs. The charge is approximately ninety dollars (\$90) or the cost of repairs.
- **Lock Outs** - Students will receive two (2) free lockouts for the academic year. A charge will be assessed for each lock out after two (2) and will be billed to the student account
- **Lounge Furniture** - Lounge and lobby furniture and other common area furniture must remain in its designated place. Moving common area furniture into a student room may result in a fine of twenty-five dollars (\$25) per day.
- **Mail & Packages** - Mail and packages for non-residents of a building or University Housing will NOT be received/distributed and will be Returned to Sender. Mail & Packages MUST be properly addressed:

Student Name (AS SUBMITTED ON UNIVERSITY RECORDS)

Street Address of building (if required by sender)

Building Name & Room Number

**Incorrect or incomplete address will result in mail/package being Returned to Sender.** Packages containing perishable items (flowers, baked goods, candy, etc.) must be picked up by the student within 72 hours or the item will be disposed of.

- **Murals** - Murals in the hallways and public area may be painted with prior approval of the Hall staff and University Housing. Murals cannot contain any references to alcohol, drugs, sexual activity, or be intimidating or offensive in any fashion and must be able to remain relevant for an extended time.
- **Noise** - Quiet Hours are Sunday through Thursday, ten (10) p.m. - ten (10) a.m., and Friday & Saturday, midnight - ten (10) a.m. No noise should be heard in the hallways or by neighbors including those above or below student rooms during Quiet Hours. Courtesy Hours are in effect twenty-four (24) hours a day. Residents should refrain from slamming doors, running, horseplay and loud communications in the hallways, stairwells, and other public areas. Residents should be able to study and sleep without undue disturbance.
- **Painting** - Residents are not allowed to paint their own room/apartment.
- **Pets** - Aquarium fish are the only permitted pets in university housing. Guests are not allowed to bring pets into housing facilities. Fish tanks/aquariums for fish or approved ESA's must be ten (10) gallons or smaller in size and limited to one tank per resident.

- **Postings** - University Housing must approve all postings on bulletin boards, hallways and public areas prior to the information being posted.
- **Room Cleaning** - Rooms/apartments/bathrooms should be cleaned regularly. All students assigned to the room are responsible for keeping the room/bathroom reasonably clean within safe sanitary conditions at all times with the use of a schedule agreed to by all students living in the suite.
- **Room Entry** - University officials and housing staff reserve the right to enter student rooms for health and well-being checks and for maintenance and repairs. Housing staff will enter and inspect every room prior to all break closings. Students are not permitted to enter another student's room without the occupant's permission.
- **Swimming Pools** - Central Village and Greenwood ONLY: Small wading pools are permitted on the lawn areas but must be supervised by an adult. Pools must be emptied after each use and removed from the lawn after each use.
- **Trash** - You are responsible for any trash or waste that you create. Sweeping trash into the hallway, placing trash next to trash containers when not full or in use, placing trash in hallways or public areas, or throwing trash from windows is not allowed. Unwanted food and supplies must be disposed of in the trash, not sinks, tubs, toilets. Students who dispose of food in the sink, tub, toilet may be charged for the cost of plumbing repairs.
- **Unoccupied Rooms** - Unoccupied rooms/spaces are to remain unused by other students.
- **Vaping and Electronic Cigarettes** - In accordance with [UCM's "tobacco-free" policy](#), vaping and use of electronic cigarettes are prohibited in all university housing facilities.
- **Wireless Adaptors/Routers** - Wireless adaptors and routers are not allowed in housing facilities.

## Student Staff

Student staff members (RHDs, CAs, OAs, GAs, Safe Team members, etc.) and student leaders (Hall Council, USHA, SGA, IFC, NPHC, PC) are given tremendous responsibility in this learning environment. These student leaders are trained, charged, and counseled to assist others to make good decisions in this learning laboratory. In some ways, these individuals are similar to teaching assistants who you might encounter in the classroom; they are charged with pursuing their own academic progress while also assisting peers to learn. This can be very challenging, and all students should understand that the University empowers and fully supports these young leaders in their leadership roles.

## Community Advisors

One of the most important people on your floor, and the first person you should go to for most non-emergency situations, is your Community Advisor (CA). The CA is a carefully selected and trained upper-class student who is prepared to help with transition issues like homesickness, locating things on campus, roommate issues and more. They will plan events and activities for the floor and help get you connected with other students.

CAs will also confront inappropriate behavior to help the community be an orderly place to live and study. They are acting as university officials and their instructions should be followed. They are just doing their job to help you and the community. The most important thing to remember about CAs is they are right there with you, and they have also been in your shoes as a student.

### **Apartment Community Assistants**

Student staff members (ACAs) are given tremendous responsibility in the apartment areas of Central Village and Greenwood Park. These student leaders are trained, charged, and counseled to assist others to make good decisions for a responsible and respectful community within these apartment areas. They assist residents with all move-in and out paperwork, reporting maintenance concerns, and enforcing University and Housing policies.

### **Residence Hall Directors & Assistant Residence Hall Directors**

The RHD/ARHD supervises the community advisor staff. The RHD/ARHD is very involved in helping your building develop a strong community. Their role is to help the CA staff meet your needs and ensure the building is properly maintained. Your RHD/ARHD is the second person to go to with any issues that arise and any building maintenance problems.

### **Office Assistants**

Office Assistants (OAs) are students who work at the front desk in your building. OAs answer questions, distribute mail and most importantly, monitor your safety. They make sure the fire safety equipment is monitored and provide services like checking out equipment and much more.

### **Hall Council**

This group of residents of each building plans and implements programs that support and develop a spirit of community among the residents. They also discuss issues and concerns of your hall. Hall Councils purchase supplies for students to use on a limited time period from the front desks.

## **Registered Student Organization (RSO) Policies**

Classroom education is a priority in your college career, but the learning experience should not stop there. Eighty (80) percent of learning may take place outside the classroom. Becoming an active part of campus life will be one of the most important steps toward making the most of your college career and charting a successful future.

Becoming involved in student activities will help you develop new friendships, get hands-on experience, and develop skills such as teamwork, decision making, and time management. Campus groups and organizations can allow you to make a positive impact on the campus and community as well as gain a feeling of accomplishment.

[The Office of Student Activities](#) is committed to extending education beyond the classroom by offering students experiences that will be rewarding and enriching to them personally, intellectually, socially, and physically. The experiences you gain through your involvement will stay with you throughout your college years and last a lifetime.

UCM is proud to recognize over two hundred (200) student organizations including:

- Academic/Departmental Organizations that are tied to an academic program or department on campus
- Community Service Organizations that donate the majority of their time to being a service organization
- Cultural Heritage/Ethnic Identity Organizations that represent ethnic culture and heritage

- Honor Society Organizations that are recognized as an honors group. These groups have strict guidelines with GPA and hours
- Recreational/Club Sport Organizations that are physically active
- Spiritual Organizations that are religiously based
- Social Greek Organizations with recognized charters on campus
- Special Interest/Miscellaneous Organizations that do not fall into any of the other categories but still have an interest to be on campus

The Office of Student Activities has articulated policies to help these students provide the best possible experience for its members.

If a student organization is believed to have violated a policy, the matter will be reviewed by the Assistant Director of Student Activities, the Director of University Housing (for registered Greek Organizations) or by their designees. This review may include mandatory conversations with group members and group leadership. If the organization is a recognized social Greek organization, this review may also include representation from appropriate regional or national organizations. Once this review is concluded, the review officer will reflect upon the possible policy violations and consider matters such as the following:

- Was one or more of the organization's officers or authorized members acting in the scope of his/her general responsibilities when the policy was violated?
- Was the policy violation approved by a majority vote of those members of the organization present and voting?
- Were the individuals who violated a policy acting in the scope committee assignments?
- Were a majority of the members of an organization present or participating in the policy violation; did a substantial number of the group's members have knowledge of the violation?
- Would a reasonable person outside the incident consider the policy violation to be a reflection on the organization?

If the Assistant Director of Student Activities or designee determines that an organization has likely violated a policy, the organization may face a range of consequences including loss of university privileges for space utilization, resource allocation or university recognition as a Registered Student Organization (RSO).

The intent of these consequences is to guide organizations toward appropriate activities and choices. In all cases, however, the safety of members is paramount. Please be aware that individual students who violate policy as a part of an organization may have consequences in addition to those consequences associated with the group.

## **Academic Regulations**

See [UCM's catalogs](#) for specific regulations.

## **Academic Appeal Procedure**

The University of Central Missouri provides procedures for students who feel aggrieved in their relationship with the University, its policies, practices, procedures or its faculty and staff.

These procedures are not for reviewing instances where a student has been accused of cheating, plagiarism, or other academic dishonesty. Also not covered by this procedure are

grievances based on discrimination. The types of grievances to which this procedure applies are as follows:

## **Academic Honesty**

As outlined in [UCM's Academic Honesty Policy](#), honesty in all endeavors is essential to the functioning of society. Honesty in the classroom among students and between students and faculty is a matter that should concern everyone in the university community. Indeed, academic honesty is one of the most important qualities influencing the character and image of an educational institution. As higher education is challenged to improve the quality of its programs, there is great value in emphasizing academic standards and integrity.

## **Attendance Policy**

Class participation and attendance are essential for student success. The University has no provisions whereby a student can enroll and receive credit at the University of Central Missouri without having attended and/or participated in class. This principle applies to all courses for which credit is awarded regardless of mode of delivery.

Students are expected to attend all lectures, seminars, laboratories, and field work for each registered class and to complete all work assigned by the instructor for the course.

Students are not expected to attend class when they are sick or when excused for other reasons. Neither absence, nor notification of absence, relieves the student of the responsibility for the fulfillment of all course requirements.

## **Recording Devices in the Classroom**

Recordings, audiotapes or videotapes of classroom or laboratory lectures, presentations, demonstrations, or activities without the expressed permission of the instructor involved, shall be considered a violation of the [University's Intellectual Property Rights Policy](#).

## **Other Policies and Guidelines**

### **Computer/Network Acceptable Use Guidelines**

Computer facilities at the University of Central Missouri are provided for academic, non-commercial use by students, faculty, and staff. These facilities include servers, desktop computers, computer laboratories, local area networks, and the use of these facilities to connect to other sites via the Internet.

Rules for general conduct outlined in student, staff and faculty handbooks apply to use of computer facilities. As well, any use of UCM's computer facilities for activities that are illegal or commercial is expressly forbidden.

### **Copyright/DMCA**

The [Digital Millennium Copyright Act \(DMCA\)](#) extends federal copyright law to protect works from unauthorized electronic reproduction or distribution. The DMCA covers music, movies, software, and text – anything that is copyright-protected. Violation of copyright law is strictly prohibited under [UCM's Acceptable Use Policy](#).

To review UCM's policy and sanctions for dealing with claims of copyright violations see [Copyright Infringement Policy and Sanctions](#).

In support of UCM's policies and procedures, violations of copyright may result in disciplinary action up to and including suspension or expulsion from the University.

## **Disability Accommodations**

The University of Central Missouri actively follows a policy of non-discrimination in regard to disability and other protected classes. The University of Central Missouri, in compliance with the Americans with Disabilities Act (ADA) and the Rehabilitation Act, provides accommodations for the needs of persons with disabilities attending events sponsored by UCM. Students with disabilities requiring academic accommodations must provide the Office of Accessibility Services with documentation of their disabilities. They should provide requests for services once admitted to the University, when making new requests at the beginning of each semester, as needs change, or when students decide they want to utilize services. Timely requests are necessary in order for the University to provide appropriate academic accommodations.

A minimum notice of forty-eight (48) hours is requested to accommodate UCM sponsored programs such as guest lecturers/speakers, and theater productions. Up to eight weeks' notice may be required for accommodations in university housing, locations of classrooms, or some other assistance.

Contact the [Office of Accessibility Services](#), Elliott Student Union 224, voice/TTY 660-543- 4421, [access@ucmo.edu](mailto:access@ucmo.edu), or use Missouri Relay by dialing 711.

## **Drug Free Schools and Workplace Statement**

The University has established and is committed to enforcing clear policies that promote an educational environment free from the abuse of alcohol and other substances. The University complies with federal regulations that require an alcohol and drug testing program for safety sensitive positions.

The University expects students, employees, visitors, and organizations to adhere to state statutes prohibiting individuals under the age of twenty-one (21) from drinking or having alcohol in their possession. Drinking or possession of alcoholic beverages is prohibited in university buildings and residence halls except in those places where an explicit exception has been granted.

The University also expects students, employees, and visitors to comply with laws that govern the possession, use, distribution, and sale of alcohol and illicit drugs. Anyone found to be in violation of such laws shall be subject to all applicable criminal penalties, as well as disciplinary action in accordance with applicable policies of the University of Central Missouri.

Students under the age of twenty-one (21) are reminded it is unlawful to use fictitious identification for purchasing alcohol. Health risks associated with the use of illicit drugs and alcohol include, but are not limited to, addiction, accidents as a result of impaired judgment and ability, overdose, damage to internal organs or a developing fetus, and unpredictable or violent behavior.

Information on referral and assistance with alcohol or drug-related problems is available from the University Counseling Center (660-543-4060), University Health Center (660-543-4770), or Human Resources (660-543-4255).

## **Explosives and Weapons**

Possession or use of explosives or weapons on all university property (including main campus, classroom demonstrations, the airport, the farm, and all residences) is strictly prohibited by

## **Family Educational Rights and Privacy Act (FERPA)**

Federal legislation states that notice of rights accorded to students by the Family Educational Rights and Privacy Act (FERPA) be given annually.

The Act provides students, or former students, certain rights which, generally stated, are:

- A. The right to review his/her educational records and files.
- B. The right to have no educational data released to third parties unless the institution first has the consent of the student to do so.
- C. The right to be excluded from directories such as the student directory.
- D. The right to challenge, or object to, the contents of educational records on the grounds that they are inaccurate, misleading, or otherwise inappropriate.
- E. The right to file a complaint in regard to such rights with the Family Policy Compliance Officer, U.S. Department of Education.

Copies of University of Central Missouri's [policy implementing and further explaining FERPA](#) may be obtained from the [Registrar's Office](#).

## **Health Insurance**

Students are strongly encouraged to carry health insurance. The University contracts with a student health insurance carrier to provide a health insurance plan for students. University policy requires that all international students have health insurance coverage through the student health plan. International students are automatically enrolled and billed for the cost of health insurance each semester. More information about student health insurance is available on the MyCentral portal.

## **Identification Cards**

Each student is required to have a current UCM identification card. This card must be carried at all times and must be presented upon the request of a university official or law enforcement officer. It is used to check out physical education equipment, to check out books at the library, to gain entry to athletic events and other activities, for free laptop checkout in the Union, and to prove eligibility for use of various university facilities, etc. UCM IDs are issued in the Campus Card Center, Elliott Student Union 119. UCM ID's are also available electronically. Visit the [UCM Campus Card Center](#) for additional information.

No student should permit another to use his/her ID card. Possession of another student's card is considered to be grounds for disciplinary action against either or both parties involved. An identification card is issued only once during a student's career. A fee is charged for replacement. Loss should be reported immediately to the Campus Card Center in Elliott Student Union 119, or by phone at 660-543-8443.

## **Immunization Policy**

The University of Central Missouri Board of Governors, per recommendation of the U.S. Centers for Disease Control (CDC), requires all incoming students to present documentation showing

proof of immunity to measles, mumps and rubella and demonstrate a negative history for active tuberculosis.

A copy of an immunization record documenting the vaccines is required, along with the completed immunization form. The immunization form also includes the tuberculosis screening questionnaire which all students must complete. If any risk factors are present the student must show proof of a negative TB test or negative chest x-ray given in the United States within the last twelve (12) months. Treatment records must be included.

**For Students Living in University Housing:** The State of Missouri requires all students living in university housing to have received the meningococcal vaccine after the sixteenth (16th) birthday. For more information visit the [University Health Center](#).

## Motor Vehicles

Students who wish to park in parking lots must purchase a parking permit from the [Parking Services Office](#) of the [Department of Public Safety](#).

## Nondiscrimination/Equal Opportunity Statement

The University of Central Missouri actively follows a [policy of nondiscrimination](#) in regard to age, race, color, religion, sex, sexual orientation, gender identity or expression, marital status, pregnancy or parental status, national origin, veteran status, genetic information, disability, and all other legally protected classes. This policy applies to educational programs and activities including athletics, instruction, grading, the awarding of student financial aid, recruitment, admission, employment, housing, placement and retention of students, faculty, and staff. The University complies with applicable federal and state laws and regulations related to discrimination.

## Parades

1. All parades are to take place between the hours of 4-6:30 p.m. (Due to classes which end at 4 p.m. and evening classes which begin at 6:30 p.m., there should be no undue disturbance to prevent study and class work.) Parades for major events such as Homecoming may be held on Saturday.
2. Parade routes must have the approval of the Director of Public Safety.
3. A representative of the organization sponsoring the parade must file plans for approval in the Office of Meeting and Conference Services and return a completed event registration form at least 48 hours prior to the parade.
4. When public streets are involved, the approval of city officials will also be necessary.

## Photos and Images

UCM takes photographs and videotapes of students throughout the year. These images often include students in classrooms, labs, residence halls, athletics events, and other university activities. UCM reserves the right to use these photographs and videotapes in the promotion of the University.

Students who enroll at UCM do so with the understanding that photographs and videotapes may be taken which would include them and which may be used in university publications, newspapers, and other media for promotional purposes including advertising and marketing.

## **Public Speech Activities Policy**

The freedom to assemble and exchange views is an essential component of the education process. Students, faculty, staff and visitors are subject to laws, ordinances, university policies when they engage in public speech activities, and violations will be addressed through university and/or law enforcement forums.

## **Solicitation Guidelines**

Solicitation is defined as the sale of goods or services, taking orders, or collecting money from other than members of a sponsoring organization, petitions, surveys, or collecting ideas or opinions. [Solicitation Guidelines](#) can be viewed online in the University Policy Library.

\* \* \* \* \*

For questions about the content of this *UCM Student Handbook: Your Guide to Good Decision-Making*, contact the office of Student Experience and Engagement at 660-543-4114 or Administration Building 214.